

REPORT

WLE-CGIAR & UNDP Cap-Net
Capacity Building Workshop

WATER RIGHTS, EQUITY AND GENDER

16TH - 17TH DEC 2015

BAGDOGRA, INDIA



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EXECUTIVE SUMMARY

Consortium Group for International Agricultural Research (CGIAR) has an ongoing research project titled *Poverty squares and gender circles: unravelling agriculture gaps, challenges and opportunities in Eastern Gangetic Basin- India, Nepal and Bangladesh*. The project falls under the thematic of Water, Land and Ecosystems (WLE) which spans across river basins like Ganges, Mekong, Nile, Volta etc. As a part of the research project, a two-day capacity building training program on water rights, equity and gender was organized at Marina's Motel, Bagdogra, West Bengal, India during 16th-17th Dec 2015. The research project aims to bridge gender "know-do" gaps in situations of increasing uncertainty in agriculture. In the light of the same, two project funded and/or implemented by government or development agencies from each country has been selected as case study projects for the research.

A total of 20 participants attended the workshop from India, Nepal and Bangladesh. The participants comprised of the key decision makers in the case study projects, staff of identified government departments and other institutions closely linked with irrigation and agriculture in the respective field sites in the research areas of India, Nepal and Bangladesh. The workshop was facilitated by Janwillem Liebrand, Netherlands and coordinated by Aditya Bastola and Manish Maskara through power point presentations, group discussions and plenary sessions.

The workshop began with making the participants aware about the historical background, varied perceptions of gender and its transition from Women in/and Development (WID, WAD) to Gender and Development (GAD). Through the presentations of country level reflections from the field sites in the respective countries, the emerging core problems in the field sites were identified based on which recommendations were shared by the participants. The workshop gave space for the participants to highlight the major challenges faced by them in doing and implementing gender in projects related to water and agriculture. The workshop

provided a good platform to bring both research and practitioners, decision makers together to share knowledge on gender, water rights and equity

BACKGROUND

As part of the ongoing CGIAR (Consortium Group for International Agricultural Research) funded research project titled *Poverty squares and gender circles: unravelling agriculture gaps, challenges and opportunities in Eastern Gangetic Basin-India, Nepal and Bangladesh*, a two-day capacity building workshop on water rights, equity and gender was organized at Marina's Motel at Bagdogra in West Bengal, India. The workshop was held on 16th and 17th Dec 2015. The research project falls under the thematic of Water, Land and Ecosystems (WLE) in the Ganges river basin. The workshop was organised in the light of the larger aims of bridging gender "know-do" gaps in situations of increasing uncertainty in agriculture with specific focus on sustainable water management.

In terms of the methodology of the research project, two projects funded and/or implemented by government or development agencies from each country were selected as case study projects for doing the research. For instance, for India research, the two case study projects are West Bengal Accelerated Development of Minor Irrigation (WBADMI) funded by World Bank and West Bengal State Rural Livelihood Mission termed as Anandadhara funded both by World Bank and Ministry of Rural Development, India. WBADMI project focusses on institution building through formation and management of Water User Associations (WUAs) for sustainable management of water for irrigation. WBADMI is implemented by Water Resources Investigation and Development Department (W.R.I & D.D), West Bengal and managed by district level mission management units (DMMUs) in each district of West Bengal selected for WBADMI.

The existing literature on WUAs ignores or rather undermines the significance of women to be identified as water users as against men and hence majority of the members of WUA in the district of Jalpaiguri, West Bengal are men. By design too, WBADMI emphasizes on a tokenistic 1/3rd participation of women in WUAs as

members. In practice, what was found through the research is that women are largely serving as accountants or cashiers in the WUAs reinforcing stereotypical roles of women. Such a practice, for instance, highlights the gender inequities in the ways water users and managers are perceived which has implications for sustainable water management. Though this is the case only for India but similar cases and issues have been found for Bangladesh and Nepal.

Considering this, a need was felt to build capacities of the people involved in the implementation of the projects for sustainable water management practices.

OBJECTIVES OF THE ACTIVITY

The workshop was aimed at building capacities of key decision makers in the case study projects, grassroots level practitioners, staff of identified government departments and other institutions closely linked with irrigation and agriculture in the respective field sites in the research areas of India, Nepal and Bangladesh. Such capacity development was done through sharing of knowledge about gender, water rights and equity and also through the sharing of field level experiences of the grassroot practitioners.

