



Hon. Balasaheb Thackeray Agribusiness & Rural Transformation (SMART) Project

Report on Training of Master Trainers - on “Gender Sensitization and Gender Mainstreaming in Agriculture Value Chain”



ToT on “Gender Sensitization and Gender Mainstreaming in Agriculture Value Chain”

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1.0 Introduction.

1.1 Background

The Government of Maharashtra with the help of World Bank is implementing “Hon. Balasaheb Thackeray Agribusiness & Rural Transformation (SMART)” Project, to support the development of inclusive and competitive agriculture value chains, focusing on small farmers as well as Agri-entrepreneurs in Maharashtra. Capacity building of selected Master Trainers (MTs) – Gender Mainstreaming is one of the key component of the project. Project has formulated Gender Strategy and Gender Sensitization of staff of Department of Agriculture is one of the key aspect of the Gender Strategy. Under this aspect it is expected to design facilitator guidebook and develop a resource manual on Gender Sensitization topic and train around 50 master trainers through Training of Trainers (ToTs). Later, these trained MTs - Gender will extend necessary support to VANAMATI and RAMETI to build the capacities of official from Department of Agriculture (DoA) on Gender mainstreaming in Agriculture topic. This will help the department to mainstream gender aspects in all key activities such as implementation of on-going Government schemes, designing and facilitation of agriculture extension activities, integration of gender aspects in training courses / workshops/ working sessions / FFS/ VCDS etc.

1.2 Report structure

The TOT report initially talks about the training background and structure of the report. Further, report presents training details along with training objectives. Then, it presents training wise proceedings and output of training evaluation. The necessary supportive information is presented in last section of the report. Broadly the report is organized into four different chapters. The snapshot of each chapter is presented below:

No	Section	Details
1	Introduction	This section provides basic information regarding background of training and report structure.
2	Training details	Brief information about the training along with its objectives is presented in this section.
3	Proceedings	Training and session wise proceedings & evaluation details are presented in this section.
4	Annexures	Necessary supportive information is presented in this chapter.

2.0 About the Training

As mentioned earlier, building capacities of Master Trainers (MTs) on Gender is important for effective facilitation of trainings of agriculture department staff in cascading mode. To serve this purpose, the SMART project planned 3 days Training of Trainers (ToTs) of 54 Master Trainers (MTs) at a time in two batches. Accordingly, SMART project office & VANAMATI, Nagpur and RAMETI, Pune facilitated 3 days Training of Master Trainers (MTs) during 23rd to 25th February 2022 in two separate batches at National Water Academy, (NWA) Kahdakwasla, Pune.

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The MTs identified for delivering trainings on 'Gender Sensitization' are identified by 7 RAMETIs and VANAMATI with the help of respective Joint Director were invited for this training. These Master Trainers are expected to cater trainings to the different officials/staff of Department of Agriculture, Government of Maharashtra. Total 54 MTs participated in two ToTs. These mainly comprised of Agriculture Officer (AO), Circle Agriculture Officer (CAO), Taluka Agriculture Officer (TAO), Dy. Project Directors (Dy P.D.) and Assit. Director- RAMETI etc. The trainings were conducted simultaneously in 2 separate training halls in NWA, Khadakwasala, Pune. The participants were categorised into Cotton belt and Non-cotton belt districts. The participants from cotton belt (district covered under SMART Cotton initiative) of the state i.e. Amaravati, Nagpur, Chandrapur, Wardha, Beed, Parabhani, Akola, Washim, Buldhana, Yawatmal, Aurangabad and Jalna districts were participated in training held in Training Hall No.1. Whereas, the participants from Non-cotton belt of Maharashtra i.e. districts from agriculture divisions Kolhapur, Pune, Nashik and Thane along with Bhandara, Gondia and Gadchiroli were participated in Training held in Hall No.2. The training schedule is presented in **annexure 4.0**.

2.1 Objectives of training

The overall objective of training was to enhance the capacities of Master Trainers- Gender to enable them to perform their role in delivering trainings on gender sensitization to officials/staff of agriculture department, Government of Maharashtra. The specific objectives of the training are presented below.

- To increase participant's awareness regarding gender basic concepts.
- To introduce participants to gender issues in Agriculture.
- To introduce participants the concept of gender analysis and various tools for gender analysis
- To help participant to gain more information, develop skills and to understand the right approach to mainstream gender in agriculture.

2.2 Training details

The TOTs of selected Master Trainers (MTs) was organized at National Water Academy (NWA), Khadakwasala, Pune for 3 days. The training schedule /time table design ensured maximum utility of time, resources and learning opportunity. The sequence of the identified topics helped to unfold the learning in series and developed conceptual understanding in step by step manner. The ToT emphasized on enhancing knowledge of participants on concept of sex and gender, gender box, gender discrimination, gender needs, gender roles, gender equity, gender equality, gender mainstreaming, gender budgeting, power and privileges etc. The major areas covered are gender issues in agriculture, gender analysis – concept and tools, mainstream of gender aspect in agriculture, gender strategy of SMART project, gender inclusive planning of agriculture department's programs, Sexual Harassment of women Act 2013, preparation of training subjects for participants etc.

The details of training are as follows.

Sr. No	Training	Training dates	Number of participants		
			Male	Female	Total
1.	Batch 1 – Participants under SMART Cotton districts i.e districts from Nagpur, Amravati, Aurangabad and Latur Agri. Division	23 rd to 25 th February 2022	19	10	29
2	Batch 2 – Participants from other than SMART COTTON districts i.e. districts from Kolhapur, Pune, Nashik and Thane Agri. division	23 rd to 25 th February 2022	07	18	25
TOTAL			26	28	54

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Total 54 Master Trainers from eight Agri. Division across Maharashtra participated in the training. The list of participants is presented in **Annexure 4.0**.

Following efforts were taken to structure the training facilitation:

1. Participants are distributed in two separate training halls considering SMART and NON- SMART Cotton districts under SMART project. A separate training schedule was designed and circulated to respective training halls.
2. Use of various methodology like brainstorming, lecture method, group discussion, exercises, video clips, icebreaking, experience sharing etc.
3. Participatory approach adopted for delivering key session. During group work presentation resource persons provided feedback on both i.e. on subject /content related and on facilitation skill.
4. Training session facilitation was informed by adult learning principles and participatory approach.
5. Presentations were used for facilitation, knowledge sharing and for disseminating information about gender aspects. All presentations were prepared in Marathi. The **presentations** were made by highlighting key terms/ content for grabbing attention and easy adoption by the participants.
6. Resource persons also provided tips to MTs for enhancing facilitation skills and also demonstrated use of various training methods while delivering training sessions.
7. The leaders of women led Farmer's Producer Companies were invited for sharing the process, challenges, measures adopted to dealing with issues, achievement, gender issues in agriculture and overall produce company management etc.
8. At the end of each session resource persons responded to the doubt / questions of participants.
9. **Pre and post training questionnaires** were shared with the participants at the start of training and at the end of training which were later checked for assessing training achievement (increase in knowledge level of participants). A copy of questionnaire is presented in **annexure-4.0**.
10. Feedback form shared at the end of training. It helps in capturing individual participant's feedback on training, resource persons, logistics etc.

2.3 Output

Total 54 Master Trainers (26 male and 28 female) across eight agriculture division were trained on gender sensitization and were capacitated to facilitate trainings of officials and staff of agriculture department in cascading mode.

The training wise proceedings are presented in the next chapter.

3.0 Proceedings of trainings

The day wise proceeding of two TOTs (6 days / TOT) is as follows.

3.1 Proceedings - Hall 1

Participants from SMART COTTON districts especially districts under Nagpur, Amravati, Aurangabad and Latur Agri. Divisions are assembled in Hall-1. The day wise details of training are as below.

Session 1.1 Registrations of Participants

The training started with registration of invited participants. The participants registered their name along with the necessary information in a prescribed registration sheet.

Session 1.2 - Inauguration of training event

The inauguration session of both the trainings i.e. Hall No 1 and Hall No 2 was organized together. In the beginning of training, the inauguration ceremony was carried out. This ceremony was anchored by officials from RAMETI, Pune. Following dignitaries were present on the dais

1. Mr. Vinayak Deshmukh, Principal, RAMET, Pune
2. Dr Sangita Shete, Social Development & Gender Specialist, SMART Office, Pune
3. Mr. Rajendra Salve, Assistant Director, RAMETI, Pune
4. Mrs. Savita Kulkarni, Gender Expert,



Mr Rajendra Salve, Assistant Director, RAMETI, Pune introduced and welcomed all dignitaries and also the participants came across all parts of Maharashtra. This is followed by lightening of candle by all respected dignitaries on the stage. Further, Dr. Sangita Shete, Social Development and Gender Specialist, SMART Office, Pune emphasized on all-inclusive aspect of SMART project and elaborated gender aspect of the project. She briefed the Project's Gender Strategy and emphasized the strategic gender targets of the Project as (i) Out of total beneficiaries of the project 50% would be women(ii) Out of total CBOs participating in the project, minimum 30 percent will be women CBOs (iii) There will be minimum 30 percent women shareholders and 20 percent women board of directors in the general CBOs.. She shared the fact that presently about only 15% women are having land titles on their names. She elaborated the need of Master Trainers in bringing the gender awareness among DoA staff in order to focus on gender inclusive planning of SMART/Agriculture programs/schemes. Later, Mrs. Savita

Kulkarni, appealed the participants to be attentive in the training and enjoy the learnings in next two days.

Mr. Vinayak Deshmukh, Principal, RAMETI, Pune in his address narrated women's role and importance in Indian culture, agriculture and explain how women have high level regards in Indian traditions with few examples. He continued with present role of women in agriculture and agri-allied activities like dairy, floriculture, bee keeping, vegetable production etc.. He stressed on women's participation in crop production and said besides women agriculture business in the state is highly impossible. However, he also stated the importance of women role in post harvest, agro-marketing and decision making. The inauguration ceremony concluded with vote of thanks by Mr. Rajendra Salve, Assistant Director, RAMETI, Pune.

After completing above session, participants were asked to assemble into two separate training halls. Participants from districts under SMART COTTON project gathered in Hall 1 whereas from Non SMART COTTON districts are grouped in hall 2. The day wise proceeding of Hall-1 and Hall-2 is as below.

Session 1.2.1 Environment Setting

The environment setting session was facilitated by Dr. Sangita Shete, Gender and Social Development Specialist, SMART Office. The session started with an ice breaking exercise for introduction of all the participants and resource persons. This exercise also helped to collect the expectation of all the participants from this training. It is followed by setting of ground rules for making the training more fruitful.

She presented the objective of training. Also, briefed about the 5th Goal of Sustainable Development Goals i.e. "Achieve Gender Equality and empower all women and girls" and displayed the video clip on "Gender Equality means empowering women and girls"

Session 1.3 – Concept of Sex and Gender



The session was delivered by Dr. Sangita Shete, Social Development and Gender Specialist, SMART Office, Pune. She started the session with brainstorming on what comes in the mind first when we listen the word "men" and "women". She collected the opinions from the



participants and discussed on each word related with men and women . She further explained that the words associated with men and women are not only words but these are the expectations from men and women. Socialization plays crucial role in upbringing the child and relating them with masculine and feminine characteristics. The various institutions like family, school, media etc. plays the vital role in the socialization. . In the session she differentiated sex and gender by quoting number of examples. She explained that Sex is a biological/ physiological characteristics whereas gender is a social construct and is the expectations/ roles and responsibilities assigned to male and female by society, culture

and traditions. Sex is natural and by birth and cannot be changed whereas gender varies from time to time, place to place and religion to religion and it can be changed. Further, she elaborated with number of examples how men and women both are victims of gender and gender box does not allow them to come out of gender norms. Then she read 2-3 sentences and asked participants whether the statement is related to sex or gender. At the end of the session the below mentioned video clips were displayed.

