



भा.कृ.अनु.प. - केन्द्रीय कृषिरत महिला संस्थान
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Gender Reference Manual



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ICAR-Central Institute for Women in Agriculture, Bhubaneswar



Gender Reference Manual
(Gender- Concept, Information Sources, Books, Indices,
Checklist, Glossary and Journals)

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Foreword



Today, gender is a buzzing word and subject of discussion at every platform of agricultural research and development. At the time when feminisation of Indian agriculture is happening, it is imperative to address gender issues in agriculture because gender inequality in agriculture negatively affects farm productivity, access to and control over resources and participatory decision making. To this end, gender sensitisation should be seen as a key action point to boost the understanding of research and development personnel about gender and its relevance. It also helps to build gender responsive research and development functionaries.

Realizing the growing importance of gender in agriculture, ICAR- CIWA has initiated the flagship project 'Gender Knowledge System in Agriculture'. Unavailability of compiled information on gender related concepts, information sources, books, indices, checklist, glossary, journals, etc. has become an important constraint in properly assessing these information to researchers, students, teachers, development personnel, etc. In this context, it is important that we should have a compiled source of information for facilitating those who are interested in gender research and development studies.

I appreciate the efforts of Dr. Shivaji Dadabhau Argade and his team members for compiling the information and bringing out a publication "Gender Reference Manual" under the project 'Gender Knowledge System in Agriculture' which can serve as a resource material for researchers, extension agents, teachers, students, NGO workers, etc. to assess, understand and explore gender perspectives in a better way.

जतिंदर किशतवऱिया

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1. What is Gender?

The term '*gender*' was derived from the french word '*gendre*' means kind, type or sort. Gender refers to socially constructed roles, behaviours and expectations for men and women. It is 'socially constructed', meaning that it is based on, but not determined by sex. The most widely used definition of word '*gender*' is given by *Ann Oakley* in her first academic book, *Sex, Gender and Society* published in 1972. 'Gender' however is a matter of culture. It refers to the social classification into 'masculine' and 'feminine'. Gender is first and foremost a relationship between people, in which women are defined in relation to men and vice versa. The learned behaviour of men and women is what makes up gender identity, and determines gender roles and responsibilities. Sexologist *John Money* coined the term '*gender role*' in 1955. Gender roles are those behaviours, tasks and responsibilities that a society considers appropriate for men and women. Gender is the interrelationship between *sex*, *gender identity* and *gender expression*.

Difference between Gender and Sex

Gender	Sex
Gender is based on socially constructed characteristics of men and women which determine their roles, behaviours and expectations.	Sex is based on anatomical and biological characteristics defining males and females.
Gender = Masculine and feminine characters	Sex = Male and female characters
It is social construct.	It is biological construct.
It is dynamic in nature.	It is static in nature.



- Is not a conflict between male and female
- Is not against of male or female
- Both male and female are victims here
- Both male and female have equal stake here
- Is a means to provide equal opportunity for development

2. Women in Agriculture: Expanding Responsibilities and Challenges

You can tell the condition of a Nation by looking at the status of its women.

..... Pandit Jawaharlal Nehru, First Prime Minister of India

Women in Agriculture

It was the woman who had behind the birth of farming activities. Agriculture remains as prime source of women's livelihood and women remain as backbone of agricultural workforce. Hence, the development of both women and agriculture being essential for the progress of every nation. Today, women are central to the each farming and household activities. They represent 43% of the global agricultural labour force. In India, alarming number of male farmer's suicides, 40% male farmers want to quit farming and increasing migration of rural youth to non-farm activities are forcing women's to shoulder household as well as farm responsibilities. In India, 79% of women continue to be engaged in agriculture and allied activities as against only 63% of men. About 12% of all rural households in India are now female headed with small holdings. About 48% of India's self-employed farmers are women (NSSO 2010). Among all 36 States and Union Territories of the country, 21 shown increasing trend in female work participation rate in agricultural domain especially the states from the land of north-eastern India (Dash and Sarkar 2014). Women are contributing significantly to socio-economic development but remain untapped resource. Despite of women's presence in almost all farming activities, their role in agriculture as a labourer is not highlighted in India (Singh 2013). Though women have high level participation in various farming activities, their level of involvement in farm decision making was found significantly less (Unnati *et al.* 2012, Bala 2010). Women's subordinate position and under representation in decision making are cause of concern today.

Women in India: Important Facts and Figures (As per Census of India, 2011)

- 1) Sex ratio in India: 943
- 2) Sex ratio (Rural): 949
- 3) Sex ratio (Urban): 929
- 4) Overall female population: 48.47%
- 5) Rural female population: 48.69%
- 6) Urban female population: 48.16%
- 7) Overall female literacy rate: 65.46%
- 8) Rural female literacy rate: 57.93%
- 9) Urban female literacy rate: 79.11%
- 10) Female workers: 25.51%
- 11) Rural female workers: 30.02%
- 12) Urban female workers: 15.44%
- 13) Female agricultural labourers: 55.21%

- 14) Female share of non-agricultural wage employment: 17%
- 15) Female cultivators: 31.11%
- 16) Female representation in India's Lok Sabha: 11.20%
- 17) Female representation in India's Rajya Sabha: 10.60%
- 18) Female representation in agricultural research system: 17.40%
- 19) Average wage per man day worked for women: ₹ 145.63
- 20) Average daily wage rate for women in agricultural occupation (Rural): ₹ 139.15
- 21) Average daily wage rate for unskilled women labourers: ₹ 131.09
- 22) Rural women are paid 60% of what men are paid
- 23) Urban women are paid 80% of what men are paid
- 24) Woman had given birth to the art of farming
- 25) Women's work as family labour is underestimated
- 26) Women have extensive workload with dual responsibility for farm and household
- 27) Women in India spend 354 minutes/day, compared to 36 minutes/day by men (Budlender 2010)

Gender in Agriculture

According to Food and Agriculture Organization, even though women are major producers of food, they lag well behind men in ownership of agricultural land and access to income from land. The inequality in access to and control over productive resources between men and women is called as gender gap in agriculture. In India, 38.30% of sampled women farmers had access to agricultural inputs followed by extension services (23.30%), credit facilities (17.30%) and output markets (14.30%) (Jemimah *et al.* 2013). O'Sullivan *et al.* (2014) reported that the per hectare productivity of women's farms in six African countries was significantly lower as compared to men, ranging from 13% in Uganda to 25% in Malawi. Therefore, it is imperative to address gender issues in agriculture because gender inequality in agriculture badly affects farm productivity. The gender relations in terms of gender division of labour, gender disparities in access to and control over resources, and gender biases in rights, entitlements and opportunities are affecting efficiency and productivity of both men and women. Gender has proven to be an essential variable for analysing gap in the roles, needs, constraints, opportunities, access to resources and benefits in agriculture. When women and men are relatively equal, economies tend to grow faster, poverty is reduced significantly and the well-being of men and women is enhanced (World Bank 2012). Gender awareness highlights the significance of gender relations in agricultural productivity and production. To this end, gender sensitisation should be seen as key action point to boost the understanding of extension personnel about gender and its relevance in the present context. It also helps to build gender

responsive extension functionaries who are convinced that any form of gender inequality is an obstacle for sustaining agricultural growth.

The gender gaps exists in Indian agriculture are,

- a) *This is fact that farmer means male farmers. Women are not considered as important stakeholder in agriculture.*
- b) *The major share of land rights with male farmers affecting women's access to land and other productive resources like credit.*
- c) *Women's unequal access to critical agricultural inputs and technologies resulted in low productivity of women operated farms.*
- d) *Agricultural research is mostly focused on the generation and refinement of production technologies for men farmers rather than women farmers.*
- e) *About 85% extension workers are men In India (NSSO 2010) which are affecting technology transfer to women at grassroot level. Globally, only 5% of women have access to the extension services.*
- f) *Women's unequal access to market decreasing women's share in farm income.*
- g) *Illiteracy and lack of skills among farm women discouraging their participation in decision making and make them isolated.*

Expanding Responsibility and Challenge

As men farmer's interest is declining in farming, women farmers are the present and the future of nation depends on agriculture. Hence, there is need to generate educated, trained, self-reliant, self-motivated, innovative, responsible and visionary women farmers who can lead our agriculture out of their multiple roles. As per estimate, the average Indian will be only 29-year-old in 2020 which will make India youngest Nation in the world and interestingly 70% of them live in rural areas. About 55% agricultural students are from rural areas and among them 36% are girls. We may utilize this demographic dividend for taking Indian agriculture to new heights by channelizing the energy of women through strengthening their way from *kitchen to culture, food provider to food producer, labourer to farmer and student to agri-entrepreneur*. The first green revolution ensured food sufficiency, the second green revolution should ensure food sustainability. The first green revolution meant for mass agricultural production, the second green revolution should promote agricultural production by the masses. For sustaining agricultural growth, we need to develop agricultural technologies which can be adopted by masses especially by the women farmers.