WORKSHOP SCHEDULE

Training Schedule (16th-17th December 2015)		
Time	Planned Activity	Facilitator/Expert
Day I - 16th December 2015		
9:00 – 9:30	Registration & Welcome	
9:30 – 10:00	Training Context Participant introduction: one-to-one interaction <i>Reflection - Poverty Squares/Gender Circles</i> <i>Research aim, its focus and why capacity building</i>	Team Member Welcome SaciWATERS/Cap-Net – Aditya Bastola WLE - Janwillem Liebrand Team Introduction - Lead Aditya

10:00 – 10:45	Historical Background of Gender in Development and Policy within Agriculture and Water Management Sectors <i>Reflection on Development, Feminist Movement, and Need for Shift in Paradigm</i>	Dr. Janwillem Liebrand
10:45 – 11:00 Tea Break		
11:00 – 1:00	Country level Reflections - Gender dimension of inequalities in water and agriculture <i>Three presentations of the country research teams (Bangladesh, India, Nepal), aiming for country comparison and highlighting differences & similarities</i> Q&A	India – Mr. Manish Maskara Nepal – Dr. Sujeet Karn Bangladesh – Dr. Sadika Haque Moderator – Janwillem & Aditya
1:00 – 2:00 Lunch		
2:00 – 4:30	Video analysis (Part I): Unravelling poverty squares and gender circles, focus on 6 topics: (1) Methods to research gender (2) Migration of men (3) Climate change (4) Existing irrigation methods (5) Changes in women’s position (6) Women water professionals	Lead: Janwillem
4:30 – 5:30	Plenary Session – Challenges in Implementing Gender focused Programs/Project	Moderator: Aditya Bastola

Day II – 17th December 2015

9:30 – 9:45	Recap of Day II	Janwillem
9:45 – 11:00	Reflecting on lessons learned & defining steps ahead.	Lead:

	Group Work Bangladesh, India, Nepal (Part I): <i>Step 1: Defining 'core problems'</i>	Janwillem Group facilitators: Aditya, Manish & Janwillem
11:00 – 11:30	Tea Break	
11:30 – 1:00	Group Work Bangladesh, India, Nepal (Part II): <i>Step 2: Identify research, policy and/or agencies to address the core problems.</i>	Lead: Janwillem Group facilitators: Aditya, Manish & Janwillem
1:00- 2:00	Lunch	
2:00- 3:00	Gender in Organizations and Professional Cultures <i>Coming to terms with bureaucracy and masculinities in water and agriculture</i>	Janwillem Liebrand
3:00 – 4:00	Group Work Bangladesh, India, Nepal (Part III): <i>Step 3: Make an action plan to address challenges for uptake in relation to organizational and professional cultures.</i> <i>Concluded by short group presentations.</i>	Lead: Janwillem Group facilitators: Aditya, Manish & Janwillem
4.00 – 4:15	Tea Break	
4.15 – 5:00	Feedback & Valedictory Vote of Thanks	Aditya, Manish

Country level reflections [held at 16 December 2015; 30 minutes each].

Three-step analysis: from core problems to recommendations and uptake [done in three group work sessions; 16 & 17 December 2015, about 1,5 – 2 hours each].

Instructions given for the country level reflections:

1. Give a definition of gender; and how you have studied it in the field.
2. Describe a specific method that you have used or developed to investigate gender.
3. Describe a specific case of a household in which a male member has migrated.

4. Describe if (and how) the government seeks address gender issues.

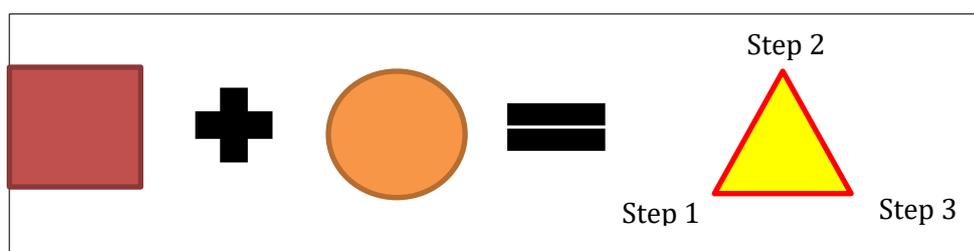
The goal is to achieve country (and case) level comparison, drawing lessons for WLE Ganges.

Topic	Bangladesh	India	Nepal
1. Concepts and definitions of gender			
2. Methods for research			
3. Feminization of agriculture?			
4. Implementation of policy			

Design of the three-step analysis:

1. First session: Define 2 or 3 ‘core problems’ – out of all the issues that you have identified.
2. Second session: How can further research, or a project or policy address these problems?
3. Third session: What to advocate for, what officers or organisation to target for uptake

The following model was presented– from squares and circles to triangles:



The first session was about analysing ‘core problems’ out of the complexity of all squares and circles, come to clear definitions of the problem and think through what to advocate for and what officers or organisations to target for ‘uptake’.

The composition of the groups was as follows: The representative of each research team sat together with representatives of the same country. There were thus three country teams:

- Sadika Haque sitting together with government representatives of Bangladesh.
- Manish Maskara sitting together with government representatives of India.
- Sujeet Karn and Krishna Kumar Sah sitting together with government representatives and activists/farmer leaders of Nepal.

ACTIVITY

A total of 20 participants attended the workshop from India, Nepal and Bangladesh. The participants comprised of the key decision makers in the case study projects, staff of identified government departments and other institutions closely linked with irrigation and agriculture in the respective field sites in the research areas of India, Nepal and Bangladesh. The workshop was facilitated by Janwillem Liebrand, Netherlands and coordinated by Aditya Bastola and Manish Maskara through power point presentations, group discussions and plenary sessions.