1. Start with Boys
2. Raymond-The complete Man
3. Comfort after wash-A small step can make a big difference!
4. Gentleman kisse kehte hai

Session 1.4 - Some Important Concepts

The session was delivered by Dr. Shete, Gender Social Development and Gender Specialist SMART Office, Pune. The session started with one of the energizers. She initiated brainstorming of the participants and further linked it to the concept of gender discrimination, gender roles i.e. productive, reproductive and community managed roles. How the gender roles leads into the triple role of women. Further she explained , gender needs (practical and strategic), gender equity and gender equality, original and derived powers and gender mainstreaming etc. further, she gave number of examples while explaining all the concepts and also conducted group work, simulation exercises etc. Later, she finally concluded the session with importance of gender lenses for both men and women in the society to achieve proper gender equity and equality. The resource person responded very well to all the doubts of participants.

Session 1.5 – Power and Privilege:

In this session, Social Development and Gender Specialist from SMART Office asked participations to gather outside the class room. She briefed participants about the tasks and conducted the exercise. The participants contributed interestingly in the exercise and performed their tasks. At the



end the resource person de-briefed about the session and explained the message of exercise. She later appealed to all participants reasons behind encouraging women participation in various activities of agriculture department.

Session 1.6 – Gender Norms:

The session started with group work. The participants were grouped into 4 groups. Dr. Shete briefed about the group work and topics allotted to concerned groups and suggested to discuss the topic allotted to them through gender lenses. The group wise topics allotted were

- Group No I – Expectations from Son and Daughter in law.
- Group No II – Who are ideal man and ideal women
- Group No III – Role of working couple at household level
- Group No IV – Norms of good woman employee and good man employee



The groups were allotted 15 minutes time for discussion and preparing for presentations. The resource person then asked each group to present their points of discussion. Each group was provided 5 minutes time for presentation. The resource person provided input to the group's presentations. The resource person clarified all the doubts of participants. **After completing first day sessions, RAMETI Pune organized extra session on stress free life (happy life).**

Hon. Vasant Hankare sir, Motivational speaker and coach from Sangli district delivered this session. All the participants actively participated in the session. Mr. Vasant Hankare responded very well to all the questions raised by participants.

Day 2-

2.1 RECAP of Day I:

All the participants were grouped into 4 groups. Each group was advised to list out 2 questions based on previous day's sessions. The first group asked their questions to second, second group asked their questions to third, third asked to fourth and fourth to first groups, one by one. The concerned group answered the questions elaborately. The resource person provided input and clarified all the doubt of participants.

2.2.1 Visit of Additional Project Director, SMART Project –

This is common session for both Hall -1 and Hall -2 . during this session Mr. Dasharath Tambahle, Additional Project Director (APD), SMART Project briefed on importance of women in SAMRT project execution. Mr. Srikant Satarkar, RAMETI, Pune formally welcomed Hon. APD in the beginning. Later, Dr. Sangita Shete, Social Development and Gender Specialist, SMART Office, Pune gave snapshot of sessions completed so far and appreciated the response of participants in the training. She requested Hon. Additional Project Director to guide the participants.





Mr. Dasharath Tambhale, Additional project Director, initially appreciated the efforts taken by Master Trainers and nodal officers who received training on business planning during last couple of months and facilitated FPOs in preparing and submitting the business plans to SMART office. He further continued and told that the department is developing its in-house capacity of preparing business plan which never happened before. Likewise in case of training on gender mainstreaming also the department has first time

developed a special training course on gender sensitization in its history. He further expressed that the master trainers trained in this training will cater the training successfully to the departmental staff. This will help the department to increase women participation in agriculture of the state .

He continued with expressing need of value chain based market led extension and agro-marketing in which women would be equally important in SMART project. Hence the project has set up norms like 30% women members and 20% BoD directors are mandatory in FPO. He continued and said appropriate representation of other vulnerable group i.e. SC, ST, Tribals would be needed in FPOs.

He explained need of gender sensitization at different levels viz. house hold, office, field, community etc. with number of examples. He shared his own experiences and indicated vital importance of gender mainstreaming in developmental projects.

Session 2.2: Gender Issues in Agriculture:

The session was delivered by Dr. Sangita Shete, Gender Expert, SMART Office, Pune. She explained concept of gender mainstreaming and gender responsive implementation. Her explanation was supported with number of examples and experiences for making the ideas of participants more clear. Further, she stressed on number of issues of women in agriculture specifically lack of land ownership (Maharashtra-only 15% women have land entitlements), mostly women are involved in drudgery work, minimal participation in higher levels of value chain, lack of access to credit, technology, extension services, various Govt. schemes, markets, minimal participation in decision making, unequal wages to men and women for same work , limited participation in farmer producer companies etc. etc. She expressed that to overcome on these issues gender equity and quality both are essential. Later, she appealed to adopt gender responsive approach in carrying out routine woks of department like trainings, demonstrations, FFS, Government schemes implementation etc. She appealed to participants and start projecting women everywhere e.g. use of words like he/she, male farmer/ female farmer etc. Dr. Shete responded very well to all the questions of participants and also clarified all the doubts of participants.

Session 2.3, 2.4 and 2.5 Gender Analysis: Concept and Tools

The session was delivered by Dr. Shete, Gender Expert, SMART Office, Pune. Initially using power point presentation she explained the concept of gender analysis. Here she covered why gender analysis is to be done and how. She described process and aspects of gender analysis viz. gender roles, responsibilities, participation in decision making, control over resources, benefits to women etc with

typology of local level examples and incidences. Further, she explained the tools for gender analysis and described how these tools can be used for conducting analysis of all above aspects.



Later, the participants were grouped into 4 groups. She briefed about the group work and topics allotted to concerned groups and suggested to discuss the topic allotted to them in groups through gender lenses. For the gender analysis cotton commodity was considered. The group wise topics allotted were

- Group No I – Gender division of labour on one acre of land in cotton
- Group No II – Accesses and control over resources
- Group No III – Daily calendar/ 24 hours’ clock
- Group No IV – Decision making at household level

The groups were allotted 30 minutes time for discussion and preparing for presentations. The resource person then asked each group to present their points of discussion. Each group was provided 10 minutes for presentation. The resource person added valuable inputs during presentations of the groups. The snapshot of group work is presented below.

Group –I : Gender division of labour in Cotton

Total 7 members participated in this group exercise. This tool helps in collecting information regarding activities performed by men and women (key operation profile) in the cotton value chain, the number of days necessary for men and women to perform these activities and the wages they receive etc.. The key findings of this exercise are presented below.

- The preparatory work for cotton cultivation starts in April or May and harvesting is done till January. The work intensity varies within seven to eight months in the life cycle of cotton crop.
- The discussion revealed that around 50 person days required for cotton cultivation on one acre area. The table presenting Gender- division of labour for one acre cotton cultivation is as below.

Commodity	Women contribution (Person days)	Men contribution (person day)	Total (person day)
Cotton	30 (61%)	19 (39%)	49 (100%)

- The above data shows that, for growing cotton on one acre area, women spend more farming days (61%) on the field compared to men (39%). The main reason is the type of tasks women do; women mostly do repetitive, monotonous, time and labour-intensive task like weeding, picking of cotton etc. .
- There is a gap in daily wages for women and men for the same type of tasks. Average per day remuneration of men is Rs 300 whereas for women it is Rs. 200.
- Women tend mostly to do manual work.
- Women plays key role in crop production i.e. from sowing to harvesting. However their presence is negligible after harvesting of cotton i.e. in storage, post-harvest handling, marketing or higher side of value chain. Marketing of cotton is almost always undertaken by men.
- Women are significantly involved in the activities of sowing, weeding, fertilizer application, picking etc. They are not at all involved in land preparation, spraying of pesticides, water management, post-harvest handling and storage, marketing. Etc.
- Weeding, fertilizer application and cotton picking are the three major labor-intensive tasks in which women spend more time.
- Men are majorly involved in the tasks of land preparation, spraying of insecticides, watering crop, storage and post-harvest handling and marketing
- As mentioned earlier, the marketing operation is dominated by men but they are not involved in Weeding.

साधन-२ : शितातलीकामे निभाजन आणि निर्णय 'धाआराखडा

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६) हात मळण तेमणी		सु	हा	२		४००			
७) उत मळण		सु	हा	२		४००			
८) मीठ प्रक्रिया		सु	हा	१		२००			
९) मीठ प्रक्रिया		सु	हा	१		२००			
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गट नं-5 दि. 24. Feb. 2022

संसाधनांचा वापर व व्यावर नियंत्रण

संसाधनाचा तपशील	वापर	नियंत्रण	शेरा
	महिला	पुरुष	महिला
1. जमीन	✓	✓	✗
2. विट्	✗	✓	✗
3. ज्ञानात्मक साधन	✗	✓	✗
4. ट्रॅक्टर	✗	✓	✗
5. पुरवठा/शेतीसाठी साधन	✓	✓	✓
6. व्यावसायिक यंत्रणा/साधन	✓	✓	✗
7. वेळ	✓	✓	✗
8. मार्केटिंग साधन	✗	✓	✗
9. साधन साधन	✗	✓	✗
10. शैक्षणिक साधन	✓	✓	✗
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- Women do not have access to resources like tractor, farm well, market related work. However men have access to almost all the resources.
- All the resources are ultimately controlled by men.
- Seems that in case of participation of training the decision being taken mutually by discussing the matter with each other.

Group No III – 24 hours clock/Daily clock

Total 7 members participated in this exercise. The discussion helps in capturing representative picture of daily routine of rural women and men. The discussions key findings are as below.

- Both women and men have accepted the traditional gender roles. They accept that it is women’s responsibility to take care of household daily tasks. men work mostly outside the house.
- Women are much more overburdened than men owing to their multiple responsibility simultaneously. Women’s working hours are comparatively longer (16 Hrs) than men.
- Women spend nearly as much time in the field as men. The remaining time is dedicated for reproductive work. Childcare and care of elders is the primary responsibility of women.
- Women do more unpaid tasks. Men’s contribution in the household chores is limited or negligible
- As mentioned earlier, women are overburdened under the dual responsibility of working in the farm and within the household. This limits their participation in the training and other social events.

दिनांक - 24/02/2022

28 तासांचे घड्याळ - गट क्र. - 02

वेळ	स्त्रिया काय करतात	पुरुष काय करतात
सकाळी 9.00	गोवा आऊटफाई, दारतील आऊटफाई, भोंडी घासणे	जनावरांना चारा पाणी, चारा काढणे
सकाळी 10.00	कुटुंबाची चहा पाण्याची व्यवस्था, वडोपुत्रां/वडानां कुलाची सुस्थिती/कामे	बुध विक्री करिता शेतजंगल जाणे
सकाळी 11.00	स्वयंपाक करणे, अर्वाग्या जेवण वाढणे	
सकाळी 12.00	कपडे- भोंडी करणे, डाउड्यूड करणे	(2-3 शेतीची कामे)
सकाळी 13.00	जोतातील कामे, धान्य आऊटफाई	शेतीतील विविध कामे, दारवाडीतील कामे
सायंकाळी 14.00	सायंकाळी 14.00 (Type of paid labour) दारवाडी आऊटफाई, कुरे वाढणे, चारा हाकणे, कुटुंबाच्या यत्नापायी व्यवस्था	(दारवाडी आऊटफाई कामे)
सायंकाळी 15.00	अंध्याकाळी स्वयंपाक, कुटुंबाचे जेवण, भोंडी घासणे, उद्यानाच्या जेवणाची तयारी, दळणी/भाजीपाला निवडणे	जेरा- जोतातील कामे ही पिक/हंगामबिहाय वदलू शकताना- कामाच्या स्वयंपाकासार कामाची तास वेदलू शकतात.
सायंकाळी 16.00	आऊटफाई, संयमण टाकणे	(असरासरी)
एकूण कामाचे तास - 16 तास		एकूण 90 तास

Group No IV – Decision making

This tool helps in understanding role of men and women in decision making with reference to key tasks under HH and farm level activities. Total 7 members participated in this exercise. The key findings are as below.