3. National Gender Related Data and Information Sources

Source	Website	Type of Data	Web Link
Agricultural Census	http://agcensus.nic.in	Gender disaggregated data on number, area and average size of holding	http://agcensus.dacnet.nic.in/statussummarytype.aspx
Census of India Organisation	http://www.censusindia.gov.in	Age, education, SC, ST, workers, marital status, household series, fertility and youth population Houses, household amenities and assets among female headed households Total households, SC, ST, literacy and total workers Population, infrastructure and agriculture	http://www.censusindia.gov.in/2011census/population_enumeration.html http://www.censusindia.gov.in/2011census/hlo/hlo_table/census2011_Table.html http://www.censusindia.gov.in/pca/Searchdata.aspx http://www.censusindia.gov.in/2011census/dchb/DCHB.html
Centre for Social Research	http://www.csrindia.org	Gender research studies, training material, etc.	http://www.csrindia.org/what-we-do
Centre for Women's Development Studies	http://www.cwds.ac.in	Research projects and articles Gender research studies	http://www.cwds.ac.in/research.htm http://www.cwds.ac.in/ijgs.htm
Directorate of Extension	http://vistar.nic.in	Gender friendly tools/equipments for women in agriculture	http://vistar.nic.in/publication_intro.asp

Source	Website	Type of Data	Web Link
Gender Training Institute	http://www.gendertraining.in	Farm women friendly hand book Gender sensitization training material, experts, etc.	http://vistar.nic.in/publication_intro.asp http://www.gendertraining.in/book-your-training
Gender Resource Centre	http://www.grcgujarat.org	Statistics (Demography, health, education, violence against women, economic and employment opportunities, women in decision making, practical needs of women and development indices) Useful links	http://www.grcgujarat.org/list-of-tables.html http://www.gregujarat.org/useful-links.html
ICAR-Central Institute for Women in Agriculture	http://icar-ciwa.org.in	Gender friendly technologies, gender information and statistics, gender sensitive programmes and policies, and gender resources and knowledge products	http://icar-ciwa.org.in/gks
Indian Council of Social Science Research	http://icsr.org	Fellowships, research project grants, Fund for international collaboration, research survey and publications, training and capacity building	http://icsr.org

Source	Website	Type of Data	Web Link
Labour Bureau, Government of India	http://labourbureau.nic.in	Women labourers	http://labourbureau.nic.in
Ministry of Labour & Employment	http://labour.gov.in	Women labour Grant in aid on women labour	http://labour.gov.in/child-women-labour http://labour.gov.in/schemes
Ministry of Women & Child Development	http://www.wcd.nic.in	Women related legislations Women related policies Women empowerment schemes	http://www.wcd.nic.in/act/2314 http://www.wcd.nic.in/policies http://www.wcd.nic.in/schemes-listing/2405
National Commission for Women	http://new.nic.in	Legal reports General reports (Agriculture, economic empowerment, gender budgeting, gender profiles, gender sensitisation, health and nutrition, tribal women, women workers)	http://new.nic.in/frmpubReport.aspx http://new.nic.in/frmpubReport.aspx
National Gender Resource Centre in Agriculture	http://vistar.nic.in/organisation/divisions.asp	Mainstream the gender concerns and add gender dimension to agriculture policies and programmes; render advisory services for gender mainstreaming.	http://vistar.nic.in/organisation/Farm_Women_development.asp

Source	Website	Type of Data	Web Link
Rashtriya Mahila Kosh	http://rmk.nic.in	Loan promotion scheme, main loan scheme, gold credit scheme, housing loan scheme, working capital term loan scheme, franchisee scheme, mahila cooperative banks, awareness generation, capacity building & skill upgradation, marketing linkages, entrepreneurship development	http://rmk.nic.in
Self Employed Women's Association	http://www.sewa.org	RMK- SHG beneficiaries	http://rmk.nic.in
Women Agricultural Professionals of India	http://www.naarm.ernet.in	Research papers	http://www.sewaresearch.org/papers.htm
Women's Studies Portal	http://www.womenstudies.in	Women agricultural scientists	http://www.naarm.ernet.in
		Gender and health (Research articles)	http://www.womenstudies.in/elib_gender_and_health1.htm
		Status of women (Research articles)	http://www.womenstudies.in/elib_status1.htm
		Women's studies journals	http://www.womenstudies.in/jour.htm
		Free access women's studies journals	http://www.womenstudies.in/jour_ft.htm

Source	Website	Type of Data	Web Link
		Indian journals/ newsletters on women & gender studies	http://www.womenstudies.in/jour_ind.htm
		Central government agencies	http://www.womenstudies.in/orgs/central_org1.htm
		State government agencies	http://www.womenstudies.in/orgs/state_org1.htm
		Women's universities	http://www.womenstudies.in/orgs/univ_org1.htm
		Women's studies libraries	http://www.womenstudies.in/orgs/lib_org1.htm
		International organisations (India based)	http://www.womenstudies.in/orgs/int_org1.htm
		UGC women's studies centres	http://www.womenstudies.in/orgs/ugcWSC_org1.htm
		Women's organisations (Delhi)	http://www.womenstudies.in/orgs/women_org1.htm
		Government Portals/ Gateways	http://www.womenstudies.in/website.htm
		Networks - India	
		Networks - Foreign	
		Foreign sites	
Young Women's Christian Association`	http://www.ywcaindia.org	Young women empowerment related videos, publications and resource material	http://www.ywcaindia.org/index.php/what-we-do/resource-centre

4. International Gender Related Data and Information Sources

Source	Website	Type of Data	Web Link
African Gender Institute	http://agi.ac.za	Gender and women's studies in Africa: Teaching and learning materials	http://agi.ac.za/project/gender-and-women-s-studies-africa-teaching-and-learning-materials
Asian Development Bank	http://www.adb.org	Research papers and reports	http://www.adb.org/publications/gender-checklist-agriculture
European Institute for Gender Equality	http://eige.europa.eu	Publications and databases	http://eige.europa.eu/rdc
		Concepts, tools, data, methods and literature	http://eige.europa.eu/gender-mainstreaming
		Concepts, tools, data, methods and literature	http://eige.europa.eu/gender-based-violence
		Gender equality index and gender statistics database	http://eige.europa.eu/gender-statistics
Food and Agriculture Organisation	http://www.fao.org	Food security- male and female headed households	http://faostat3.fao.org/download/D/HS/E
		Annual male and female population	http://faostat3.fao.org/download/O/OA/E
		Land rights statistics	http://www.fao.org/gender-landrights-database/en/
Genderinag.org	https://www.genderinag.org/ginag	E-platform for practitioners, agriculture specialists and academics to share information on gender-related topics	https://www.genderinag.org/ginag

Source	Website	Type of Data	Web Link
Gender Research Centre, Chinese University of Hong Kong	http://www.cuhk.edu.hk/hkiaps/grc	Research projects, books, journal articles, newsletters, etc.	http://www.cuhk.edu.hk/hkiaps/grc/randp.html
E-Agriculture	http://www.e-agriculture.org/	A global platform for the exchange of information, ideas and resources	http://www.e-agriculture.org/gender-icts-and-rural-livelihoods
Gender Research Institute at Dartmouth	http://www.dartmouth.edu/~grid	Gender-related research, teaching, and social engagement	http://www.dartmouth.edu/~grid
Institute of Development Studies	http://www.ids.ac.uk	Gender research	http://www.ids.ac.uk/idsresearch/gender
International Labour Organisation	http://www.ilo.org	Labour statistics	www.ilo.org/ilostat
Organization for Economic Cooperation and Development	http://www.oecd.org	Labour force surveys	http://www.ilo.org/dyn/lfsurvey
Portia-Gender and Science	http://www.portiaweb.org.uk	Data (Employment, entrepreneurship, health and education)	http://www.oecd.org/gender/data
The Clayman Institute for	http://gender.stanford.edu	Resources (International programmes & institutions, data & indicators)	http://www.oecd.org/gender/resources
		Gender related research reports, books, etc.	http://www.portiaweb.org.uk/index.php/publications
		Women leadership development programmes	https://womensleadership.stanford.edu