The workshop began with the sessions on the historical background, varied perceptions of gender and its transition from Women in/and Development (WID, WAD) to Gender and Development (GAD). What followed were the presentations of country level reflections from the field sites in the respective countries. The country level reflections were largely focussed on concepts of gender, feminisation of agriculture, methods for research and implementation of policy. The emerging core problems as identified through the ongoing research were brought forward after the country level reflections. Recommendations were shared to address the problems brought up by each research team and uptake of the research was also discussed. Plenary sessions were organised to understand the challenges faced by organisations in implementing gender in projects concerning water and agriculture.

COUNTRY LEVEL REFLECTIONS

1. *How is gender defined or conceptualized by the research team?*

Bangladesh (presentation by Sadika Haque)

Gender is not just about male or female. A rich lady is more powerful than a poor man; this examples shows that women are not weak. Gender is conceptualized as something 'beyond women'; it is also about rich/poor; dominate/subordinate, landlord/tenant, and also men-to-men, men-to-women, and women-to-women.

Generally, she conceptualizes gender as being about (a) production; (b) reproduction; and (c) consumption and distribution.

India (presentation by Manish Maskara)

Gender 'relations' should not be isolated to men and women. There are also inequities within (or among) women; 'women' are not a homogeneous group of people. There are intersections with class, caste and [ethnic] identity.

He highlights this with an example: Land leased in by a Rajbongsi (SC) male farmer, utilizes the collective labor of 5 to 6 identified women (mostly ST, same or different ethnicity) who are supervised by the daughter of the Rajbongsi farmer (SC)

The general view is that men to ploughing and use technology; and women do harvesting and other labour intensive work. However, women also use technology.

The rationale for studying gender is to promote equity.

Nepal (Krishna Kumar Sah)

Interestingly, he presents a quote of a female farming, in an effort to 'turn back' the question on us – researchers:

The quote of the female farmer: "Although women work more than men, they are far behind compared to men. Gender difference is due to the community and society. If women goes ahead than men, the society cannot bear this. If a woman works outside, society thinks badly about her. Men have freedom. I don't think equality is possible in rural areas but there can be equality in city areas. The educated women are financially secure. The informal education has also helped them to talk and be forward. I am educated and I feel empowered, but the society creates barrier. This makes me disappointed sometimes. Even when a woman educated, she will be confined inside the house." (Translated quote from Sita Devi Chaudhary, Amaduwa VDC, Nepal).

Sujeet Karn [member Nepal research team] explains that it is dangerous to split households in men and women, because they do not split economic activities themselves [although there is obviously a division of labour]

2. Please describe a specific method that you have used to investigate gender relations?

[In the end, speakers focussed on presenting their whole methodology, rather than one or two specific methods]

Bangladesh (presentation by Sadika Haque)

The research focusses on two villages, Rangpur and Rajshahi in Pirganj and Godagari Districts respectively.

The main method is 'ethnographic' field visits, participatory observations, using local students. Resource mapping was done, Focus Group Discussions (FGD); in-depth interviews; and key informant interviews.

Interestingly, she explains that students discovered a lot of difficulties among farmers, while the government officials were not reporting these. An example that illustrates the usefulness of field research.

Generally, there is the problem of land; to whom belongs the land is the question that we asked? In total, about 5% of the land owners in the villages owns 80% of the land. The other farmers are tenants, mostly on a 50/50% basis. Landless labourers are found everywhere.

We did not find farmers who went from poor -to-rich over the last 30 years. We only found farmers who went from rich-to-poor, and we had FGDs with them. Most of the participants expressed 'that their situation is getting worse'. Landlords live mostly in the cities.

Land selling was increasingly reported to take place, to meet (monetary) expenditures. It is mainly done for sons to get jobs and employment – not necessarily to meet dowry requirements.

To describe (changing) gender relations, she presented the following quote: 'In our village, women do almost all kinds of agricultural activities, except work related to land plough. Women are mostly demanded in the agricultural fields as day-laborers during the time of harvesting because at that time, men are usually

absent and **the owners seek low waged workers like women**. Women are frequently called by the owners at the time of harvesting of various crops like, Potato, Chili, Rice and various vegetables. Along with these works, **women also perform the task of household management**. Now-a-days, most women work more than men in our village. Women work in their households as well as in the agricultural fields but men in our village only work within their occupational space and time frame. **After returning to their house, they take rest and spend leisure time rest of the time**. They don't even think about helping their wives in household management activities at all. Sometimes, I feel like, it's my greatest sin to be born as a girl in this world.' (Emphasis added by Sadika Haque).

[The PP presents more detailed information on the methodology].