- Majority of the decisions are taken by men at HH and farm level activities.
- Women take decision regarding daily activities like what to cook, when to undertake house cleaning work, regarding child care etc..
- In case of farming activities like sowing of seed and hiring of labour the decision are taken mutually.
- Discussion also reveals that in most of the cases decisions are taken by men. Women are informed about decisions taken by men and that is counted as women’s participation.

खुप मं - 4 * निर्णयप्रक्रिया आराखडा

निर्णय	पुरुष	महिला	टिप्पणी
घरामेले निर्णय			
० झाडी काढावी करावची	✓	✗	→ पुरुषांचाच मुख्य वास्तव्य निर्णय घ्यायचा
१ पुसताला कोठ्याला जाऊन उषवा मंत्र- विखरवण्यात पाड्यांवाचने	✓	✓	
२ घराची स्वच्छता	✓	✗	
३ गप्पी बिकून घेणे अथवा विकणे	✗	✓	→ अतिशय महत्वाचे कार्य आहे
४ शेवटचा बॅकन घ्यावे उषवाघरघरने	✗	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये
५ मुळाचे लगन	✗	✓	→ निर्णय घ्यावा - विचारात घ्यावा आहे
६ घर विकून घेणे/ विकणे	✗	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये
श्रीतीसद्याले निर्णय			
१ ठाणते पीक घ्यायचे, ती किती घ्यायचे	✗	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये
२ ठाणते वाठा घ्यायचे	✗	✓	
३ ठाणते घेयाने वापर घ्यायचे, तसेच ठाणतो अन्वये न जोडणे वापर घ्यायची	✗	✓	
४ पेरणी करणे घ्यायची	✗	✓	
५ मसुर ठाणते कोठ्याघरघरने	✗	✓	
६ कर्त ठाणते घ्यायचे	✗	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये
७ पिक किती, कधी, आणणे घ्यायचे	✓	✓	
८ पिक बिकून घ्यायच्या पैसात निघवणे	✓	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये
९ जेत बिकून घेणे/ विकणे	✗	✓	
१० गोठ्यात मसुर ठेवायच्या कितती	✗	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये
११ व्यायतानच्या कोषया भागने अन्वये प्रस्ताव वापर करायचा	✗	✓	→ निर्णय घ्यावा - उषवा, नाराजिके वापर करणे अन्वये

Session 2.6 Best Practice and Case Studies:

This is a common session for both hall-1 and hall-2. In order to share business activities and entrepreneurship development skills of women to the participants, few women entrepreneurs were invited for sharing their experiences. 2 FPOs, one from each of Pune and Solapur district, were present during this session and shared their best practices. The invited FPOs and their experiences reported were as follows:

2.6.1 Mrs. Anita Malage, Yashswini Farmers Producer Company, Boramani, Solapur:

Initially, she elaborately explained how the FPO has been formed. She shared that initially SHGs were formed which further grouped and converted into FPO. Now the FPO is connected with more than 500 SHG members. The SHGs in 2012-13 undertook a pulse campaign of the agriculture department and pigeon pea was sown on 100-acre area. This was an entry point activity for the FPO. This helped to develop contacts with the agriculture department and thus the officer provided them the opportunity of entering into the MACP project. Further, she explained Cleaning & Grading and Dal Mill activities carried out under the MACP project. She narrated aggregation, processing and marketing of agro-produce through business activities of the company and now the company produces 55 types of products. She also shared how they converged other Government schemes for the growth of the company and members. Later, she appealed all the participants that they should encourage women companies in their areas. She proudly explained how Prime Minister Shri Narendra Modi appraised the work of FPO in one of the 'Man Ki Bat' episodes of Prime Minister. Then, she told the company has set up 5 women companies in Solapur district to which about 6000 members are connected.



2.6.2 Mrs. Nanda Bhujbal, Krishi Kanya Agro-producer Company, Shikrapur, Pune:



She initially informed about business activities conducted by farmer groups and briefed about the geographical situation of the Shikrapur belt of Pune district. She took a review of farming, crops, issues in post-harvest and agro-marketing etc. from their area and explained how the producer company has been formed. Further, she explained a variety of business activities, production, marketing strategy, turnover etc. of the company. Later, she mentioned the setback experienced due to the COVID-19 pandemic. She shared that how the experience as

Director of FPO helped her in developing entrepreneurship skills and these skills and insight prompted her to start her private Dal Mill unit. She makes a typology of Dal from gram, Pigeon pea, green gram etc. and sells all across Maharashtra.

At the end of the session, the participants asked a few questions to both of the FPO Directors to which they responded very nicely.

2.6.1 Visit of Mr. Uday Patil, Joint Director, VANAMATI, Nagpur:

Mr. Uday Patil, Joint Director, VANAMATI, Nagpur, visited the training and attended the session of best practices/case studies of 2 successful women producer companies. In his address he first appreciated the work done by these FPOs and offered best wishes for their next journey. During his address he explained the role of staff of agriculture department in mobilizing women in agriculture and even in post harvest, processing and agro-marketing activities. He said the staff should have passionate of their work and need po-active role in motivating the farmers for market led extension and agriculture. He stressed need of gender sensitization in all departmental activities, government scheme execution, extension activities and even within office work. He pointed out that now a days women are involved in crop production and not in agro-marketing, processing, PHM and decision making. We should place efforts for enhancing their participation in PHM and decision making. He appraised the potential of departmental staff and assured that if the staff gets suitable trainings and direction they will successfully promote gender aspect in developmental projects of Agriculture Department.



Session 2.7 Mainstreaming of Women in Agriculture Value Chain:

Dr. Shete, from SMART Office, Pune. She initially conducted brainstorming session on process, practices, actors and actions carried out in value chain of cotton crop. Women role in agriculture value chain should be at win-win situation in overall end to end practices, actors and actions of value chain.

Further, she explained percentage of women participation in different types of agricultural practices say sowing, fertilizer application, weeding, pesticide application, cotton picking and storages etc. So she expressed need of building the capacities of women in all above works so as to enhance their capabilities. She shared study of PRIMARK, Gujrat and described impact results of 2 year's cotton cultivation on yield, fertilizer usage, pesticide usage and average profit due to women contribution in cotton cultivation and vale chain development. Dr. Shete replied very well to all the questions of participants.

Day 3-**3.1 RECAP of Day II:**

All the participants were grouped into 4 groups. Each group was advised to list 2 questions based on previous day's sessions. The first group asked their questions to second, second groups asked their questions to third, third group asked to fourth and fourth to first group, one by one. The concerned group answered the questions elaborately. The resource person added value in the interaction amongst the participants.

**Session 3.2 – Gender Strategy of SMART Project:**

The session was delivered by Dr. Sangita Shete, Gender Expert, SMART Office, Pune. She explained broad level strategy of SMART project which states that overall project will cover 50% women members in SMART project and 30% FPOs should of women. In case of 70% remaining FPCs at least 30% members should be women and 20% should be women BoDs. The capacity building of all these women is also a crucial part of SMART project. Further, she explained land ownership related pilot aspect of the project

where special efforts would be placed for increasing women role, participation, sensitization of men for entitling names of women on 7/12 extract etc. One more strategy of the project she explained was to train master trainers on gender sensitization for in turn training of agriculture department staff and application of gender mainstreaming in all activities or schemes of the department. Later, she stressed on that the gender aspect should be predominantly looked after in all phases planning, implementation, monitoring and evaluation of sub-projects under SMART project. Resource person responded very well to all the doubts of participants.

**Session 3.3 Gender Inclusive Planning of Agriculture Department's Programmes**

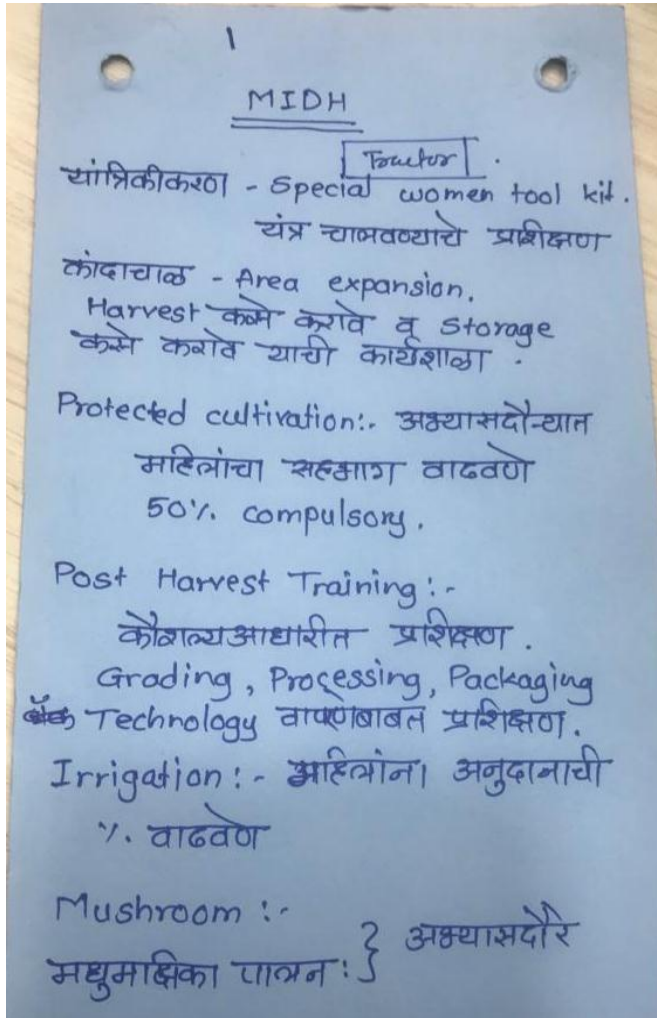
The session was delivered by Dr. Sangita Shete, Gender Expert, SMART Office, Pune. In the beginning of session, she opened out the session objective of this session and conducted brain storming how we can apply gender aspects in planning of agriculture department programmes. She then asked the participants to sit in the groups

already formed and consider any on-going departmental scheme for planning of gender based

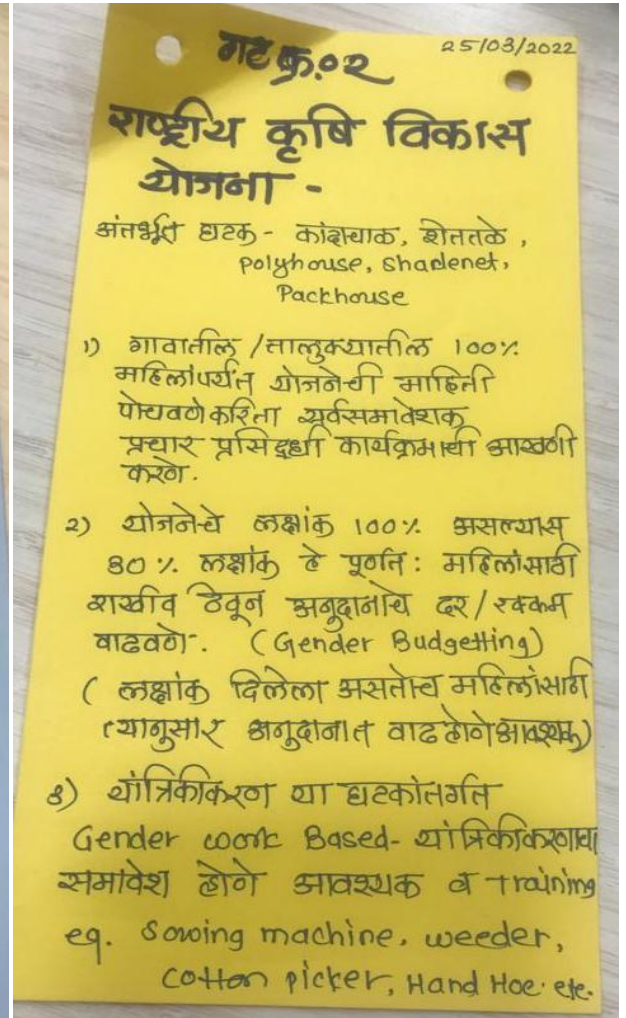
activities. The groups selected one scheme of agriculture department and enlisted key points for gender based planning of interventions expected in concerned scheme. The group wise types of project selected were as follows.