Source	Website	Type of Data	Web Link
Gender Research		Series of different programmes for promoting gender equality	http://gender.stanford.edu/programs
		Different types of research fellowships	http://gender.stanford.edu/research
United Nations Population Information Network	http://www.un.org/popin/index.html	Comprehensive database providing sex-disaggregated data on population and households; work and economy; education and communication; public life and decision making; and health, crime and violence, for countries in the UNECE region.	http://www.un.org/popin/data.html# Global Data
UN Women Watch	http://womenwatch.unwomen.org	News and events on gender equality from across the United Nations	http://womenwatch.unwomen.org/news
UN- Inter Agency Network on Women and Gender Equality	http://www.un.org/womenwatch/ianwge	Repository of policies, strategies and action plans within the UN system for gender mainstreaming	http://www.un.org/womenwatch/ianwge/repository/index.html
Wikigender	http://www.wikigender.org	It provides a range of articles, success stories, data and resources.	http://www.wikigender.org

Source	Website	Type of Data	Web Link
World Bank	http://www.worldbank.org	<p>Gender statistics</p> <p>Sex-disaggregated data and gender statistics covering demography, education, health, access to economic opportunities, public life and decision-making, and agency</p>	<p>http://data.worldbank.org/data-catalog/gender-statistics</p> <p>http://datatopics.worldbank.org/gender</p>

5. Books Related to Gender in Agriculture

Book Name	Author (s)	Published by	Year	Web Link
Gender in Science and Innovations as Component of Inclusive Socioeconomic Growth	Heisook Lee & Elizabeth Pollitzer	Portia Limited, UK	2016	http://www.portiaweb.org.uk/images/Publications/Portia_OECD.pdf
Gender Challenges	Bina Agarwal	Oxford University Press	2016	http://www.binaagarwal.com/books.htm
Gender and Green Governance	Bina Agarwal	Oxford University Press	2016	http://www.binaagarwal.com/books.htm
Promoting Gender Equality and Women's Empowerment in Fisheries and Aquaculture	Food and Agriculture Organisation	Food and Agriculture Organisation	2016	http://www.fao.org/3/a-i6623e.pdf
Developing Gender-Sensitive Value Chains	Food and Agriculture Organisation	Food and Agriculture Organisation	2016	http://www.fao.org/3/a-i6462e.pdf
Gender, Food Security and Nutrition in Protracted Crises	Food and Agriculture Organisation	Food and Agriculture Organisation	2016	http://www.fao.org/3/a-i6630e.pdf
National Gender Profile of Agriculture and Rural Livelihoods: Turkey	Duban, E.	Food and Agriculture Organisation	2016	http://www.fao.org/3/a-i6192e.pdf
The Little Data Book on Gender- 2016	World Bank	World Bank	2016	https://openknowledge.worldbank.org/bitstream/handle/10986/23436/9781464805561.pdf
Gender Budgeting Handbook	Ministry of Women and Child Development, Government of India	Ministry of Women & Child Development, Government of India	2015	http://wcd.nic.in/sites/default/files/GB%20-%20Handbook%20October%202015.pdf

Book Name	Author (s)	Published by	Year	Web Link
Gender in Climate smart Agriculture	World Bank Group, Food and Agriculture Organisation and International Fund for Agricultural Development	World Bank Group, FAO and International Fund for Agricultural Development	2015	https://openknowledge.worldbank.org/bitstream/handle/10986/22983/Gender0in0clim0riculture0sourcebook.pdf
Gender in Agriculture: Closing the Knowledge Gap	Quisumbing, Ruth Suseela, Raney, Croppenstedt, Behrman and Peterman	Springer	2014	http://link.springer.com/book/10.1007%2F978-94-017-8616-4
Overview of Gender Concepts and Principles	Food and Agriculture Organisation	Food and Agriculture Organisation	2014	-----
Gender and Food Security	BRIDGE Development-Gender	The Institute of Development Studies	2014	http://www.rosadoc.be/digdocs/dd-001129_2014_Food_Security_Report_Bridge.pdf
Gender and Climate Change Research in Agriculture and Food Security for Rural Development	Food and Agriculture Organisation	Food and Agriculture Organisation	2013	http://www.fao.org/docrep/018/i3385e/i3385e.pdf
Gender Equality and Food Security	Food and Agriculture Organisation and Asian Development Bank	FAO and Asian Development Bank	2013	http://www.fao.org/wairdocs/ar259e/ar259e.pdf
Guidelines on Integrating Gender in Livestock Projects and Programmes	Jemimah Njuki, Elizabeth Waithanji, Nabintu Bagalwa and Juliet Kariuki	International Livestock Research Institute	2013	https://cgspace.cgiar.org/bitstream/handle/10568/33425/GenderInLivestock.pdf
Gender and Agriculture: Inefficiencies, Segregation, and Low Productivity Traps	Andre Croppenstedt, Markus Goldstein and Nina Rosas	Oxford University Press	2013	https://openknowledge.worldbank.org/bitstream/handle/10986/19493/wbro_28_1_79.pdf
Building Coalitions, Creating Change an Agenda for Gender Transformative Research in Development	Consultative Group on International Agricultural Research	Consultative Group on International Agricultural Research	2012	GTA Workshop Compendium - Compilation 25 Sept.pdf

Book Name	Author (s)	Published by	Year	Web Link
The State of Food and Agriculture- Women in Agriculture Closing the Gender Gap for Development	Food and Agriculture Organisation	Food and Agriculture Organisation	2011	http://www.fao.org/docrep/013/i2050e/i2050e.pdf
Gender in Agriculture Sourcebook	World Bank	World Bank	2009	http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/CompleteBook.pdf
Capabilities, Freedom and Equality: Amartya Sen's Work from a Gender Perspective	Bina Agarwal	Oxford University Press	2006	http://www.binaagarwal.com/books.htm
Gender Issues in Agriculture and Rural Livelihoods	Dr. Sara Ahmed	Kerala Agricultural University and MSSRF	2004	http://www.mssrf.org/sites/default/files/Gender%20issues%20in%20agri%20%26%20rural%20livelihood.pdf
Gender and Development	Janet Henshall Momsen	Routledge, New York	2004	-----
Gender- Disaggregated Data for Agriculture and Rural Development	Food and Agriculture Organisation	Food and Agriculture Organisation	2003	http://www.fao.org/docrep/012/a1210e/a1210e00.pdf
Economic Dimensions of Gender Inequality: A Global Perspective	Janet M. Rives and Mahmood Yousefi	Greenwood Press, New York	1997	-----
The Sociology of Agriculture	Frederick H. Buttel, Olaf F. Larson and Gilbert W. Gillespie Jr.	Greenwood Press, New York	1990	-----

6. International, Regional and Country level Gender and related Indicators

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
African Gender and Development Index	African Center for Gender & Development and Economic Commission for Africa	It has been designed to provide African policymakers with an appropriate tool for monitoring progress towards gender equality.	The African Gender and Development Index (AGDI) consists of two parts, the Gender Status Index (GSI) and The African Women's Progress Scoreboard (AWPS). The GSI covers those aspects of gender relations that can be measured quantitatively, whereas the AWPS captures qualitative issues in relation to the performance of gender policies of African governments.
African Women's Progress Scoreboard	African Center for Gender and Development and Economic Commission for Africa	It has been designed to provide African policymakers with an appropriate tool for monitoring progress towards gender equality and to help in implementing the conventions which have been ratified by African countries.	<p>Women's rights component</p> <ul style="list-style-type: none"> - CEDAW, particularly its optional protocol, article 2 on the principle of equality of men and women in national constitutions and other legislations and article 16 on marriage and family relations. - The African Charter on Human and People's Rights and the Protocol on Women's Rights. <p>Social component</p> <ul style="list-style-type: none"> - Level of demonstrated commitment to the Beijing Platform for Action. - Levels of violence against women, including domestic violence, rape, sexual harassment and trafficking in women. - Health, including sexually transmitted infections, HIV/AIDS, maternal mortality and contraception. - Education: policy on girls " school dropouts and education on human/ women's rights.