India (presentation by Manish Maskara)

Field sites are located in Jalpaiguri District:

- 1) Matelli block – Salbari village
- 2) Dhupgiri block - Madhyakhuttimari vil.
- 3) Mal block - Uttar Khalpara village
- 4) Moinaguri block - Bangarhaat village

In the villages, two state programmes are being implemented: (a) West Bengal State Rural Livelihoods Mission (Anandadhara) with the goal to build institutional, release social capital; and (b) West Bengal Accelerated Development of Minor Irrigation Project (WBADMIP)

It was mentioned that the selected villages are relatively well off. For instance, one of the female leaders of a Self Help Group won a prize in one of the villages.

The following methods are used:

- a) Literature review.
- b) Initial interaction – case study projects.
- c) Observational study (5 days village stay); by student volunteers of NBU; you need to build-up report to get the right data.
- d) PRA (including FGDs).
- e) Key informant informants.

f) Resource mapping; it has helped bringing men and women together; the whole idea is to create debate and engagement.

[The PP present a full overview of the research methodology]

Nepal (presentation by Krishna Kumar Sah)

The field sites are in two districts, Ekamba VDC and Amaduwa VDC in Sunsari District (head and tail end of the canal system); and Phulkahakati VDC and Bhagwanpur VDC in Siraha District (close to the road and far away from the road).

In Sunsari District, the Integrated Water Resources Management Project (IWMRP) is implemented; and in Siraha, boreholes are installed.

The main research questions that have guided this research:

RQ: Water sufficient or insufficient? How does this effect gender inequality?

RQ: What facilitates participation and empowerment around water and agriculture?

RQ: How do women perceive empowerment and what is the role of migration in facilitating or constructing this? How do women frame their capacities?

RQ: How do women get access to public resources and how does it impact agriculture?

They call their methodology a 'multi-sited ethnographic research' (mainly conducted in the period 30 Oct to 22 Nov. 2015).

In general, their approach is interpretative research, using the following techniques:

a) Resource mapping

b) Household survey; caste, gender, land ownership.

c) Case studies of female headed-households of migrant families.

d) Key informant interview; head of WUA, Tube Well, farmer association, DA officer, JTA, women leaders etc.

e) Observations; what is not being told? They observed, for instance, the dancing of Tharu women during Diwali.

[The PP presents a full break-down of methodology; surveyed households; and times of field visit].

3. Give an example of feminization of agriculture (or one household where male has migrated)

Bangladesh (presentation by Sadika Haque)

Feminization of agriculture does not seem to be a reality in the studied villages. In general: Women do everything except ploughing; women are demanded as labourers; land owners seek low-waged women; men do not contribute to labour in agriculture.

An expression used by Sadika: 'It is my greatest sin to be borne like a woman in the field'.

In one village (Rajshah), men do not migrate because they do not like it. There is no feminization agriculture in the field.

In the discussion that followed, a few things were mentioned (by the participating government officials):

- 1) Creation of non-farm employment
- 2) Agricultural price stability [the middle men get these prices; farmers get lower prices].
- 3) 100 day working programme.

It was also highlighted that it is not men, but lower class women who go to Dhaka for employment in the garment industry. In the view of one of the government officials, this has resulted in a 'better position' for women than in the past.

India (presentation by Manish Maskara)

Feminization of agriculture; is it a fact, or myth or nothing new. Do we need to think in terms of good/bad, equity/efficiency?

The question that we pose: What is meant actually by the term?

Manish argues that 'feminization' is rooted in different cultural contexts; it is different in Nepal, Bangladesh and West Bengal. For instance, if urban areas are close, then women can also go [as happens in Bangladesh].

There is also the question of feminization of what? Labour or farm management?

Manish highlights some dynamics:

(a) In Salbari village, almost all Muslim men (Matelli block) migrated for a short term, mainly for a non-farm occupation.

(b) Not just women but all the members of the poorest households are left-behind in the village, and the workload is shared.

(c) Available labour in tea gardens is done by poor women; why are men not involved?

Nepal (presentation by Krishna Kumar Sah)

To discuss feminization of agriculture, he shows the following quote:

‘For agriculture, there is no irrigation. We have to depend on the boring water which I hire from others. I have to pay Rs. 70/hr and the fuel is also costly. Before migration, my husband used to oversee the irrigation and all regarding the arrangement of rental pump. But now I have to spend extra time for managing irrigation in my field. My husband used to do ploughing and sowing also. But now I need to hire laborers and tractors for these. Sometimes I ask help from my father in law for sowing the field. But it is not easy as it seems. Sometimes I have to call for four or five times. If they don’t come, I have to do it myself’, woman from Amaduwa VDC.

It is discussed that women (and men) have to rely on boring for irrigation.

And another quote: ‘My workload has increased. I have to perform the role of my husband too. I feel hard to do heavy works like, maintaining tube-well or cutting bamboos. I feel hard to take decisions alone. Before we used to decide together and also I earlier used to go to the market for purchasing goods together’, Ram kumari Chaudhary, 35 years (Amaduwa).

4. Is the government seeking to implement any specific policy? (a) No attempt; (b) Attempt, but failure; (c) They try, but have the following challenges...

Bangladesh (presentation by Sadika Haque)

There are micro-credit and education programmes being implemented.