- Group I - Mission for Integrated Development of Horticulture (MIDH)
- Group II - Pradhanmantri Krishi Sinchan Yojana (PMKSY)
- Group III - Rashtriya Krishi Vikas Yojana (RKVY)
- Group IV - National Food Security Mission (NFSM)

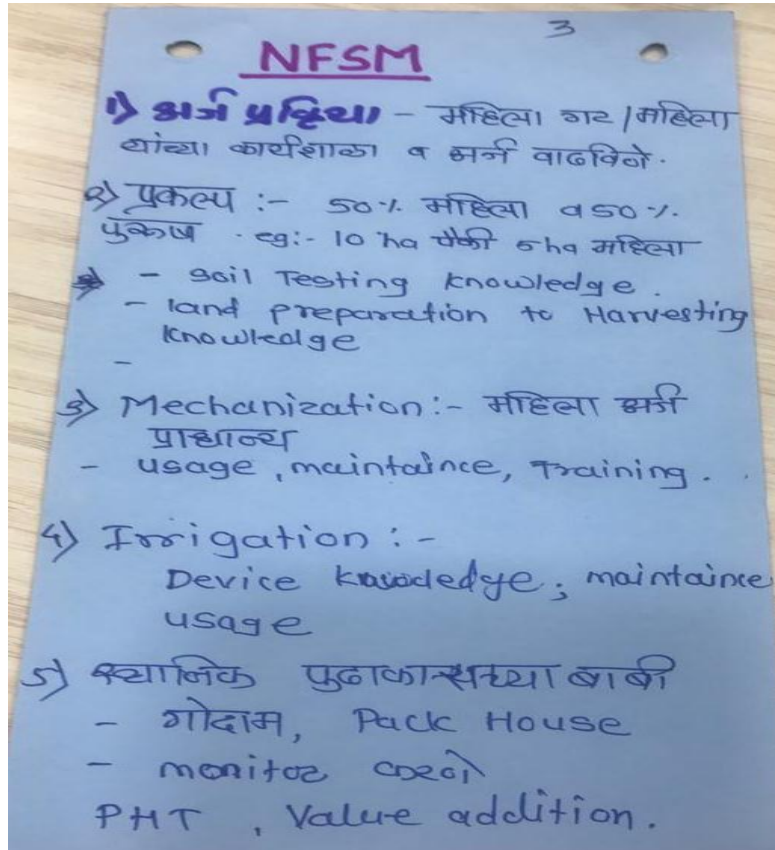
The groups were allotted 10 minutes time for discussion and preparing for presentations. The resource person then asked each group to present their points of discussion. Each group had given 5 minutes for presentation. The resource person provided necessary inputs at the end of each presentation. The snapshot of group work is as below.



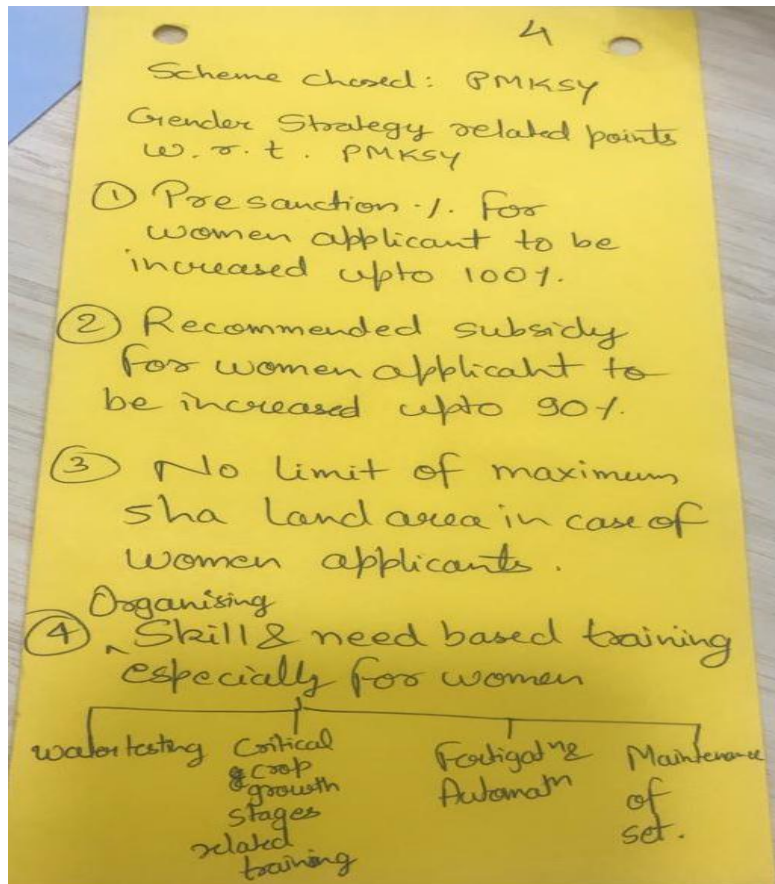
Group work snapshot - MIDH



Group work snapshot- RKVY



Group work snapshot-NFSM



Group work snapshot: PMKSY

Session 3.4 Sexual Harassment of Women at work place- (Prevention, Prohibition and Redressal) Act 2013



This is a common session for both Hall -1 and Hall -2. The session was delivered by Mrs. Jayashree Tadelkar, from YASHADHA. She introduced the Sexual Harassment of Women Act 2013 and its details. She started with background (Bhavaridevi case happened in Rajsthan) and explained how the Act came into existence. She then narrated who can register the complaint under this Act. She continued with how the committees, sub-committees etc. are mandatory to form at local level, its structure, criteria for selection of members, functions, role and responsibilities etc.

Further, she explained the definition of sexual harassment and the process/procedure adopted for registering the complaint and expected actions from higher level officials along with time schedule. Later, she continued with sharing few cases happened in various offices to understand the provisions of Act. At the end of session, she appealed participants to ask questions, if any. The participants asked number of questions to which she responded thoroughly.

Session 3.5 and 3.6 Preparation of Training Subjects for Participants:

The session was delivered by Dr. Sangita Shete, Gender Expert, SMART Office, Pune. She shared key training tips for to the participants.. The tips mainly related to gesture, posture, body language and voice modulation.

Session 3.7 Conclusion:



The training was ended with formal concluding function. Mr. Vinayak Deshmukh, Principal, RAMETI, Pune was chief gusset for this function.

Mr. Rajendra Salve, Assistant Director, RAMETI, Pune welcomed all the guests on the dais and formally took recap of the topics covered in the training. He appreciated the training methods by which the contents delivered by the resource persons and participation of the participants across the training. He further appealed to participants to present their feedback on training. About 4 to 5 representative

participants came forwards and presented their comments about the training. Few of these comments are as given below.

- The contents of the training and methodologies used for delivering the sessions were very interesting and hence the participants could understand topics like gender concept, gender box, difference between sex and gender, gender needs, gender analysis etc. clearly.
- These concepts not only important for job responsibilities but significant in regular life also.
- Participants appreciated efforts taken up by SMART Project office & VANAMATI/RAMETI, for excellent designing and delivery of the training.
- The resource persons involved in the training were well qualified, experienced and had good national and international level exposure. They explained the topics in very simple Marathi language and shared number of related examples and experiences. All this helped to



strengthen conceptual understanding of the participants.



- The information, knowledge and conceptual understanding received through training will help them in planning and implementing gender mainstreaming aspects in their routine work of agriculture department.
- The training sensitized them on gender topics and provided a gender lenses and now when they behave at home, office and even in field, they will be sensible in this regard.

- The training will help them to develop a good bonding among the staff, colleagues, both men and women farmers etc. The efforts placed through this training have charged all these 50-55 participants in the training and they will surely show results in the field.



Later the participants were felicitated with certificates by Mr. Vinayak Deshmukh, Principal, RAMETI, Pune and all the guests on the dais for their active

participation in this 3 day training course. This is continued with the address by Mr. Vinayak

ToT on “Gender Sensitization and Gender Mainstreaming in Agriculture Value Chain”

Deshmukh, Principal, RAMETI, Pune. He just recalled how the training arrangements were made in little span of time. He expressed proud feeling for getting opportunity to RAMETI, Pune of organizing first 3 days training course on 'gender sensitization' in the history of agriculture department. He further appealed to the participants to utilize and apply the knowledge and skills received through this training for mainstreaming the women farmers in various on-going schemes and extension activities of agriculture department. The training concluded with formal vote of thanks by Mr. Rajendra Salve, Assistant Director, RAMETI, Pune.

3.8 Training Evaluation

A. Increase in Knowledge level

A pre and post training questionnaire was designed to evaluate the knowledge improvement of 28 participants. The average marks in the pre training questionnaire were 49%, which improved to 85% in the post-training questionnaire. The analysis of responses given by participants is summarised below:

Sr. No	Particulars	% of respondents	
		Before training event	After training event
1	80% and above	07%	79%
2	60 -79%	43%	21%
3	40 - 59%	25%	00%
4	Below 40%	25%	00%
Total		100.00	100.00

B. Participant feedback on Training

The participants were asked to evaluate various aspects of the training on a four-point scale. Total 28 participants evaluated the training. The scores awarded by the participants and analysis are given below:

a. Training effectiveness

Details	% of respondents reporting			
	<i>Excellent</i>	<i>Good</i>	<i>Satisfactory</i>	<i>Average</i>
Training quality	100	0	0	0
Regarding training aids	64	36	0	0
Resource materials	75	25	0	0
Usefulness of training	96	04	0	0
Overall	84%	16%	0%	0%

b. Evaluation of Resource persons

Details	% of respondents reporting			
	<i>Excellent</i>	<i>Good</i>	<i>Satisfactory</i>	<i>Average</i>
Information/ knowledge about topics	96	04	0	0
Resource person facilitation skills	100	0	0	0
Group work	86	14	0	0
Co-ordination	86	14	0	0
Overall	92%	8%	0%	0%

c. Facilities at the venue

Details	% of respondents reporting			
	<i>Excellent</i>	<i>Good</i>	<i>Satisfactory</i>	<i>Poor</i>
Facilities and cleanliness in the classroom	86	14	0	0
Accommodation	82	18	4	0
Food	32	46	22	0
Discipline	75	25	0	0
Overall	69%	26%	5%	0%

3.2 Proceedings - Hall 2

Participants from other than SMART COTTON districts (i.e. districts under Thane, Pune, Kolhapur and Nashik Agri. Division) are assembled in Hall-2. The day wise details of training are as below.