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
			<p>Economic component</p> <ul style="list-style-type: none"> - ILO Conventions and policies on equitable working conditions, including Convention 100 on equal remuneration, Convention 111 on discrimination and Convention 183 on maternity protection at the workplace. - Engendering national poverty reduction strategy papers (PRSP) and other development plans. - Access to agricultural extension services, technology and land. <p>Political component</p> <ul style="list-style-type: none"> - Implementation of Security UN Resolution 1325 on the impacts of conflict on women and their role in peace building. - Development of effective national women's machinery. - Gender equitable decision-making, including support for electoral quotas and gender mainstreaming in all government ministries and departments.
African Gender Scorecard	African Union Commission and United Nations Economic Commission for	The scorecard is used by member States to measure their performance against key ratified	<p>Employment</p> <ul style="list-style-type: none"> -Employment in non-agricultural sector: Women's share in non-agricultural wage employment sector -Labour force participation rate: Male and female adult labour force participation rate (percentage)

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Africa	gender equality commitments.		<p>Business</p> <ul style="list-style-type: none"> -Top management in firms: Percentage of firms with a female top manager -Ownership in firms: Percentages of firms with female participation in ownership Women in politics - Representation in parliament: Proportion of seats held by women in national parliaments (percentage) - Ministerial positions – cabinet: Proportion of women in ministerial positions (percentage) <p>Education</p> <ul style="list-style-type: none"> -Youth literacy rate: Youth literacy rate, population 15-24 years, female and male (percentage) -Enrolment ratio in secondary education: Gross enrolment ratio, secondary, female and male (percentage) -Enrolment ratio in tertiary education: Gross enrolment ratio, tertiary, female and male (percentage) <p>Access to credit</p> <ul style="list-style-type: none"> -Account at a financial institution: Account at financial institution, female and male (percentage age 15+) -Borrowing from financial Institution: Borrowed from a financial institution, female and male (percentage age 15+) <p>Access to land</p> <ul style="list-style-type: none"> -Access to land: Percentage of men and women agricultural holders, Percentage of women and

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Gender Development Index	United Nations Development Programme	It measures gender gaps in human development.	<p>men owning undocumented land, Percentage share of women land owners out of total landowners and Scores based on land legislative frameworks which support women's ownership and access to land</p> <p>Health</p> <ul style="list-style-type: none"> -Maternal mortality ratio: Maternal mortality ratio -Under-five survival rate: Under-five mortality rate for girls and boys -Life expectancy at birth: Life expectancy at birth for females and males -Share of population without HIV: Men's and Women's share of population ages 15 + living with HIV (percentage) -Children under age five who are not stunted: Malnutrition prevalence, height for age, female and male (percentage of children under 5) <p>Water and sanitation</p> <ul style="list-style-type: none"> -Access to drinking water source within 15 minutes: of a source of Proportion of households within 15 minutes drinking water (percentage), rural and urban -Improved sanitation: Improved sanitation facilities (percentage of population with access), rural and urban
Gender Development Index	United Nations Development Programme	It measures gender gaps in human development.	<p>It is the ratio of the Human Development Index calculated separately for female and male using the same methodology as in the Human Development Index.</p>

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Gender Empowerment Measure	Ministry of Women & Child Development, Government of India, (Supported by United Nations Development Programme)	<p>It is an index designed to capture the gender gaps in development and empowerment of women.</p> <p>It seeks to measure relative female representation in economic and political power.</p>	<p>Power over economic resources</p> <ul style="list-style-type: none"> - % female and male with operational land holdings - % female and male with bank accounts in scheduled commercial banks (with credit limit above Rs. 2 lakhs) - Share of female and male estimated earned income share per capita per annum <p>Economic participation and decision-making power</p> <ul style="list-style-type: none"> - % male and female officials in service in Indian Administrative Service, Indian Police Service and Indian Forest Service - % male and female enrolment in medical and engineering colleges
Gender Equality Index	European Institute for Gender Equality	<p>The Gender Equality Index provides a synthetic measure of gender equality and supports decision-makers in assessing</p>	<p>Political participation and decision-making power</p> <ul style="list-style-type: none"> - % share of parliamentary seats (elected) - % share of seats in legislature (elected) - % share of seats in Zilla Parishads (elected) - % share of seats in Gram Panchayats (elected) - % candidates in electoral process in national parties in the parliamentary election - % electors exercising the right to vote in the parliamentary election <p>Work</p> <ul style="list-style-type: none"> - Participation: Full-time equivalent employment rate, Duration of working life - Segregation: Sectoral segregation - Quality of work: Flexibility of working time, Health and safety, Training at work

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
	<p>how far a given Member State is from reaching gender equality. It provides a more comprehensive framework of gender equality. It adopts a gender approach rather than focusing on women's empowerment.</p>		<p>Money</p> <ul style="list-style-type: none"> - Financial resources: Earnings, Income - Economic situation: Poverty, Income Distribution <p>Knowledge</p> <ul style="list-style-type: none"> - Educational attainment: Tertiary education - Segregation: Tertiary students sectoral segregation - Lifelong learning: People participating in formal or non-formal education and training <p>Time</p> <ul style="list-style-type: none"> - Economic activities: Production activities - Care activities: Childcare activities, Domestic activities - Social activities: Sport, cultural, leisure, volunteering and charitable activities <p>Power</p> <ul style="list-style-type: none"> - Political power: Ministerial representation, Parliamentary representation, Regional assemblies representation - Social power: Representation in social organisations/groups - Economic power: Members of boards, Members of Central Bank <p>Health</p> <ul style="list-style-type: none"> - Status: Self-perceived health, Life expectancy, Healthy life years - Behaviour: Socio-psychological behaviour - Access: Unmet medical needs, Unmet dental needs <p>Intersecting inequalities</p> <ul style="list-style-type: none"> - Discrimination and other social grounds: Employment rates, Minorities and/or migrants, Older workers, Lone parents

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Gender Equity Index	Social Watch, Europe	It measures the gap between women and men in education, economy and political empowerment.	<p>Violence</p> <ul style="list-style-type: none"> - Direct violence - Indirect violence <p>Education</p> <ul style="list-style-type: none"> - Primary school enrolment - Secondary school enrolment - Tertiary school enrolment - Adult literacy rate <p>Economic participation</p> <ul style="list-style-type: none"> - Labour force gap - Non-vulnerable employment - Earned income gap <p>Political empowerment</p> <ul style="list-style-type: none"> - Professional and technical workers - Legislators, senior officials and managers - Parliamentary seats - Women in ministerial positions
Gender Inequality Index	United Nations Development Programme	It is built to better expose differences in the distribution of achievements between women and men.	<p>Reproductive health (Female Reproductive Index)</p> <ul style="list-style-type: none"> - Maternal mortality ratio - Adolescent fertility rate <p>Empowerment (Gender Empowerment Index)</p> <ul style="list-style-type: none"> - Female and male population with at least secondary education - Female and male shares of parliamentary seats <p>Labour market (Gender Labour Market Index)</p> <ul style="list-style-type: none"> - Female and male labour force participation rates

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Gender Parity Index	United Nations Educational, Scientific & Cultural Organization	It is designed to measure the relative access to education of males and females.	Ratio of girls to boys in primary, secondary and tertiary education
Gender Status Index	African Center For Gender and Development and Economic Commission for Africa	It has been designed to provide African policymakers with an appropriate tool for monitoring progress towards gender equality and to help in implementing the conventions which have been ratified by African countries.	<p>Social power component (capabilities)</p> <ul style="list-style-type: none"> - Education: measured by levels of school enrolment and dropout, and literacy levels of men and women - Health: measured by levels of child health, new HIV infection and time spent out of work through illness <p>Economic power component (opportunities)</p> <ul style="list-style-type: none"> - Income: measured by women's income from agriculture, from work in the formal and informal sectors and from cash transfers - Time use or employment: measured by time spent in economic activities, and in employment - Access to resources: measured by access to means of production and to management positions <p>The political power component (agency)</p> <ul style="list-style-type: none"> - Representation in key decision-making positions in the public sector - Representation in key decision-making positions in civil society
Gender Work Participation Index	ICAR-CIWA	To rank the states or districts and classify them into low, medium and high level of gender work participation disparity	Men work participation rate Women work participation rate

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Global Food Security Index	The Economist Intelligence Unit	It provides an objective framework for evaluating food security across a wide range of countries worldwide.	<p>Affordability</p> <ul style="list-style-type: none"> - Food consumption as a share of household expenditure - Proportion of population under global poverty line - Gross domestic product per capita - Agricultural import tariffs - Access to financing for farmers - Presence of food safety net programmes <p>Availability</p> <ul style="list-style-type: none"> - Sufficiency of supply - Public expenditure on agricultural R&D - Agricultural infrastructure - Volatility of agricultural production - Political instability - Corruption - Urban absorption capacity - Food loss <p>Quality & Safety</p> <ul style="list-style-type: none"> - Diet diversification - Nutritional standards - Micronutrient availability - Protein quality - Food safety
Global Gender Gap Index	World Economic Forum	The Global Gender Gap Index is an index designed to measure gender equality.	<p>Economic participation and opportunity</p> <ul style="list-style-type: none"> - Female labour force participation over male value - Wage equality between women and men for similar work