There is also a policy which says that 33% of the members should be women.

This issue was not further discussed in-depth.

India (presentation by Manish Maskara)

There is institutional building: Self Help Groups, WUAs, but he questions whether it is not just baby steps?

The question is what to focus on: Water and gender; or water or gender? In some of the villages, infrastructure is not installed, and there is no drinking water. The people say: give us water first, then we will talk about 'gender'.

The lack of technology delivery has been brought to the attention of WBADMI. Previously the line departments were not aware; they felt that the right thing was happening. In the Anandadhara (WBSRLM) project, SHG are empowering women, but there are marketing challenges for the products of the group.

It was mentioned that the West Bengal has a lot of [legal] bindings.

Nepal (presentation by Krishna Kumar Sah)

All WUAs chair persons of the Sitaganj Canal are men.

Micro-credit institutions are there; women can apply this.

It is discussed that women often push men to go outside to get money for the household. [Hence, they are not 'left behind'].

1. Select 2 or 3 core problems out of all the interrelated problems that you have identified – together with representatives of the government (and farmers).

Bangladesh

1) **Inadequate Water Resources Management**, particularly in relation to insufficient control in an international context (93% is coming from abroad. Generally, (a) there is **not enough irrigation**; and (b) there are **groundwater problems** (mainly in January to March when farmers grow Boro rice). Groundwater is also arsenic and salinity near the coast is a big problem.

2) **Marketing of products is the problem**. Farmers grow boro rice, but they have difficulty in selling it. Farmers produce rice and vegetables, and this ends up rotting because there is no market development. There is insufficient development of agro-

businesses.

3) There is **land fragmentation and landlessness**; This is increasing in Bangladesh, making households poorer.

4) Some **social problems** in relation to discrimination and gender inequity.

India

India is a big country and challenges are different in different parts of India. In Bihar and West Bengal, there are already a lot of differences.

1) [Institutions]: **Marketing of agricultural products is a problem**; there are high price for vegetables at the market, but farmers only get a low price; the middle men get most profits; government is supporting melas and fairs; they try to incorporate SHG, but this is insufficiently helping.

2) [social practices]: **Human trafficking** with the Bangladesh, Bhutan and Nepal borders very near is a problem; women are missing in areas they migrate to, being lured as sex workers; male youth is also being trafficked; there is alcoholism. The dowry system is a problem – mainly in Bengali families. In tribal and Mongoloid there is no problem with dowry.

3) **Drinking water supply is a problem.**

4) [Identity & Gender]. In most places, **women are the head of the households/family now**; they take decisions. In West Bengal, there are many (female) deities (Kali, Durgha); a power figure for women. Domestic violence, the mother-in-law is also involved in this.

Nepal

1. **Illiteracy is a big problem.** Education is costly for rural households; boys are often selected for education. There is not enough money to educate both.

2. **Social barriers are a problem.** They hinder women to interact and get access to services. There is conservative thinking and discrimination towards women in rural areas. As a result, they do not participate in the outer work, only doing the

household work.

3. The nature of the work of women is a problem. They are less active in public relations; from childhood, women is only the choice to stay in the household; boys and men can go out, and they are given high priority in education. The work of women is tedious and they are overloaded.

4. Non-recognition of women's labour. Their work is not respected, and it is structurally underestimated. Domestic activities are not considered important; they are not being considered worthy.

2. How can research, or a project or policy address these problems? How and through what organisation?

Bangladesh

(1) WRM (only 7% is in Bangladesh), the rest comes from India. There are two sources: surface and groundwater. There are the following options to manage WRM: (a) optimum and efficient use of surface water –where it is available. It can be done by re-excavation of local canals and rivers; mobilizing rural people through participation; (b) it can also be done by introduction of rubber dams (a technology introduced in China)

For groundwater use; (a) the option is to introduce buried pipe systems; (b) introduce multiple use of boreholes, for drinking and income generating activities.

Furthermore, it is important to promote Alternate Wetting and Drying (AWD), for the proper cultivation and drying, for rice growing.

To change the cropping pattern; recommend pre-monsoon rice, and short duration crops and drought resistant crops. Also promotion of vegetables, pulses and oil seeds.

Research organisations; Rural Development Academy (RDA), Bangladesh Agricultural Research Institute (BARI); Bangladesh Rice Research Institute (BRRI).

Implementation organisations: Barind Multi-Purpose Development Authority

(BMDA); Department of Agricultural Extension (DAE); Local Government and Engineering Department (LGED); Bangladesh Rural Development Board (BRDB).

For better WRM, it is necessary to work with farmers' associations. Some NGOs are doing this type of work.

2) Agro-marketing and processing; we have to ensure safe food, free from viral disease.

Make strong farmers' associations; government support; low-cost technology and processing industries. We do this through PPP. Crop zoning, pine apple, lychees. Multi-cropping.

Cold storage also need to be introduced; different temperatures for different vegetables, fruits and crops.

Farmers' database. Some NGOs are already involved in this.