Session 1.2.1 Environment Setting

The environment setting session was facilitated by Ms. Savita Kulkarni, Gender Expert. The session started with an ice breaking exercise for introduction of all the participants and resource persons. It helps in creating an enabling environment for training. This exercise also helped to collect the expectations of all the participants from this training. It is followed by setting of ground rules for making the training more fruitful.



Session 1.3 – Concept of Sex and Gender



Ms. Savita Kulkarni started the session with presenting an overview of the topic. Further, she explained the concept of gender and sex. In the session, she differentiated sex and gender by quoting a number of examples. Then, she elaborated how women from society have been framed into limitations and regulations related to social, religion, caste, and family. Later, she stressed on how it is important to provide privileges to women everywhere. At the end of the session, she explained the gender box and the need of privilege for women to support women in the gender box. The session ended with questions and answers.

Session 1.4 - Some Important Concepts

The session was delivered by Ms. Savita Kulkarni. The session started with one of the energizers. She initiated brainstorming of the participants and further linked it to the concept of gender discrimination, the triple role of women i.e. productive, reproductive, and social & religious type of activities, gender needs (practical and strategic), gender equity and gender equality, original and derived powers etc. Further, she gave a number of examples while explaining all the concepts and also conducted group work, simulation exercises etc. Later, she finally concluded the session with the importance of gender lenses for both men and women in the society to achieve proper gender equity and equality. The resource person clarified all the doubts of participants.



Session 1.5 – Power and Privilege:

In this session, Ms. Savita Kulkarni asked participants to gather outside the classroom. She briefed participants about the tasks and conducted the exercise. The participants contributed interestingly in the exercise and performed their tasks. At the end, the resource person de-briefed about the session.

and explained the message of exercise. She later appealed to all participants reasons behind encouraging women participation in various activities of agriculture department.

Session 1.5 – Gender Norms:

The session started with group work. The participants were grouped into 4 groups. Ms. Kulkarni briefed about the group work and topics allotted to concerned groups and suggested to discuss the topic allotted to them through gender lenses. The group wise topics allotted were

Group No I – Expectations from Son and Daughter in law.

Group No II – Who are ideal man and ideal women

Group No III – Role of working couple at household level

Group No IV – Norms of good woman and man officer

The groups were allotted 15 minutes time for discussion and preparing for presentations. The resource person then asked each group to present their points of discussion. Each group was provided 5 minutes time for presentation. The resource person provided input to the group's presentations.



After completing first day sessions, RAMETI Pune organized extra session on stress free life (happy life). Hon. Vasant Hankare sir, Motivational speaker and coach from Sangli district delivered this session. All the participants actively participated in the session. Mr. Vasant Hankare responded very well to all the questions raised by participants.

Day 2-

2.1 RECAP of Day I:

The day started with prayer followed by recap of sessions carried out in previous day.

2.2.1 Visit of Additional Project Director, SMART Project –

This is common session for both Hall -1 and Hall -2 . during this session Mr. Dasharath Tambahle, Additional Project Director (APD), SMART Project briefed on importance of women in SAMRT project execution. Mr. Srikant Satarkar, RAMETI, Pune formally welcomed Hon. APD in the beginning. Later, Dr. Sangita Shete, Gender Expert, SMART Office, Pune gave snapshot of sessions completed so far and appreciated the response of participants in the training. She requested Hon. Additional Project Director to guide the participants.



Mr. Dasharath Tambhale, Additional project Director, initially appreciated the efforts taken by Master Trainers and nodal officers who received training on business planning during last couple of months and facilitated FPOs in preparing and submitting the business plans to SMART office. He further



continued and told that the department is developing its in-house capacity of preparing business plan which never happened before. Likewise in case of training on gender mainstreaming also the department has first time developed a special training course on gender sensitization in its history. He further expressed that the master trainers trained in this training will cater the training successfully to the departmental staff. This will help the department to increase women participation in agriculture of the state .

He continued with expressing need of value chain based market led extension and agro-marketing in which women would be equally important in SMART project. Hence the project has set up norms like 30% women members and 20% BoD directors are mandatory in FPO. He continued and said appropriate representation of other vulnerable group i.e. SC, ST, Tribals would be needed in FPOs.

He explained need of gender sensitization at different levels viz. house hold, office, field, community etc with number of examples. He shared his own experiences and indicated vital importance of gender mainstreaming in developmental projects.

Session 2.2: Gender Issues in Agriculture:

The session was delivered by Ms. Savita Kulkarni. She explained concept of gender mainstreaming and gender responsive implementation. Her explanation was supported with number of examples and experiences for making the ideas of participants more clear. Further, she stressed on number of issues of women especially in agriculture, say poor participation of women in agril extension activities, women wages, in agro-marketing, decision making, gender based allotment of agricultural works etc. Later, she appealed to adopt gender responsive approach in carrying out routine woks of department like trainings, demonstrations, FFS, Government schemes implementation etc. Then, she explained that not more than 15% women in India having land title on her name. She appealed to participants and start projecting women everywhere e.g. use of words like he/she, male farmer/ female farmer etc. resource persons responded very well to all the questions of participants.

Session 2.3, 2.4 and 2.5 Gender Analysis: Concept and Tools

Ms. Kulkarni facilitated this session. Initially using power point presentation she explained the concept of gender analysis. Here she covered why gender analysis is to be done and how. She described process and aspects of gender analysis viz. gender roles, responsibilities, participation in decision making, control over resources, benefits to women etc with typology of local level examples and incidences. Further, she explained the tools for gender analysis and described how these tools can be used for conducting analysis of all above aspects.

Later, the participants were grouped into 4 groups. She briefed about the group work and topics allotted to concerned groups and suggested to discuss the topic allotted to them in groups through gender lenses. The group wise topics allotted were

- Group No I –Gender division of labour in Rice
- Group No II – Access to and control over resources
- Group No III – 24 hours clock/Daily clock
- Group No IV – Decision making



The groups were allotted 30 minutes time for discussion and preparing for presentations. The resource person then asked each group to present their points of discussion. Each group was provided 10 minutes for presentation. The resource person added valuable inputs during presentations of the groups. The snapshot of group work is presented below.

Group –I : Gender division of labour in Rice crop

This tool helps in capturing information on the activities performed by men and women (key operation profile) in the rice value chain, the number of days required for men and women to perform these activities and the wages they receive. Total 6 members participated in this group exercise. The key findings are presented below.

- The discussion revealed that total around 80 person days required for paddy cultivation on one acre area. The table presenting Gender- division of labour for one acre rice cultivation is presented below.

Commodity	Women contribution (person day)	Men contribution (person day)	Total person days (person day)
Rice	66 (87%)	13 (17%)	79 (100%)

- Women are playing key role in rice cultivation. For one acre area, women spend more farming days (83%) on the field compared to men (17 %). The main reason is the type of tasks women do; women mostly do repetitive, time and labour-intensive task like transplanting, weeding, drying etc.
- There is a gap in daily wages of women and men for the same type of tasks. Average per day remuneration of men is Rs 350 whereas for women it is Rs. 200.
- The preparatory work for paddy cultivation starts in April or May and harvesting is done in October or November. The work intensity varies within three to four months in the life cycle of paddy crop.

आमाच्या लावण्यात	महिजा (मिसे)	ओष करत	मजाले की हाताले	आता किती दिवसात	मजुरी	निष्पत्ती	ओष क्षेत्र	जिवा
	महिजा	पुरुष			महिजा	पुरुष	महिजा	पुरुष
जमिनी मंडळीत	एप्रिल	20%	20%	अंज	1	200	350	✓
ओष प्रक्रीया व रोपे करणे	मे	20%	20%	हाताले	1	200	350	✓
लावणी	जून	85%	5%	हाताले व हाताले	2 (30 hrs)	200	350	80% 90%
खुरपणी	ऑगस्ट	90%	10%	हाताले	2 (4-6 hrs)	200	-	80% 90%
फुलावणी	ऑगस्ट सप्टेंबर	-	100%	मंज	1	-	350	✓
ठावणी	ऑक्टोबर नोव्हेंबर	80%	90%	हाताले	3 (30 hrs)	200	350	80% 90%
झाडाणी	ऑक्टोबर नोव्हेंबर	50%	50%	हाताले	2 (8-10 hrs)	200	350	✓
वाळवणी	डिसेंबर नोव्हेंबर	90%	-	हाताले	3 (8 hrs)	200	350	80% 90%
मोजी मचणे	डिसेंबर	-	90%	हाताले	2 (2 hrs)	-	350	✓
पिकी	डिसेंबर	-	90%	-	-	-	-	✓

- Women plays key role in lower side of value chain (i.e. from sowing to harvesting) whereas there presence is negligible after harvesting work i.e. higher side of value chain.
- Women are significantly involved in the activities of nursery preparation, seedling transplanting, weeding, harvesting, sun drying etc.
- Women are involved in land preparation activities and threshing at minimal extent. They are not at all involved in spraying of pesticides, hay management, marketing etc..
- Weeding and Harvesting are the two major labor-intensive and monotonous tasks in which women spend more time.
- Men are majorly involved in the tasks of land preparation, spraying of insecticides, threshing, hay management, to a limited extent they are involved in nursery preparation, harvesting,
- The marketing operation is dominated by men but they are not involved in Weeding.

Group No II – Access to and control over resources

(Group) साखण ५ - ग्राम मूद्यारक शेतकरी कुटुंब (Hall 2) Day 2

समाधानाचा वापर आणि व्यापार नियंत्रण-या आराखडा

क्र. क्रमांक	वस्तु	वापर	नियंत्रण	शेरा
१.	जमीन	X	X	मूद्यारक, खरेदी-विक्री
२.	निधीर/ब्रोकरेज	X	X	
३.	जनावार (गामी बैल)	X	X	
४.	शेताना कंत्राट	X	X	खरेदी विक्री निर्गमपद्धि व वापर खरेदी, कुलस्त्री
५.	ट्रॅक्टर व अवजारे	X	X	खरेदी, व्यापार, रफ्तार based. कॅम्पिबिक जबाबदारी
६.	सायकीय यंत्रणांनी साहित्य	X	X	कुलस्त्री, खरेदी
७.	सोबर्सल	X	X	
८.	न.व.	X	X	
९.	प्रशिक्षण/शेरा	X	X	
१०.	बँक कर्ज	X	X	कुटुंब व खरेदी जबाबदारी सांभाळून महिलांचे नियंत्रण/अधिकार नसल्यामुळे मुदितल्या नावावर कर्ज परत नियंत्रण कुलस्त्री
११.	मार्केट माहिती	X	X	
१२.	जोरासु पावती	X	X	
१३.	शेती दिवसक नवसान	X	X	
१४.	वा. विभाग/खाने/हॉटेल	X	X	समाधानाचा वापर कल्याणसाठी केवळ ४ education
१५.	जि.नि.ग	X	X	
१६.	सि.नि.ग	X	X	
१७.	क.कुटुंबपालन/शेतीपालन	X	X	कुलस्त्रीपालन योज्या असताना नियंत्रण कुलस्त्री
१८.	मोटरसायकल	X	X	
१९.	चिक परतती	X	X	चिक निवड, वाण निवड, वॉनर/सहाय्य/निर्भर बसविणे/भाणणे
२०.	गो.स. क्लिअर	X	X	

Generally access is defined as an ability to use a resource whereas control is defined as an authority to take decisions regarding the resource. Total 7 members participated in the exercise. The key findings are as below.