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Human Development Index	United Nations Development Programme	It is used to rank countries into four tiers of human development.	<ul style="list-style-type: none"> - Estimated female earned income over male value - Female legislators, senior officials and managers over male value - Female professional and technical workers over male value
			<p>Educational attainment</p> <ul style="list-style-type: none"> - Female literacy rate over male value - Female net primary level enrolment over male value - Female net secondary level enrolment over male value - Female gross tertiary enrolment over male value
			<p>Health and survival</p> <ul style="list-style-type: none"> - Female healthy life expectancy over male value - Sex ratio at birth (converted to female over male ratio)
			<p>Political empowerment</p> <ul style="list-style-type: none"> - Females with seats in parliament over male value - Females at ministerial level over male value - Number of years of a female head of state over male value
			<p><i>HDI is the geometric mean of Life Expectancy Index, Education Index and Gross National Income index.</i></p> <ul style="list-style-type: none"> - Life expectancy at birth (Life Expectancy Index) - Mean of years of schooling and expected years of schooling (Education Index) - Gross National Income per capita (Gross National Income Index)

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Livelihood Assets	Department for International Development	The sustainable livelihoods framework presents the main factors that affect people's livelihoods, and typical relationships between these. It can be used in both planning new development activities and assessing the contribution to livelihood sustainability made by existing activities.	<p>Human assets</p> <ul style="list-style-type: none"> - It represents the skills, knowledge, leadership potential, ability to labour and good health. <p>Social assets</p> <ul style="list-style-type: none"> - It represents networks and connectedness, membership of more formalized groups and relationships of trust, reciprocity and exchanges <p>Natural assets</p> <ul style="list-style-type: none"> - It represents the natural resource stocks from which resource flows and services (e.g. land, water, trees, nutrient cycling, erosion protection) useful for livelihoods are derived. <p>Physical assets</p> <ul style="list-style-type: none"> - It comprises the basic infrastructure and producer goods needed to support livelihoods. <p>It represents affordable transport, secure shelter and buildings, adequate water supply and sanitation, clean, affordable energy, access to information, etc.</p>
Quality-of-Life Index	The Economist Intelligence Unit	It is used to assess life-satisfaction through determinants of quality of life across countries.	<p>Financial assets</p> <ul style="list-style-type: none"> - It represents the financial resources that people use to achieve their livelihood objectives. These are available cash, savings, liquid assets such as livestock and jewellery, remittances, etc. <ul style="list-style-type: none"> - Material wellbeing GDP per person - Health Life expectancy at birth, years. - Political stability and security Political stability and security ratings.

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Social Institutions and Gender Index	The OECD Development Centre	The Social Institutions and Gender Index (SIGI) is an index designed to measure gender equality in a society. It solely focuses on social institutions that impact the roles of men and women, such as a society's norms, values and attitudes that relate to women.	<ul style="list-style-type: none"> - Family life Divorce rate (per 1,000 population), converted into index of 1 (lowest divorce rates) to 5 (highest). - Community life Dummy variable taking value 1 if country has either high rate of church attendance or trade-union membership; zero otherwise. - Climate and geography latitude, to distinguish between warmer and colder climates. - Job security Unemployment rate, %. - Political freedom Average of indices of political and civil liberties. Scale of 1 (completely free) to 7 (unfree). - Gender equality Ratio of average male and female earnings, latest available data.
			<ul style="list-style-type: none"> - Legal age of marriage - Early marriage - Parental authority - Inheritance <p>Restricted physical integrity</p> <ul style="list-style-type: none"> - Violence against women - Female genital mutilation - Reproductive autonomy <p>Son bias</p> <ul style="list-style-type: none"> - Missing women - Fertility preferences <p>Restricted resources and assets</p> <ul style="list-style-type: none"> - Secure access to land - Secure access to non-land assets - Access to financial services

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Women's Economic Opportunity Index	The Economist Intelligence Unit	The Women's Economic Opportunity Index is a dynamic quantitative and qualitative scoring model, constructed from 26 indicators, that measures specific attributes of the environment for women employees and entrepreneurs in 113 economies.	<p>Restricted civil liberties</p> <ul style="list-style-type: none"> - Access to public space - Political voice <p>Labour policy</p> <ul style="list-style-type: none"> - Equal pay for equal work - Non-discrimination - Maternity and paternity leave and provision - Legal restrictions on job types for women - Difference between statutory (pensionable) retirement age between men and women <p>Labour practice</p> <ul style="list-style-type: none"> - Equal pay for equal work - Non-discriminatio - Degree of de facto discrimination against women in the workplace - Availability, affordability and quality of childcare services, as well as the role of the extended family in providing childcare <p>Access to finance</p> <ul style="list-style-type: none"> - Building credit histories - Women's access to finance programmes - Delivering financial services - Private-sector credit as a percent of Gross Domestic Product, as well as poor financing conditions <p>Education and training</p> <ul style="list-style-type: none"> - School life expectancy (primary and secondary); women - School life expectancy (tertiary); women - Adult literacy rate; women

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Women's Empowerment in Agriculture Index	International Food Policy Research Institute, USAID and Oxford Poverty and Human Development Initiative	It was developed to track the change in women's empowerment levels that occurs as a direct or indirect result of interventions under Feed the Future,	<ul style="list-style-type: none"> - Existence of government or non-government programmes offering small and medium-sized enterprise (SME) support/ development training <p>Women's legal and social status</p> <ul style="list-style-type: none"> - Addressing violence against women - Freedom of movement for women - Property ownership rights - Adolescent fertility rate - Country ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) <p>General business environment</p> <ul style="list-style-type: none"> - Regulatory quality - Procedures, duration, cost and paid-in minimum capital for starting a business - Infrastructure risk - Mobile cellular phone subscribers per 100 inhabitants
Women's Empowerment in Agriculture Index	International Food Policy Research Institute, USAID and Oxford Poverty and Human Development Initiative	It was developed to track the change in women's empowerment levels that occurs as a direct or indirect result of interventions under Feed the Future,	<p>Production</p> <ul style="list-style-type: none"> - Input in productive decisions - Autonomy in production <p>Resources</p> <ul style="list-style-type: none"> - Ownership of assets - Purchase, sale, or transfer of assets - Access to and decisions about credit <p>Income</p>

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
Women Empowerment Index	International Fund for Agricultural Development	the U.S. government's global hunger and food security initiative.	<ul style="list-style-type: none"> - Control over use of income Leadership <ul style="list-style-type: none"> - Group member - Speaking in public Time <ul style="list-style-type: none"> - Workload - Leisure
Women Empowerment Index	International Fund for Agricultural Development	It was developed to assess women's empowerment status.	<ul style="list-style-type: none"> Mobility of women outside the home <ul style="list-style-type: none"> - Purchasing inputs from non-local shops - Selling products - Attending meetings/workshop - Depositing loan instalments - Shopping/travelling, etc. Participation of women in economic activities <ul style="list-style-type: none"> - Production activities in field crops - Production activities for vegetables and Spices in field - Poultry rearing - Goat rearing - Cattle rearing - Aquiculture - Wage labour - Marketing activities - Non-agricultural activities Participation of women in the intra-family decision making Decision making in agricultural activities <ul style="list-style-type: none"> - Selection of crops and variety - Management of production activities - Purchase of inputs

Indicator	Developed by	Purpose	Components, sub-components and variables (Conceptual Framework)
			<ul style="list-style-type: none"> - Rearing cattle and poultry - Selling of crop/spices/cattle and poultry - Homestead gardening - Post harvest operations of crops <p>Decision making in non-agricultural activities</p> <ul style="list-style-type: none"> - Cash management (income and expenditure) - Children's education - Buying and selling of land - Travel and recreation - Voting in election

7. Checklist for Integrating Gender Perspective in Agricultural Extension Research Project

Purpose of Checklist

A checklist is a method of data collection consists of list of activities or steps which are used to ensure consistency and completeness in the task. The proposed checklist is designed to assist project investigator/team for bringing gender perspectives in agricultural extension research projects. It can be used as a planning guide for bringing gender perspective in new extension research projects, as a review procedure for the extension research projects in progress, and as a criterion for gender assessment of completed extension research projects. The major steps to be considered while incorporating gender in extension research project and research process are enumerated in the checklist. It is emphasized that not all questions are relevant to all projects, the project investigator/team must select the questions most relevant to them in the specific context.