Land fragmentation and mechanization. Modify agricultural missionaries. Modify the technology (tractor, no tractor; there is nothing in between). That type of technology.

Sadika; farmers' groups, there are informal groups; they can form groups for excavate canals; it will help to surface water. It could be done quickly; the social network is strong.

There are registered farmers' groups. Replicate the examples.

Market development; land joining could be done; the government cannot be done.

Some groups may not be active; to re-active groups – that could be a short term policy.

People are forced to migrate; the idea is to make agriculture profitable; through WRM or through re-activate FG; through value chain development.

There is a lot of discussion in the group on the focus of proposals on (new)

technology and top-down plans – is this really going to help poor rural households?

In summary:

What to advocate for/ what to do:

- Re-excavate old rivers and canals, through farmers' participation.
- Introduce rubber dams.
- Introduce buried pipes.
- Promote multiple use of boreholes.
- Alternate Wetting and Drying (AWD).
- Change cropping pattern; pre-monsoon; drought resistant crops.
- Crop zoning.
- Introduce cold storage
- Modify technology for mechanization.
- Re-active farmers' groups.

Who should do it:

Research organisations:

- Rural Development Academy (RDA),
- Bangladesh Agricultural Research Institute (BARI);
- Bangladesh Rice Research Institute (BRRI).
-

Implementation organisations:

- Barind Multi-Purpose Development Authority (BMDA);
- Department of Agricultural Extension (DAE);
- Local Government and Engineering Department (LGED);
- Bangladesh Rural Development Board (BRDB).

Nepal

(1) Illiteracy; Ministry of Education should implement it: (a) male and female education programme; vocational training, involving active participation of youth; more expose and sharing with interaction; (b) Incentive programme to attract children; free food, lunch; free learning materials. Also for families; to help them; giving them food grains; and (c) Adult education; already initiated, but not effectively implemented.

The implementation should be coming from top level; there is already a policy for free education up to age of 14 (comment from the audience).

(2) Social barriers. There are strong values and norms. To change this, you need to work at various levels – individual, community and higher levels; and simultaneously making people more aware of the issues. Both male and female need to be targeted.

Interventions at this level are (a) awareness campaigns or (b) capacity building; and (c) literacy class for women.

To conclude: it is not easy to change culture; it is complex; it should be holistically viewed; involve activists, educate people and make them aware.

The question was posed: How to engage with activist and NGOs groups? Answer: Work needs to be done with farmers' associations. Whatever 'goodies' come in the district (boreholes, education, assistance, other state resources), the farmer leaders make sure that they go to the people. This is happening in Fulkahakati VDC, for instance. We can use these groups as pilot projects; organise these groups of people. For this, we also have to do more research, bring in a behavioural perspective to change and understanding the psychology of people.

(3) Nature of the work: A government official of Nepal expressed her view that male and female farmers can do certain things, and others not. In her view, male do work that requires work with higher energy, female finds it more difficult to do.

Extension and research can address this problem. Male and female need to be

aware about this; their nature is different – they do different things. To address this problem, she identifies **women-friendly technologies**. They should be generated, to reduce the drudgery of women. Male does land preparation work, female operate, cultivate activities; post-harvest; spending more time than male on it. Male has leisure time after ploughing.

There should be awareness, and extension of the technologies, to know that they are there and solve their problem.

There should also be incentives to actually work with the technologies; providing subsidies by the GO.

(4) Non-recognition of women's labour. Men go to the house and ask whether the food is ready or not. Men just blame women; men do not understand other 'hidden' thing that women do. This unrecognized work is a severe problem. This should be minimized. We need to focus on male and female both; need for awareness and capacity building; also mobilize women.

In summary:

What to advocate for/what to do:

- Male and female education programmes.
- Literacy courses.
- Vocational training.
- Create incentives: free learning materials; give free food.
- Adult education programmes.
- Awareness campaigns for dialogue.
- Capacity building trainings.
- Women-friendly technologies.
- Research to make non-recognized work visible.

Who should do it:

- Ministry of Education
- NGOs
- Activist groups
- Farmers' associations.
- Farmer leaders.

3. Define an action plan or recommendations to address challenges at the professional level, taking organisational cultures (of the government) into account: How to strategize for uptake in 2016?

[The teams were instructed to focus on one concrete recommendation only; and one organisation]

Bangladesh
<p>What to advocate for:</p> <p>Re-activate farmers' groups</p> <p>What agency to focus upon/how to take into account organisational cultures:</p> <p>Ministry of Agriculture.</p> <p>A representative of the government presents the following idea: 'One village One society': There is a lot of work done by government departments and NGOs; it is necessary to make the societies formal with the Ministry of Local Government.</p> <p>In one society, there will be 400 beneficiaries, and these farmers will identify individual resources. Then, all the assistance will go through this society, both of foreign and national governments.</p> <p>First, select the farmers' groups; select areas; study of existing situations; and then, we shall find out the needs of the people; then we shall go for the action plan.</p> <p>The government officials also present the idea of 'Integrated Club Management' (ICM) clubs; 50 individuals; male and female. Two persons from household. These clubs can work on crop production, use of quality seeds; mitigation of the insecticide. Landless, farmers and non-farmers can both be member. There will be democratic way of decision making. This idea appears already implemented with Integrated Pest Management (IPM).</p> <p>A discussion follows: Is this a top-down plan of the government? There is overlap of activities between different government departments – each agency has its own programme; how will this change or challenge the sectoral divisions? How to</p>

make sure that the government really delivers? How to change the incentives in cooperation?