- Women have access to most of the assets; they do not have control over them.
- Women’s lack of control over productive assets and resources is directly proportional to their lack of

participation in decision-making.

- Productive resources are mostly accessed and ultimately controlled by men.
- Women do not have access to resources like farm implements, machinery / equipment, produce marketing related work and to vehicle etc. However, their access to training is increasing.
- The discussion revealed that decision making related to all farm level work is taken by men. Women are not involved in decision-making.

Group No III – 24 hours clock/Daily clock

Total 6 members participated in this exercise. Discussion helps in capturing representative picture of daily routine of rural women and men during kharif season. The discussions key findings are as below.

(Hall 2) Day 2

24 तासांचे शेरा

सकाळी	स्त्रिया काय करतात	पुरुष काय करतात	शेरा
५:००	→ उठणे. वरातील-अंगणातील; गोठ्यातील आच्छादन	→ होपेटुन उठणे. जनावरांची निगा.	
६:००	→ स्वतःचे आवरणे. पुगा विव्याचे पाणी भरणे	→ दुधा काढणे, डेअरी मध्ये पोहोचवणे	
७:००	→ चहा-पाणी, न्याहारी व स्वयंपाकाची तयारी मुलांचे आवरणे. सासु-सासऱ्यांच्या देखभाल	→ स्वयंत्रचे आवरणे	
८:००	→ स्वयंपाक करणे.	→ न्याहारी करणे, शेतीच्या कामाचे नियोजन	
९:००	→ भांडी वासणे. उपडे कुठे वर आवरणे.	→ शेतात जाणे	
१०:०० ते उपारी १:००	→ शेतातील कामे करणे		दळणे करणे

- Discussion reveals that both women and men have accepted the traditional gender roles. They accept that it is women’s responsibility to take care of household daily tasks.

- Women’s working hours are comparatively longer than men.
- Women spend nearly as much time in the field as men. The remaining time is dedicated for reproductive work. Childcare and care of elders and sick persons is the primary responsibility of women.
- Women manage multiple responsibilities simultaneously.
- Women get negligible free time for relaxation. Men have more time, space and physical resources for entertainment and relaxation.
- Women do more unpaid tasks. Men’s contribution in the household chores is limited or negligible. Women work within the house and outside house; men work mostly outside the house.
- Women’s household chores are undervalued.
- Women are overburdened under the dual responsibility of working in the farm and within the household. This limits their participation in the training and other social events.

Group No IV – Decision making

This tool helps in understanding role of men and women in decision making with reference to key tasks under HH and farm level activities. Total 5 members participated in this exercise. The key findings are as below.

- The majority of the decisions are taken by men at HH and farm activities.
- Women take decision regarding daily activities like what to cook, when to clean .
- Discussion also reveals that in most of the cases decisions are taken by men. Women are informed about decisions taken by men and that is counted as women’s participation.

साधन- पु 'निर्णयप्रक्रिया' चा आराखडा - उत्पन्न बोनकर्ष (आदिवासी)

निर्णय	महिला	पुरुष	बोरा
घरातले निर्णय -			
• स्वामी कोवती करणची ?	✓		
• मुलांना कोठ्या शोकेत उबवताय महाप्रियतातमान पावसाचे ?	✓		उत्पन्न कमी/choice limited.
• घरची स्वच्छता	✓		
• शाळी विकत घेणे / उभवा विकणे		✓	
• कोठ्या बँकेत प्रजे उघडावे ?		✓	
• मुलांचे तळव		✓	
• घर विकत घेणे / विकणे		✓	
• कोठ्या उबवताय / तडु उबवणे / जेरीपुड उबवताय करणचा ?		✓	
होतीतले निर्णय -			
• कोठे पिक घ्यावे, ते किती प्लेताये घ्यावे ?		✓	
• कोठे निमणे वापरावे, तसेच कोणी जेव आणि जेवणे वापरावची ?		✓	
• घेवली कधी करणची		✓	
• मजूर कोणे बोळवावे		✓	
• कर्क काढून घ्यावे		✓	
• पीक किती, कधी आणि कुठे विकणे		✓	
• पीक विकून आणण्या पुरासे निशेधन		✓	
• जेव विकत घेणे / विकणे	✓		
• जोदाताना मारठ ठेवावचा की नाही		✓	
• शायनाच्या कोठ्यात जोतनेकरीना प्रस्ताव सादर करणचा		✓	उत्पन्न कमी घालताहेत तसेच विकताय.

Session 2.6 Best Practice and Case Studies:

This is common session for Both Hall-1 and Hall -2. In order to share business activities and entrepreneurship development skills of women to the participants few women entrepreneurs were invited for sharing their experiences. 2 FPOs one from each of Pune and Solapur district were present during this session and shared their best practices. The invited FPOs and their experiences reported were as follows.

Mrs. Anita Malage, Yashwini Farmers Producer Company, Boramani, Solapur:



Initially, she elaborately how the FPO has been formed. She shared that initially SHGs were formed which further grouped and converted into FPO. Now the FPO is connected with more than 500 SHG members. The SHGs in 2012-13 undertook pulse campaign of agri department and pigeon pea was sown on 100 acre area. This was entry point activity for the FPO. This helped to develop contacts with agriculture department and thus the officer provided them opportunity of entering into MACP project. Further, She explained Cleaning & Grading

and Dal Mill activities carried out under MACP project. She narrated aggregation, processing and marketing of agro-produce through business activities of the company and now company produces 55 types of products. She also shared how they converged other Government schemes for the growth of the company and members. Later, she appealed all the participants that they should encouraged women companies in their areas. She proudly explained how Prime Minister Shri Narendra Modiji appraised the work of FPO in one of the 'Man Ki Bat' episodes of Prime Minister. Then, she told the company has set up 5 women companies in Solapur district to which about 6000 members are connected.

Mrs. Nanda Bhujbal, Krishi Kanya Agro-producer Company, Shikrapur, Pune:

She initially informed about business activities conducted by farmer groups and briefed about geographical situation of Shikrapur belt of Pune district. She took review of farming, crops, issues in post harvest and agro-marketing etc from their area and explained how the producer company has been formed. Further, she explained variety of business activities, production, marketing strategy, turnover etc of the company. Later, she remembered set back experienced due to COVID-19 pandemic. She shared



that how the experience as Director of FPO helped her in developing entrepreneurship skills and these skills and insight prompted her to start her private Dall Mill unit. She makes typology of Dal from gram, Peginon pea, green gram etc and sale all across Maharashtra. At the end of session, the participants asked few questions to both of the FPO Directors to which they responded very nicely.

2.6.1 Visit of Mr. Uday Patil, Joint Director, VANAMATI, Nagpur:



Mr. Uday Patil, Joint Director, VANAMATI, Nagpur, visited the training and attended the session of best practices/case studies of 2 successful women producer companies. In his address he first appreciated the work done by these FPOs and offered best wishes for their next journey. During his address he explained the role of staff of agriculture department in mobilizing women in agriculture and even in post harvest, processing and agro-marketing activities. He said the staff should have passionate of their work and need po-active role in

motivating the farmers for market led extension and agriculture. He stressed need of gender sensitization in all departmental activities, government scheme execution, extension activities and even within office work. He pointed out that now a days women are involved in crop production and not in agro-marketing, processing, PHM and decision making. We should place efforts for enhancing their participation in PHM and decision making. He appraised the potential of

departmental staff and assured that if the staff gets suitable trainings and direction they will successfully promote gender aspect in developmental projects of Agriculture Department.



Session 2.7 Mainstreaming of Women in Agriculture Value Chain:

This session was delivered by Ms. Kulkarni . She initially conducted brainstorming session on process, practices, actors and actions carried out in value chain of cotton crop. Women role in agriculture value chain should be at win-win situation in overall end to end practices, actors and actions of value chain.

Further, she explained percentage of women participation in different types of agricultural practices say sowing, fertilizer application, weeding, pesticide application, cotton picking and storages etc. So she expressed need of building the capacities of women in all above works so as to enhance their capabilities. She shared study of PRIMARK, Gujrat and described impact results of 2 year's cotton cultivation on yield, fertilizer usage, pesticide usage and average profit due to women contribution in cotton cultivation and vale chain development.

Day 3-

3.1 RECAP of Day II:

The day started with prayer followed by recap of sessions carried out in previous day.

Session 3.2 – Gender Strategy of SMART Project:



The session was delivered by Ms. Savita Kulkarni . She explained broad level strategy of SMART project which states that overall project will cover 50% women members in SMART project and 30% FPOs should of women. In case of 70% remaining FPCs at least 30% members should be women and 20% should be women BoDs. The capacity building of all these women is also a crucial part of SMART project. Further, she explained land ownership related pilot aspect of the project where special

efforts would be placed for increasing women role, participation, sensitization of men for entitling names of women on 7/12 extract etc. One more strategy of the project she explained was to train master trainers on gender sensitization for in turn training of agriculture department staff and application of gender mainstreaming in all activities or schemes of the department. Later, she stressed on that the gender aspect should be predominantly looked after in all phases planning, implementation, monitoring and evaluation of sub-projects under SMART project.



Session 3.3 Gender Inclusive Planning of Agriculture Department’s Programmes

In the beginning of session, Ms. Kulkarni opened out the session objective of this session and conducted brain storming how we can apply gender aspects in planning of agriculture department programmes. She then asked the participants to sit in the groups already formed and consider any on-going departmental scheme for planning of gender based activities. The groups selected one scheme (i.e. MIDH, PMKSY, RKVY and NFSM) of agriculture department and enlisted key points for gender based planning of interventions expected in concerned scheme. The group wise types of project selected were as follows.

The groups were allotted 10 minutes time for discussion and preparing for presentations. The resource person then asked each group to present their points of discussion. Each group had given 5 minutes for presentation. The resource person provided necessary inputs at the end of each presentation. The resource person provided input after each presentation.

Session 3.4 Sexual Harassment of Women- (Prevention, Prohibition and Redressal) Act 2013



This is common session for Both Hall-1 and Hall -2. The session was delivered by Mrs. Jayashree Tadelkar, from YASHADHA. She introduced the Sexual Harassment of Women Act 2013 and its details. She started with background (Bhavaridevi case happened in Rajsthan) and explained how the Act came into existence. She then narrated who can register the complaint under this Act. She continued with how the committees, sub-committees etc. are mandatory to form at local level, its structure, criteria for selection of members, functions, role and

responsibilities etc. Further, she explained the definition of sexual harassment and the process/procedure adopted for registering the complaint and expected actions from higher level officials along with time schedule. Later, she continued with sharing few cases happened in various offices to understand the provisions of Act. At the end of session, she appealed participants to ask questions, if any. The participants asked number of questions to which she responded thoroughly.

Session 3.5 and 3.6 Preparation of Training Subjects for Participants:

Ms. Kulkarni shared key training tips for to the participants. The tips mainly related to gesture, posture, body language and voice modulation.



Session 3.7 Conclusion:

The training was ended with formal concluding function. Mr. Vinayak Deshmukh, Principal, RAMETI, Pune was chief gusset for this function.



Mr. Rajendra Salve, Assistant Director, RAMETI, Pune welcomed all the guests on the dais and formally took recap of the topics covered in the training. He appreciated the training methods by which the contents delivered by the resource persons and participation of the participants across the training. He further appealed to participants to present their feedback on training. About 4 to 5 representative participants came forwards and presented their comments about the training. Few of these comments are as given below.