Why is gender important in agricultural extension research projects?

Agriculture remains as prime source of women's livelihood and women remain as backbone of agricultural workforce. According to Food and Agriculture Organization, though women are major producers of food, they lag well behind men in ownership of land and access to income from land. But women's subordinate position in Indian agriculture is a cause of concern. The major gender gap exists in Indian agriculture is farm women's unequal access to land and other productive resources like credit, critical agricultural inputs, farm technologies, etc. This has resulted in low productivity of women operated farms. The under-representation of farm women's perspective in agricultural research badly affects gender sensitive technology development. Extension research system is having inbuilt component of gender but remain inattentive. Hence, there is need for special reforms to focus especially on gender aspects which can reinforce to take in account both farm men and women equally. All agricultural research institutes in have inbuilt component of technology transfer to farmers but women farmers are bypassed inadvertently. To this end, gender sensitisation in all the research institutes boosts the understanding of research personnel about gender and its relevance in the present context in order to generate gender friendly farm technologies for addressing needs of both men and women.

Standardisation of the checklist

The validity is ascertained for standardisation of the checklist. The validity is measured by content validity. The content of checklist is validated through literature scan and expert's opinion who are working in the area of gender and development. The statements having at least and more than 80% expert's agreement are retained in the final checklist. As the relevancy weightage and mean relevancy scores of all the statements had discriminating values, it seemed reasonable to accept the checklist as valid measure of the desired dimension.

How to use the checklist?

This checklist follows a gender analysis framework and is intended to be comprehensive, flexible and adaptable. The checklist consists of 28 statements/items to be used as check while incorporating gender perspective in the extension research projects. The equal weightage is assigned to each statement/item in checklist. The checklist statements may be administered to the project investigator on two point continuums, viz. *Yes* and *No* with the scores of 1 and 0, respectively. The overall possible maximum and minimum scores are 28 and 0, respectively. Thus, gender assessment value of each response/project ranges from 0 to 1 i.e. when it is lowest, the score is 0 and when it is highest, the score is 1. The higher gender assessment value indicate greater gender sensitivity of project. It is calculated by following formula;

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

Checklist for Integrating Gender Perspective in Agricultural Extension Research Project

Sl. No.	Statements	Weightage	Yes	No
1	Have both farm men's and women's major income generating activity and gender division of labour been determined?	1/28		
2	Have the existing needs for farm men and women been identified?	1/28		
3	Have both farm men and women been consulted directly regarding their needs?	1/28		
4	Has any of the following related gender issues been focused to address? <ul style="list-style-type: none"> ➤ Production/ Productivity ➤ Access to and control over resources as well as benefits ➤ Gender relations ➤ Health and nutrition ➤ Drudgery 	1/28 1/28 1/28 1/28 1/28		
5	Have gender balanced and gender aware project team been selected?	1/28		
6	Are the project objectives addressing to identified gender issues and needs?	1/28		
7	Have the measurable gender indices to assess progress been developed?	1/28		
8	Have the tools to collect gender disaggregated data been prepared?	1/28		
9	Have methodology for analysing the data from gender perspective been developed?	1/28		
10	Have the organisations working for gender and development might contribute to the project been identified/consulted?	1/28		

Sl. No.	Statements	Weightage	Yes	No
11	Have the gender balance in selecting project beneficiaries been ensured?	1/28		
12	Are the targeted beneficiaries from vulnerable social groups?	1/28		
13	Have the constraints for farm men's and women's participation in the project been identified?	1/28		
14	Have the personnel, timing and location relevant and accessible to both farm men and women for the project activities been determined?	1/28		
15	Have the strategies for facilitating farm men's and women's participation in the project activities been planned?	1/28		
16	Have the strategies for ensuring project's extension system delivery reach to both farm men and women been planned?	1/28		
17	Has the separate budget for those strategies been allocated?	1/28		
18	Have the farm technologies according to need of farm men and women been identified or developed?	1/28		
19	Are the identified or developed technologies consistent with existing gender denominations in the farming communities?	1/28		
20	Has any of the following changes been expected? <ul style="list-style-type: none"> ➤ Production/Productivity ➤ Access to and control over resources as well as benefits ➤ Gender relations ➤ Health and nutrition ➤ Drudgery 	1/28 1/28 1/28 1/28 1/28		

Related Terminologies

Access to Resources: It is defined as the opportunity to make optimum use of available resources. Resources consist of human, physical, natural, financial and social resources.

Control over Resources: It is an ability to choose or define how and for what purpose resources will be used.

Drudgery: It is physical and mental pressure, pain, tiredness and hardship experienced by farm men and women during farm activities.

Vulnerable Social Groups: Vulnerable social groups are the persons with disabilities, primitive tribes, nomadic tribes, de-notified tribes, women in special circumstances, senior citizens and internally displaced persons.

8. Gender Glossary

Gender: It refers to socially constructed roles, responsibilities, behaviours and expectations for farm men and women and relationships between them.

Gendered: The usage of gender as a verb gendered is a reflection of a changed understanding of gender as an active ongoing process.

Gender Analysis: It is the process of systematic gathering and critical examination of information on gender differences in gender roles, relations, needs, rights, access to resources and control over resources in order to identify, understand and redress inequities in agriculture.

Gender and Development (GAD): It is an approach focuses on existing gender inequalities and recognises farm women's and men's contribution to agricultural development. It emphasises that all developmental initiatives must reflect gender sensitivity, gender differences in access to and control over resources and the differential impacts of development processes on farm men and women.

Gender Audit: It is the process of evaluating the extent to which gender equality is integrated in policies, programmes, projects, organizational structures, decision-making and budgets. It creates baseline, identifies gender gaps and challenges, recommends possible solutions, and documents good practices promoting gender equality.

Gender Awareness: It is the ability to understand that there are socially determined differences between farm women and men which affect their ability to access and control over resources. It promotes that women and men are equally important for development and both should be involved in planning and implementation of development policies and projects.

Gender Accommodative Approach: It is approach accepts existing gender relations while addressing gender issues/inequalities. It is designed to relieve the burden of the disadvantaged gender. e.g. Providing tubular maize sheller to reduce drudgery in maize shelling.

Gender Assessment: It assesses how a project addresses and responds to gender dynamics and inequalities in technical programming, policies and practices. It also highlights successes and gaps in programming, identifying new opportunities to improve future programming.

Gender Balanced Participation: It implies equal representation of farm women and men in all spheres of agricultural activities and development. They expected to participate proportionally to their share of the population in development initiatives. The Council of Europe takes balanced participation to mean that the representation of either women or men in any decision-making should not fall below 40%.

Gender Benefits: Gender benefits are the satisfaction of both practical gender needs (food, housing, money, etc.), strategic gender needs (legal rights, equal wages, etc.) and strategic

gender interests (education, training, political power, etc.) through economical, social, political, legal and psychological earnings from the utilization of available resources and opportunities.

Gender Bias: It is the gender-based perception that farm women and men are different entities and they don't have equal rights and opportunities to explore their potential.

Gender Blind: It is an approach which doesn't recognise that gender is an essential social construct.

Gender Blindness: The inability to recognise the gendered differences between farm men and women. It is the absence of gender concern from thoughts and actions.

Gender Budgeting: It is the process of entailing a gender-based assessment of budgets, incorporating a gender perspective at all levels of budgetary process in order to promote gender equality.

Gender Capacity Building: It refers to enhance understanding, knowledge, skills, attitude and ability of an individual or institution to achieve gender equality in a transformative and sustainable way.

Gender Contract: It is a set of implicit and explicit rules governing gender relations which allocate different work, value, responsibilities and obligations to farm women and men.

Gender Cues: Gender cues are socially accepted characters used to identify the gender of another person i.e. hairstyle, clothing, gait, vocal inflection, body shape, etc.

Gender Denominations: Gender denominations are an established and geographically widespread beliefs and practices related to gender which have been followed by farm men and women from generation to generation.

Gender Development Index: It is a tool for developing and applying gender equality indicators in programmes or projects. It is developed by the United Nations System in 1995 which is annually updated and provides a trends tracking mechanism for comparison between countries as well as for one country over time. It is calculated on the basis of life expectancy, education and estimated earned income.

Gender Disaggregated Data: It is the data which is collected and analyzed by sex. The gender-disaggregated data distinguishes activities, aspirations, needs, interests, issues and access to and control over the productive resources of both farm men and women.