It is stated that re-activating farmers' groups is possible; in some villages, there are female leaders and they are devoted to do something.

A possible road ahead (for research in the WLE Ganges context): Study cases of actual cooperation between departments, and see if research findings can be translated into useful lessons/recommendations for uptake.

STUDY cases of actual cooperation between departments.

Nepal

What to advocate for:

Capacity building of farmers

What agency to focus upon/how to make sure implementation is happening:

Department of Agriculture.

The goal is to do capacity building for commercial farming. First, farmers themselves must identify the problems, and they need to approach the agency to the DA. They need to convince the government of their 'needs': we need this skill, or this type of resources.

Once the government officials are convinced, they go for action. Farmers can be united in a group, and fulfil criteria of formalization. Then, the agency can take technical action or training programme. Training objective is to learn about commercial farming; high-value crops; right use of fertilizer; better soil quality.

Ideally, both the government and farmers should share information. The final benefit/test should be whether farmers can actually sell produce on the market.

In the discussion, it follows that this is an interesting bottom-up approach. It recognizes that only bottom-up pressure (not top down policies) can change things on the ground. In response, the government officials explain that they are always

dealing with pressure from politicians and from farmers; they are caught in between. To assure service-delivery, they argue, it also is necessary to arrive at 'political arrangements'.

PLENARY SESSION

Nepal

Nepal has signed the International agreement regarding the women empowerment. By law there is reservation for women however in implementation it is really challenging, women's role and knowledge are not recognized, their active participation and role of decision-making is not recognized. People who are in implementing positions- how do they feel about gender, if it is a positive feeling then gender will be implemented in that manner. At the same time, it is also about having clarity on gender issues. For instance, there needs to be a certain approach as to how would the capacity of the women be used within the existing social customs and traditional practices.

In Nepal, women participate not by their freewill or interest but only because of the reservations. In current situation there has been an increase in the participation of women in agriculture due to male out-migration from Nepal to international destinations. The existing Rashtriya Krishi Mahasangha, Nepal has 33 Village Development council (VDCs). There are women's cooperatives for women farmers who are from the households that are prone to male out-migration. Such women are provided knowledge on agricultural activities. Though there are such co-operatives they by itself do not give leadership roles to women.

Bangladesh

Bangladesh is a country vulnerable to climate change and hence it is a rising concern for the country. Also within the next 30 years, temperature will increase upto 1.5 degree Celsius thus there is a need to be prepared for the same. Our first and primary concern is the availability of water for agriculture. SaciWATERS being a pioneer on doing research on water issues can play a pivotal role in building

capacities, sharing knowledge across South Asia and collaborating with different institutions through SCAN for promoting sustainable practices on management of water.

India

In India, the National Rural Livelihood Mission (NRLM) is the major poverty alleviation program. The prime aim of the mission which is known as Anandadhara in West Bengal is to create community based institutions for sustainable livelihoods. The mission is implemented and coordinated by District Rural Development Cell (DRDC) and managed by District Mission Management Unit (DMMU) at district level and Block Mission Management Unit (BMMU) at block level. In West Bengal, women have been in leadership positions. For instance, the Chief Minister, District Magistrate of Jalpaiguri district, State Mission Director for Anandadhara etc.

Considering that women hold responsible positions, it is largely the problem of alcoholism among men due to which they while away their time in gambling and drinking. In the Gorkha land the Adivasi Vikas Parishad had started anti-alcoholic movements to ban sale of liquor completely but it failed.

QUESTIONS AND ANSWERS

Q) What could be the personal bias or prejudices in implementing gender focused projects?

Discussion: In Nepal, despite government regulation for women, women are seen only as token representatives since men dominate the decisions. Bangladesh government has reserved seats for women in various government jobs. If suitable women candidates are not available, then the seats are left vacant. Also in Bangladesh, women hold top positions as Prime Minister, Opposition leader etc.

Q) Who/What is inhibiting the process of women empowerment?

Discussion: One of the arguments posed by India and Nepal was that the women themselves are inhibiting the process since there is no willful interest from their end.

On the other hand, the common arguments were that the technology in agriculture is only male friendly and there is a certain level of male bias at organizational level

Q) What is the role of NGO within larger government projects?