- The contents of the training and methodologies used for delivering the sessions were very interesting and hence the participants could understand topics like gender concept, gender box, difference between sex and gender, gender needs, gender analysis etc clearly.
- These concepts not only important for job responsibilities but significant in regular life also.

- Participants appreciated efforts taken up by VANAMATI/RAMETI & SMART Project Office for excellent designing and delivery of the training.
- The resource persons involved in the training were well qualified, experienced and had good national and international level exposure. They explained the topics in very simple Marathi language and shared number of related examples and experiences. All this helped to strengthen conceptual understanding of the participants.
- The information, knowledge and conceptual understanding received through training will help them in planning and implementing gender mainstreaming aspects in their routine work of agriculture department.
- The training sensitized them on gender topics and provided a gender lenses and now when they behave at home, office and even in field, they will be sensible in this regard.
- The training will help them to develop a good bonding among the staff, colleagues, both men and women farmers etc. The efforts placed through this training have charged all these 50-55 participants in the training and they will surely show results in the field.



Later the participants were felicitated with certificates by Mr. Vinayak Deshmukh, Principal, RAMETI, Pune and all the guests on the dais for their active participation in this 3 day training course. This is continued with the address by Mr. Vinayak Deshmukh, Principal, RAMETI, Pune. He just recalled how the training arrangements were made in little span of time. He expressed proud feeling for getting opportunity to RAMETI, Pune of organizing first 3 days training course on ‘gender sensitization’ in the history of agriculture department. He further appealed to the participants to utilize and apply the knowledge and skills received through this training for mainstreaming the women farmers in various on-going schemes and extension activities of agriculture department.

The training concluded with formal vote of thanks by Mr. Rajendra Salve, Assistant Director, RAMETI, Pune.

3.8 Training Evaluation

A. Increase in Knowledge level

A pre and post training questionnaire was designed to evaluate the knowledge improvement of 24 participants. The average marks in the pre training questionnaire were 48%, which improved to 75% in the post-training questionnaire. The analysis of responses given by participants is summarised below:

Sr. No	Particulars	% of respondents	
		Before training event	After training event
1	80% and above	00%	54%
2	60 -79%	29%	46%
3	40 - 59%	58%	00%
4	Below 40%	13%	00%
Total		100.00%	100.00%

ToT on “Gender Sensitization and Gender Mainstreaming in Agriculture Value Chain”

B. Participant feedback on Training

The participants were asked to evaluate various aspects of the training on a four-point scale. Total 24 participants evaluated the training. The scores awarded by the participants and analysis are given below:

Training effectiveness

Details	% of respondents reporting			
	Excellent	Good	Satisfactory	Average
Training quality	88	12	0	0
Regarding training aids	92	08	0	0
Resource materials	67	33	0	0
Usefulness of training	92	08	0	0
Overall	85%	15%	0%	0%

a. Evaluation of Resource persons

Details	% of respondents reporting			
	Excellent	Good	Satisfactory	Average
Information/ knowledge about topics	88	12	0	0
Resource person facilitation skills	80	20	0	0
Group work	92	08	0	0
Co-ordination	96	04	0	0
Overall	89%	11%	0%	0%

b. Facilities at the venue

Details	% of respondents reporting			
	Excellent	Good	Satisfactory	Poor
Facilities and cleanliness in the classroom	83	17	0	0
Accommodation	79	17	04	0
Food	38	54	08	0
Discipline	75	17	08	0
Overall	75%	17%	08%	0%

4.0 Annexures

4.1 Training wise list of participants

A. List of participants – Hall 1

N o.	Name of Participant	Designation	M/F	District	Contact	Email
1	Mr. Vilas Washimkar	TAO	M	Akola	9422939645	vilaswashikar@gmail.com
2	Mss. Pooja Gaikwad	CAO, Achalpur	F	Amravati	9172835006	sushmitagaikwad18@gmail.com
3	Mr. Shantiram Dhanude	Tech Officer	M	Washim	9325800757	ramdhanude@gmail.com
4	Mr. Nandu Wankhede	CAO	M	Gondia	9423650468	nanduwankhede922@gmail.com
5	Mr. Janardhan Bhagat	CAO	M	Beed	9890945475	bhagatvilas09@gmail.com
6	Mr. V B Paighan	CAO, Sakhra	M	Hingoli	7588676348	paighan4u@gmail.com
7	Mr. Sanjay Londhe	Agri Asst	M	Jalna	8055113888	san.londhe1141@gmail.com
8	Mss. Prajakta Patil	CAO	F	Jalgaon	9518363368	prajup04@gmail.com
9	Mr. M S Gulave	Assist Director Rameti	M	Aurangabad	8275926668	msgulave@gmail.com
10	Ms. Pallavi Talmaley	Assist Director Rameti	F	Nagpur	7218207154	pallavimt2014@gmail.com
11	Mr. Sachin Sutar	CAO	M	Wardha	8275194855	sachinsutar5@gmail.com
12	Mss. Anurupa Shastri	Asst Director Rameti	F	Nagpur	9422120265	anurupashastri@yahoo.com
13	Ms. Vrushali Deshmukh	TAO, Sakoli	F	bhandara	9423192166	vrushalid69@gmail.com
14	Ms. Priyanka Kaware	AO	F	Hingoli	7972122534	priyankakaware52@gmail.com
15	Mr. Chandrakant Ulemale	CAO	M	Washim	9420324681	chandrakantulemale@gmail.com
16	Ms. Ashwini Kumbhar	TAO, Deoli	F	Wardha	7887516371	ashuso300@gmail.com
17	Mr. Dhananjay Shete	TAO	M	Akola	9834416038	shetedhananjay162@gmail.com
18	Mr. Yogesh Raut	AO, SDAO	M	Bhandara	9404951082	rautyogesh632@gmail.com
19	Mr. Atul Kshirsagar	CAO	M	Washim	8860763774	atulksahirsagar0311@gmail.com
20	Mr. Sagar Dhavale	TAO, Sakoli	M	Bhandara	7350327089	sagardhavale555@gmail.com

21	Ms. Vidya Mandlik	TAO, Korchi	F	Gadchiroli	9405128671	vmandlik1806@gmail.com
22	Mr. Vikas Kale	TAO, tumsar	M	bhandara	7972512162	vikaskale312@gmail.com
23	Ms. Seema Deshmukh	AO	F	Amravati	8805235918	seema8deshmukh@gmail.com
24	Mr. Madan Tikale	Ao, DSAO, Buldana	M	Amravati	9373966312	madantekale4@gmail.com
25	Mr. D A Nawale	BTM, AMTA	M	Amravati	9404076425	sandunawale75@gmail.com
26	Mr. Sushant Shinde	TAO Akot	M	Akola	8668629273	sush.shinde94@gmail.com
27	Mr. Bibinkumar Rathod	DSSTO	M	Buldana	9960072655	bips.agricos@gmail.com
28	Ms. Swati Kagane	AO, TAO, Bhokardhan	F	Jalna	7743987507	swatikagane1094@gmail.com
29	Mr. Nilesh Rathod	CAO	M	Yawatmal	8788031515	nileshrathod188@gmail.com

B. List of participants - Hall 2

Sr. No	Name of Participant	Designation	M/F	District	Contact	Email
1	Mr. Vijaykumar Pawar	Agri Supervisor, Ambejogai	M	Beed	9422084199	vkpp.usa24@gmail.com
2	Ms. Radha Chirke	CAO, Udgir	F	Latur	9359004210	radhachirke5395@gmail.com
3	Mr. Dnyandeve Gambhire	Asst Director, Rameti, Nashik	M	Nashik	9420343066	gambhiredp@gmail.com
4	Ms. M K Valvi	Tech officer, nandurbar	F	Nandurbar	9096644068	valvi.minakshi@gmail.com
5	Ms. Manisha Misal	TAO, Solapur	F	Solapur	9595436385	misalmanisha2@gmail.com
6	Mr. S S Shelke	Agri Asst, Sinner	M	Nashik	9423539225	suresh13.shelke@gmail.com
7	Ms. Bhagyashri Pharande	SDAO, Gadhinglaj	F	Kolhapur	9552112700	bhagyashreepharande19@gmail.com
8	Ms. M P Walekar	CAO, Karvir	F	Kolhapur	7588355247	mwalekar2001@gmail.com
9	Ms. Sarika Patil	AO	F	Sangli	9422373362	Patil_Sarika@yahoo.com
10	Ms. Shrutika C Nalawade	CAO, Radhanagari	F	Kolhapur	7558590036	shrutikan95@gmail.com
11	Ms. Shital Aru	CAO, Radhanagari	F	Kolhapur	7719853868	shitalsunitaaru@gmail.com
12	Ms. Manali Tambade	Tech officer	F	Thane	9769586526	dsaothane.2021@gmail.com
13	Ms. Trupti Zhanje Waghmode	District Soil testing officer	F	Thane	9552416004	suman.agricos5@gmail.com
14	Ms. Jayashri Havale	Tech officer	F	Kolhapur	9421398921	jdakolhapur@gmail.com
15	Ms. Priyanaka Walkar	AO Nanded	F	Nanded	7768865052	priyankawalkar1996@gmail.com
16	Mr. Avinash Purane	Agri Asst, Nandgaon	M	Nashik	8888233691	avinashpurane@gmail.com
17	Ms. Harsha baban Gund	CAO, Vengurla	F	Sindhudurg	9607050364	gundharsha96@gmail.com
18	Mr. Jagdish Patil	TAO, Nandgaon	M	Nashik	9422944295	jrpatil.sat@gmail.com
19	Mr. Vaibhav Dongare	AO	M	Latur	9623538502	mevaibhavdongare@gmail.com
20	Ms. Harshala Gilande	Krushi Sevak	F	Nashik	8275587577	harshu311991@gmail.com

21	Ms.Amrita Raut	Subject Matter specialist, KVK, Dhule	F	Dhule	9604576835	amrita.raut@gmail.com
22	Ms. Archana M Deshmukh	Subject Matter specialist, KVK, Nashik	F	Nashik	9403774698	archanadeshmukh056@gmail.com
23	Ms.Archana Sul-Naranvar	TAO,Khalapur, raigad	F	Raigad	7972117060	archana3378@gmail.com
24	Mr. Bhausahab Garande	Agri Supervisor, Ambejogai, Alibag	M	Raigad	9920102194	garandebd@gmail.com
25	Ms. Ashvini Godse	CAO, Shrirampur	F	Ahmednagar	8275465946	ashwinigodse27@gmail.com

4.2 Training Schedule



Hon. Balasaheb Thackeray Agribusiness and Rural Transformation Project (SMART)

Training of Department of Agriculture (DoA) officials On Gender Sensitization and Gender Mainstreaming in Agriculture Value Chain

(Three days training)

Training schedule – Hall-1 & Hall – 2

Day	Session number	Particulars	Time	Resource Person
Day 1	1.1	Registration	9.30am to 10.00 am	
	1.2	Inauguration and Environment setting – Introduction, expectations and ice breaking exercises	10.00am to 10.30 am	
	1.2	Concept: Sex and Gender	10.30am to 11.30am	
		Tea Break	11.30am to 11.45am	
	1.3	Gender:Some important concepts	11.45am to 1.30pm	
		Lunch Break	1.30pm to 2.30pm	
	1.4	Power and privilege	2.30pm to 3.30pm	
		Tea Break	3.30pm to 3.45pm	
Day Two	1.5	GenderNorms	3.45pm to 5.00pm	
	2.1	Recap of day-1	9.30am to 10.00am	
	2.2	Gender Issues in Agriculture	10.00am to 10.45am	
		Tea Break	10.45am to 11.00am	
	2.3	GenderAnalysis: Concept and Tools	11.00am to 12.15pm	
	2.4	GenderAnalysis: Study in small groups	12.15pm to 01.15pm	
		Lunch Break	1.15pm to 2.15pm	
	2.5	Gender analysis: Small Group Presentation and Information Analysis	02.15pm to 03.15pm	
	Tea Break	.315pm to 3.30pm		