Gender Discrimination: It refers to any distinction, exclusion or restriction made on the basis of gender that prevent men and women from enjoying equal rights, freedom, opportunities, and access to and control over resources. Discrimination can stem from both law (*de jure discrimination*) and practice (*de facto discrimination*).

Gender Disparity: It is the difference in men's and women's access to resources, status and well-being that usually favour men and are often institutionalised through laws and social customs.

Gender Division of Labour: It is a division of physical, mental and emotional labour based on the socially determined ideas and practices which define what roles and activities are deemed appropriate for farm women and men in the society.

Gender Dynamics: It refers to the relationships and interactions between farm women and men. Gender dynamics are informed by socio-cultural ideas about gender and the power relationships that define them.

Gender Education: It enables both farm women and men to understand how constructions of masculinities and femininities and models for assigning social roles which influence their lives, relationships, life choices, career trajectories, etc.

Gender Empowerment: It is the process by which farm men and women gain control over their own lives, gain skills and knowledge, get access to resources and opportunities, increase self confidence and self-reliance and acquire the ability to make strategic choices, to have their voices heard and to put issues on the agenda within and outside the home.

Gender Empowerment Measure: It is a tool developed by United Nations Systems in 1995 to measure empowerment on the basis of economic participation, political participation, decision-making over economic resources.

Gender Equality: It is the state in which the participation of farm women and men in decision-making, their freedom, their human rights, access to and control over resources and services, opportunities for development and other aspects of their livelihoods are considered, valued and favoured equally without the limitations imposed by strict gender roles. *De facto gender equality* means that the practices ensure the principles of equality, equal recognition, exercise of all human rights, fundamental freedoms, equal treatment and equal opportunities for women and men in all spheres of life. *De jure gender equality* means that the laws ensure the principles of equality, equal recognition, exercise of all human rights, fundamental freedoms, equal treatment and equal opportunities for women and men in all spheres of life.

Gender Equality Body: It is national independent organisation for promoting gender equality and responsible for providing independent assistance to victims of gender-based discrimination, conducting surveys, publishing reports, creating awareness, conducting training programmes and making recommendations on issues relating to gender discrimination.

Gender Equality Competence: It refers to have the knowledge, attitude, skills and understanding to mainstream gender concerns into policies and programmes in order to promote gender equality.

Gender Equality Index: It is an unique measurement tool developed by the European Institute for Gender Equality to synthesise the complexity of gender equality as a multidimensional concept into an user-friendly and easily interpretable gender indicators to quantify the gender equality.

Gender Equity: It entails the provision of fairness and justice to farm women and men in terms of rights, needs, benefits, obligations and opportunities in order to achieve gender equality. Gender equity leads to gender equality.

Gender Expansive: It is an umbrella term used for individual who broaden the definition of gender, including its expression, associated identities and gender norms in one or more aspects of his/her life.

Gender Expression: It refers to all the external characteristics and behaviour that are socially defined as either masculine or feminine. It refers to the ways in which people externally communicate their gender identity to others through behaviour, clothing, voice, hairstyle, body characteristics, etc.

Gender Fluid: An individual who doesn't feel confined by restrictive boundaries of stereotypical expectations of farm men or women.

Gender Gap: It refers to the inequality in recognition, human rights, freedom, opportunities, and access to and control over resources as well as services between farm men and women caused by cultural and social norms.

Gender Identity: It refers to a person's internal deeply felt sense of being either man or woman. One's gender identity can be the same or different than the sex assigned at birth.

Gender Impact Assessment: An analysis from a gender perspective helps to indicate whether the needs of farm women and men are equally taken into account and served by a given proposal. It enables policymakers to develop policies with an understanding of the socio-economic reality of women and men and take gender differences into account.

Gender in Development (GID): The GID approach emerged in the late 1980's as an alternative to the prevailing Women in Development (WID) approach. The WID focused on women only but GID focuses on the interdependence of men and women in society and on the unequal relations of power between them. GAD approach is essentially based on three premises of i) Gender relations are fundamentally power relations, ii) Gender is a socio-cultural construction rather than a biological iii) Structural changes in gender roles and relations are possible.

Gender Indicators: Gender indicators are measures to monitor gender differences, gender-related changes over time, changes in the status of farm women and men and progress towards achieving gender equality. Ideal indicators must be specific, measurable, achievable, realistic and time bound. Gender indicators are quantitative (based on statistics broken down by sex) and qualitative (based on women's and men's experiences, attitudes, opinions and feelings).

Gender Inequality: It is the state in which the participation of farm women and men in decision-making, their freedom, their human rights, access to and control over resources and services, opportunities for development and other aspects of their livelihoods are considered, valued and favoured unequally with the limitations imposed by strict gender roles.

Gender Issue: It refers to any issue determined by gender-based differences between farm women and men. It includes all concerns related to women's and men's lives and their situation in society, to the way they interrelate, their differences in access to and control over resources, their activities, and how they react to changes, interventions and policies.

Gender Lens: It is an approach recognises that gender is an essential social construct.

Gender Mainstreaming: It is a process of integrating farm women's as well as men's concerns and experiences in the planning, implementation, monitoring and evaluation of policies and programmes in order to get equal access to and control over resources, equal benefits and equal participation in decision-making to both women and men.

Gender Monitoring and Evaluation: It is a process of monitoring and evaluation of all policies, programmes and activities from gender perspective to learn how they affect farm women's and men's lives and to guarantee that gender inequality is not perpetuated.

Gender Needs: Need is the difference between what is and what ought to be. Gender needs are shared and prioritized needs identified by farm women and men that arise from their common experiences as a gender.

Gender Neutral Policies: It approaches use the knowledge of gender differences in a given context to target and meet the practical needs of both farm women and men. Gender-neutral policies do not disturb existing gender relations.

Gender Neutral: It means a policy, programme or situation that has no differential positive or negative impact in terms of gender relations on farm women and men.

Gender Norms: Gender norms are the blue prints of the standards and expectations to which gender identity conforms within a particular society, culture and community.

Gender Parity Index: It is a socioeconomic indicator that assesses gender differences by looking at the ratio of farm women to men in the area of socio-political participation, decision making, access to and control over resources.

Gender Parity: It is a numerical concept related to gender equality. It is the condition of balance or equivalence between the farm men and women in relation to different aspects of human development like education, employment, politics, etc.

Gender Perspective: It means taking into account of how farm men and women affect and are affected by economic, political, social, legal and cultural events and processes in different ways.

Gender Planning: The process of planning to incorporate gender concern in developmental policies and programme.

Gender Position: It refers to women's social and economic standing in society relative to men.

Gender Positive: Attempt to redefine farm women's and men's gender roles and relations.

Gender Procurement: Gender procurement involves the introduction of gender necessities in public procurement in order to develop and offer services in line with gender equality.

Gender Proofing: It is a check to avoid arising potential gender discriminatory effects from any policy, programme or project.

Gender Quota: A gender quota is a positive measurement instrument aimed at accelerating the achievement of gender-balanced participation and representation.

Gender Redistributive Policy: It aims to transform the existing distribution of resources and responsibilities in order to create equal relationship between farm women and men. It focuses mainly on strategic gender needs.

Gender Relations: The relative positions of farm men and women and their relation to one another in the division of resources and responsibilities, benefits and rights, and power and privilege.

Gender Responsive Budget: Gender-responsive budget contributes to fulfill farm women's and men's needs, address gender gap and the advancement of gender equality.

Gender Role: It refers to the socially determined set of appropriate roles, activities, responsibilities, expectations and behaviours for farm women and men.

Gender Segregation: It manifests itself in differences in patterns of representation of farm women and men in the labour market, public and political life, unpaid domestic work and caring, and in young women's and men's choice of education.

Gender Sensitive or Gender Responsive: Addressing the different situations, roles, needs, and interests of farm women and men.

Gender Sensitivity: The ability to understand and consider the socio-cultural factors underlying gender-based discrimination, socialisation of farm men and women into certain behaviours or opportunities, power relations between men and women, as well as the different needs, problems and levels of access to resources that they have.

Gender Sensitization: It refers to the process of bringing change in behaviour by creating awareness of gender equity and equality concerns.

Gender Socialisation: The process by which individuals learn the cultural behaviours associated with the concepts of femininity or masculinity.

Gender Statistics: Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of farm women and men in all areas of life.

Gender Stereotypes: Gender stereotypes are preconceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender.

Gender System: A system of economic, social, cultural and political structures that sustain and reproduce distinctive gender roles and the attributes of farm women and men.