	.26	Best Practices and Case Studies	3 pm to 3.4 pm	
	2.7	Mainstream of women in Agricultural Value Chain	4 pm to 5.30 pm	
Day 3	3.1	Recap of day-2	9.30 am to 10.30 am	
	3.2	Gender strategy of SMART project :	10.00 am to 11.00 am	
	3.3	Gender inclusive planning of agriculture department programs	11.00 am to 12.00 pm	
		Tea Break	12.00 pm to 12.15 pm	
	3.4	Sexual Harassment of Women – (Prevention, Prohibition and Redressal) Act 2013	12.15 pm to 1.30 pm	
		Lunch Break	1.30 pm to 2.30 pm	
	3.5	Preparation of training subjects for participants	2.30 pm to 3.30 pm	
		Tea Break	3.30 pm to 3.45 pm	
	.36	Participant presentation	3.45 pm to 4.30 pm	
	3.7	Conclusion	4.30 to 05.30	

4.3 Pre & post training questioners



मा. बाळासाहेब ठाकरे कृषि व्यवसाय व ग्रामीण परिवर्तन (स्मार्ट) प्रकल्पांतर्गत वनामती स्तरावरील राज्यस्तरीय प्रशिक्षकांचे प्रशिक्षण वर्ग

प्रशिक्षणपूर्व / प्रशिक्षणपश्चात प्रश्नावली

प्रशिक्षण स्थळ : ----- --कालावधी: दिनांक : ----- ते ----- / /2021

टिप : योग्य पर्यायास (√) खूण करून खालील प्रश्नांची उत्तरे दयावीत. (वेळ : 10 मिनीटे)

१. पुढीलपैकी कोणती कामे स्त्रियांना आणि पुरुषांना निसर्गाने दिलेली आहेत असे तुम्हाला वाटते?

- | | | | |
|-----------------------|--------------------------|--------------------------|--------------------------|
| क. आर्थिक निर्णय घेणे | <input type="checkbox"/> | घ. बैलगाडी चालवणे | <input type="checkbox"/> |
| ख. खुरपणी करणे | <input type="checkbox"/> | ड. राजकारणात सहभागी होणे | <input type="checkbox"/> |
| ग. स्वयंपाक करणे | <input type="checkbox"/> | च. वरीलपैकी एकही नाही | <input type="checkbox"/> |

२. स्त्रिया आणि पुरुषांमध्ये शेतीतले काम करण्याची क्षमता समान आहे का?

- | | | | |
|-------|--------------------------|---------|--------------------------|
| क. हो | <input type="checkbox"/> | ख. नाही | <input type="checkbox"/> |
|-------|--------------------------|---------|--------------------------|

३. तुमच्या मते खालीलपैकी कोणत्या शब्दांत स्त्रियांचे वर्णन करता येईल ?

- | | | | |
|-----------------------------|--------------------------|--------------------------------|--------------------------|
| क. सौम्य | <input type="checkbox"/> | छ. बोलक्या | <input type="checkbox"/> |
| ख. कठोर निर्णय घेऊ शकणाऱ्या | <input type="checkbox"/> | ज. कुटुंबप्रमुख | <input type="checkbox"/> |
| ग. संवेदनशील | <input type="checkbox"/> | झ. धाडसी | <input type="checkbox"/> |
| घ. बोलक्या | <input type="checkbox"/> | त्र. नाजूक | <input type="checkbox"/> |
| ड. तर्कशुद्ध विचार करणाऱ्या | <input type="checkbox"/> | ट. लाजाळू | <input type="checkbox"/> |
| च. भावनिक | <input type="checkbox"/> | ठ. वरील सर्व शब्द वापरता येतील | <input type="checkbox"/> |

४. तुमच्या मते खालीलपैकी कोणत्या शब्दांत पुरुषांचे वर्णन करता येईल ?

- | | | | |
|-----------------------------|--------------------------|--------------------------------|--------------------------|
| क. सौम्य | <input type="checkbox"/> | छ. नाजूक | <input type="checkbox"/> |
| ख. कठोर निर्णय घेऊ शकणाऱ्या | <input type="checkbox"/> | ज. लाजाळू | <input type="checkbox"/> |
| ग. संवेदनशील | <input type="checkbox"/> | झ. तर्कशुद्ध विचार करणाऱ्या | <input type="checkbox"/> |
| घ. बोलके | <input type="checkbox"/> | त्र. भावनिक | <input type="checkbox"/> |
| ड. कुटुंबप्रमुख | <input type="checkbox"/> | ट. आक्रमक | <input type="checkbox"/> |
| च. धाडसी | <input type="checkbox"/> | ठ. वरील सर्व शब्द वापरता येतील | <input type="checkbox"/> |

५. स्त्रिया आणि पुरुष यांच्या कामाविषयी पुढीलपैकी कोणत्या एका वाक्याशी तुम्ही सहमत आहात?

- | | | | |
|---|--------------------------|--|--------------------------|
| क. शेतकरी स्त्रिया शेतकरी पुरुषांपेक्षा खूप जास्त काम करतात | <input type="checkbox"/> | घ. शेतकरी पुरुष शेतकरी स्त्रियांपेक्षा थोडेसे जास्त काम करतात | <input type="checkbox"/> |
| ख. शेतकरी स्त्रिया शेतकरी पुरुषांपेक्षा थोडेसे जास्त काम करतात | <input type="checkbox"/> | ड. शेतकरी पुरुष शेतकरी स्त्रियांपेक्षा खूप जास्त काम करतात | <input type="checkbox"/> |
| ग. शेतकरी स्त्रिया आणि शेतकरी पुरुष समान काम करतात | <input type="checkbox"/> | | |

६. शेतकरी स्त्रियांच्या शेतीतल्या योगदानाबाबत खालीलपैकी कोणती बाब वैशिष्ट्यपूर्ण आहे?

- | | | | |
|---|--------------------------|---|--------------------------|
| क. हाताने करायची कामे मुख्यत्वे स्त्रिया करतात | <input type="checkbox"/> | घ. काढणीपश्चात व्यवस्थापनात स्त्रियांचा सहभाग अत्यल्प असतो | <input type="checkbox"/> |
| ख. स्त्रियांचा निर्णयप्रक्रियेतला सहभाग नाममात्र असतो | <input type="checkbox"/> | ड. समाजाच्या स्त्रीविषयक धारणांचा स्त्रियांच्या कृषी क्षेत्रातील सहभागावर परिणाम होतो | <input type="checkbox"/> |
| ग. स्त्रियांचे स्वतःच्या शेतीतले काम त्यांना पैसे मिळवून देत नाही | <input type="checkbox"/> | च. वरील सर्व मुद्दे | <input type="checkbox"/> |

७. 'कामाच्या ठिकाणी स्त्रियांचा लैंगिक छळ - प्रतिबंध आणि निवारण' हा कायदा कोणत्या वर्षी अंमलात आला?

- क. २००९ घ. असा काही कायदा अस्तित्वात नाही
- ख. २०१३ ङ. मला माहिती नाही
- ग. २०१६

८. खालीलपैकी कोणते लिंगभावाधारित गरजांचे प्रकार आहेत (जेंडर नीड्स)?

- क. स्त्रियांना राजकीय आरक्षण आणि शेतीत प्राधान्य घ. आरोग्य आणि शिक्षण
- ख. व्यावहारिक गरजा आणि नीतिगत गरजा ङ. वरीलपैकी एकही नाही

९. पुनरूत्पादक काम म्हणजे

- क. मुली-मुलांना जन्म देणे आणि संगोपन ङ. क आणि घ
- ख. वारंवार करावे लागणारे काम च. ख आणि ग
- ग. ज्या कामाचे पैसे मिळत नाहीत असे काम छ. यांपैकी एकही नाही
- घ. ज्यातून नवनिर्मिती होते असे कोणतेही काम

१०. स्त्रिया आणि पुरुष यांच्यातील श्रमविभाजन खालीलपैकी कोणते साधन वापरून आपल्याला कळते?

- क. साधनांचा वापर आणि त्यावर नियंत्रण ङ. निर्णयप्रक्रियेतला सहभाग
- ख. शेतातले काम च. क आणि घ
- ग. २४ तासांचे घड्याळ छ. ख आणि ग

प्रशिक्षणार्थ्यांचे नाव :

स्वाक्षरी :

दिनांक : / /

4.4 Training Feedback form



मा. बाळासाहेब ठाकरे कृषि व्यवसाय व ग्रामीण परिवर्तन (स्मार्ट) प्रकल्पांतर्गत
वनामती स्तरावरील प्रशिक्षकांचे प्रशिक्षण (TOT)

प्रशिक्षणाचा मुल्यमापन अहवाल

प्रशिक्षण स्थळ :----- कालावधी: दिनांक : २३ ते २५/२/२०२२

कृपया बरोबर चौकोनात खूण करा (√) १.उत्कृष्ट २.उत्तम ३.ठिक ४.खराब

क्र	तपशील	उत्कृष्ट →			
		1	2	3	4
अ	प्रशिक्षणाची गुणवत्ता कशी होती ?				
अ. १	प्रशिक्षणाच्या विषया संबंधीचा अभिप्राय.				
1.	प्रशिक्षणा दरम्यान वापरण्यात आलेले साहित्य योग्यरीत्या कार्य करित होते का?				
2.	प्रशिक्षणा दरम्यान देण्यात आलेल्या प्रशिक्षण साहित्याची उपयुक्तता. (सॉफ्ट कॉपी)				
3.	भविष्यामध्ये प्रशिक्षणाचा उपयोग.				
ब	साधनव्यक्ती संबंधीचा अभिप्राय				
1.	साधनव्यक्तींना विषयाची माहिती.				
2.	साधनव्यक्तींची विषयाची मांडणी.				
3.	प्रात्यक्षिक/प्रक्षेत्रभेट				
4.	गट चर्चा /सुलभीकरण				

5.	प्रशिक्षण वर्गादरम्यान प्रशिक्षणार्थी आणि साधन व्यक्तीमधील समन्वय.				
क	प्रशिक्षणा दरम्यानच्या सुविधा आणि व्यवस्था.				
1.	प्रशिक्षण वर्गातील सोई सुविधा-व स्वच्छता				
2.	प्रशिक्षणा दरम्यान राहण्याची व्यवस्था.				
3.	प्रशिक्षणा दरम्यान जेवणाची व्यवस्था.				
4.	प्रशिक्षण वर्गादरम्यान शिस्तीचे पालन.				
ड.	या प्रशिक्षणानंतर आपल्या कामामध्ये सुधारणा करण्यासंबंधी काही कल्पना मिळाल्या का? होय/ नाही होय असल्यास कसे (खालील बाबींमध्ये स्पष्ट करावे)?				
1.	ज्ञान -:				
2.	कौशल्य				
3.	कामा प्रतीचा दृष्टीकोन				
4	प्रशिक्षण वर्गाच्या गुणवत्ते मध्ये कशा प्रकारे सुधारणा करता येईल?				



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