Gender Training: A facilitated process of developing awareness and capacity on gender issues, to bring about personal or organizational change for gender equality.

Gender Transformative Approach: It seeks to transform gender inequalities or gender relations by addressing the root cause of the inequalities. e.g. Increasing women's access to and control over resources such as credit and land.

Practical Gender Needs: These are gender needs that farm women and men can easily identify as they related to the living conditions. Practical gender needs are a response to immediate and perceived necessity, identified within a specific context. They are practical in nature and often concern inadequacies in living conditions such as water provision, health care and employment.

Strategic Gender Needs: Strategic gender needs are the needs that farm women and men can identify because of their subordinate position in society. They vary according to particular contexts, related to gender divisions of labour, power and control, and may include issues such as legal rights, domestic violence, equal wages and women's control over their bodies. Meetings strategic gender needs assists women to achieve greater equality and change existing roles, thereby challenging women's subordinate position. They are more long term and less visible than practical gender

Women in Development (WID): WID is an approach developed in the early 1970s as a reaction to women having been left out of the development process. WID gave primacy to women's productive roles. WID approach calls for greater attention to women in development policy and practice, and emphasises the need to integrate them into the development process. The fact that WID approach do not analyze and address power differentials in the relationship between women and men is seen as a major shortcoming of this approach.

Women's Triple Roles: It refers to women's productive, reproductive and community managing roles. Productive roles refer to the activities carried out by men and women in order to produce goods and services either for sale, exchange, or to meet the subsistence needs of the family. e.g. farming and animal rearing. Reproductive roles refer to the activities needed to ensure the reproduction of society's labour force. e.g. child bearing and rearing, care for family members, socialisation of the young, cooking, etc. Community managing roles are an extension of women's reproductive roles to ensure the provision and maintenance of scarce resources of collective consumption such as water, fuel, health care and education.

9. Gender Research Journals - Resource List

Journal Name	Web Source
Advancing Women in Leadership Online Journal	http://www.advancingwomen.com/awl/awl.html
Affilia: Journal of Women and Social Work	http://aff.sagepub.com
Asian Journal of Women's Studies	www.tandfonline.com/toc/rajw20/current
European Journal of Women's Studies	http://ejw.sagepub.com
Frontiers: A Journal of Women's Studies	https://frontiers.osu.edu
Gender & Development	http://www.tandf.co.uk/journals/titles/13552074.asp
Gender & History	http://online.library.wiley.com/journal/10.1111/(ISSN)1468-0424
Gender & Society	http://gas.sagepub.com
Gender and Behaviour	http://www.ajol.info/index.php/gab
Gender and Education	http://www.tandfonline.com/toc/cgee20/current
Gender in Management: An International Journal	http://www.emeraldinsight.com/loi/gm
Gender Issues	http://www.springer.com/social+sciences/journal/12147
Gender, Place, and Culture	http://www.tandfonline.com/toc/cgpc20/current
Gender, Technology and Development	http://gtd.sagepub.com
Gender, Work & Organization	http://online.library.wiley.com/journal/10.1111/(ISSN)1468-0432
Indian Journal of Gender Studies	http://ijg.sagepub.com
International Journal of Gender and Entrepreneurship	http://www.emeraldinsight.com/journal/ijge
International Journal of Gender and Women's Studies	http://www.tandfonline.com/toc/cjgs20/current
Journal of Gender Studies	http://search.informit.com.au/browse/JournalTitle;res=IELHSS;issn=1325-1848
Journal of Interdisciplinary Gender Studies	

Journal Name	Web Source
Journal of International Women's Studies	http://vc.bridgew.edu/jiws
Journal of Middle East Women's Studies	http://jmews.org
Journal of Research in Gender Studies	https://www.addletonacademicpublishers.com/
Journal of Research on Women and Gender	https://journals.tdl.org/jrwg/index.php/jrwg
Journal of Women, Politics & Policy	http://www.tandfonline.com/loi/wwwap20
Journal of Women's Studies	http://www.journalofwomenstudies.com
Politics & Gender	http://journals.cambridge.org/action/displayJournal?jid=PAG
Samyukta: A Journal of Women's Studies	http://samyukta.info/site/Journal
Social Politics: International Studies in Gender, State & Society	https://muse.jhu.edu/journal/234
The Journal of Gender, Race & Justice	https://jgrj.law.uiowa.edu
Vikasini: Journal of Women Empowerment	http://opac.tiss.edu/cgi-bin/koha/opac-detail.pl?biblionumber=254201&shelfbrowse_itemnumber=470591
Women's Studies in Communication	www.tandfonline.com/toc/uwsc20/current
Women's Studies International Forum	http://www.journals.elsevier.com/womens-studies-international-forum
Women's Studies: An Inter-disciplinary Journal	www.tandfonline.com/toc/gwst20/current

9.1 Other NAAS Rated Journals

Journal Name	Web Source
African Journal of Agricultural Research	http://www.academicjournals.org/ajar
Agricultural Research	https://www.editorialmanager.com/agri/default.aspx
Agriculture and Human Values	http://www.editorialmanager.com/ahum/default.aspx
Asian Journal of Agricultural Extension, Economics & Sociology	http://www.sciencedomain.org/journal/25
Current Science	http://www.currentscience.ac.in/index.php
Ecological Indicators	http://www.journals.elsevier.com/ecological-indicators
Ecology and Society	http://www.ecologyandsociety.org
Environment and Ecology	http://www.environmentandecology.com/home
Ergonomics	http://www.tandfonline.com/loi/terg20
Food Security	http://link.springer.com/journal/12571
Indian Journal of Agricultural Sciences	epubs.icar.org.in/ejournal/index.php/IJAgS
Indian Journal of Dry land Agricultural Research & Development	http://www.drylandagri.org.in
Indian Journal of Extension Education	http://www.isee.org.in
Indian Journal of Traditional Knowledge	http://www.niscair.res.in/sciencecommunication/researchjournals/rejour/ijtk/ijtk0.asp
Indian Research Journal of Extension Education	http://www.seea.org.in/irjee.html
International Journal of Agriculture Sciences	http://bioinfopublication.org/journal.php?opt=index&jouid=BPJ0000217
International Journal of Extension Education	http://www.inseeworld.com/journal_publication.htm

Journal Name	Web Source
International Journal of Humanities and Social Sciences	http://www.ijhssnet.com/
International Journal of Research in Applied, Natural and Social Sciences	http://www.impactjournals.us/journals.php?jtype=2&id=14
International Journal of Sustainable Development & World Ecology	http://www.tandfonline.com/toc/tsdw20/current
International Journal of Tropical Agriculture	http://www.serialsjournals.com/journal-detail.php?journals_id=56
Journal of Agriculture and Rural Development in the Tropics & Sub Tropics	http://www.jarts.info/index.php/jarts
Journal of Community Mobilization and Sustainable Development	http://www.mobilization.co.in/aboutjournal.aspx
Journal of Global Communication	http://www.bhu.ac.in/journal/journaldisplay.php
Journal of Human Ecology	http://www.krepublishers.com/02-Journals/JHE/JHE-00-0-000-000-1990-1-Cover.htm
Journal of Rural Development	www.nird.org.in/jrd.aspx
Survey Methodology	http://www5.statcan.gc.ca/olc-cc/olc.action?objId=12-001-X&objType=2&lang=en&limit=0
The Anthropologist	http://www.krepublishers.com/theanthropologist.html

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- http://www.censusindia.gov.in/2011census/censusinfodashboard/stock/profiles/en/IND_India.pdf
- <http://www.ezinearticles.com/?Definition-of-Feminism&id=1697184>
- http://www.labourbureau.nic.in/Statistical_Profile_2012_13.pdf
- http://www.labourbureau.nic.in/WRRI_JAN13.pdf
- <http://www.nipccd.nic.in/reports/ehndbk10.pdf>
- <http://www.uninstraw.org>
- http://www.siyanda.org/docs_gem/index_implementation/genderman.htm
- http://www.siyanda.org/static/undp_genderanalysis.htm
- http://www.ungei.org/resources/files/Glossary_of_Gender_Terms_and_Concepts.pdf
- http://www.ungei.org/resources/files/Glossary_of_Gender_Terms_and_Concepts.pdf
- <http://www.un-instraw.org/en/index.php?option=content&task=view&id=37&Itemid=76>
- <http://www.who.int/reproductive-health/gender/glossary.html>
- http://www.who.int/reproductive-health/gender/sexual_health.html#1
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