Discussion: India has a federal system of republic. Rural development is the outcome of combined efforts of the Centre and State governments. Anandadhara as a registered society follows the Grameen model of Bangladesh. Earlier Self Help Groups were formed by NGOs experiences of which later led to the formulation of National Rural Livelihood Mission. NGOs were least responsible post the formation of SHGs and hence Govt of India as a constitutionally responsible body floated NRLM for poverty alleviation across many states in India. SaciWATERs can play a pivotal role as a NGO in partnering with State Rural Livelihood Missions (SRLMs) for building capacity and doing research. In sum, the role of the state government is largely of being a regulator and a service provider.

CRITICAL COMMENTS

It is seen that there is an inherent assumption in the fact that increase in women will lead to an increase in women's interests. There needs to be an understanding of the value systems of being a male or female. Technology in agriculture is dominantly male- friendly which needs attention. Bangladesh has been able to achieve MDGs more than the other countries but 67% women feel violated by their partners. Hence it is not about gender number of gender as an index of measurement. It is rather much more complex and embedded within the social system that reproduces various power structures due to intersectionalities of caste, class and among others with gender.

RESULTS AND OUTPUT ANALYSIS

The workshop gave space for the participants to highlight the major challenges faced by them in doing and implementing gender in projects related to water and agriculture. Doing this, a better understanding was created towards the challenge of sustainable water management. In totality there was an exchange of ideas among

participants regarding prospective solutions to the core problems identified based on which the research uptake was discussed.

For Bangladesh, the core problem identified was with regards to inadequate water resources management apart from other institutional issues highlighted, for India it was the drinking water issue while for Nepal illiteracy was cited as the major problem. Bangladesh aims at dealing with the issue of water management through re-excavation of canals, re-activating the farmers' associations and introducing different kinds of technologies for water management. The country teams also mentioned that multiple departments need to have close convergence to achieve a certain result. For instance, India team mentioned that WBADMI and Department of Agriculture work in close coordination to utilise the resources of Water User Association for crop demonstration purposes.

On the whole, the workshop provided a good platform to bring both research and practitioners, decision makers together to share knowledge on gender, water rights and equity and also understand the ground level challenges faced regarding gender and water.

CONCLUSION

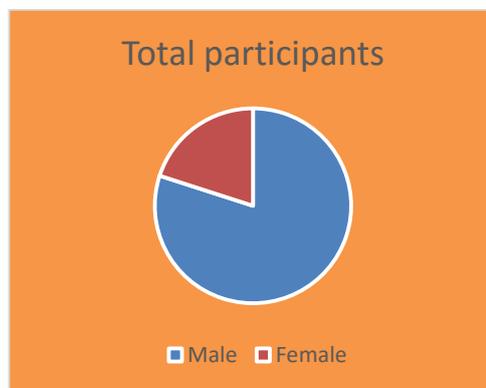
The next Cap-Net workshop needs to have a formal engagement with the Bangladesh government for understanding the core problems of gender. In Nepal, since there is no culture of research hence all government officers come up with quickfix solutions to problems without understanding the problem. Hence, keeping this in mind the next workshop needs to bring together research experts and govt officials for analyzing problems related to water and agriculture. In addition to this, it was suggested that there could be a MoU signed between Govt of West Bengal and SaciWATERS to help government officials understand the significance of research and also build their capacities.

The participants were happy to share their positive responses at the end of the two-day training. The participants were refreshed on the concepts of water rights, gender and equity. The workshop also dispelled the myths associated with equating gender

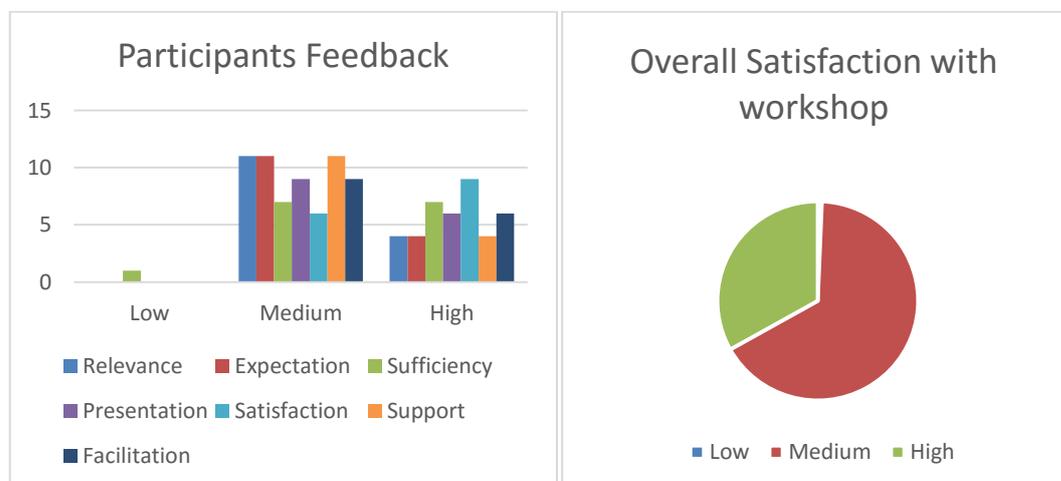
with women and hence highlighted the role of gender relations in water management.

PARTICIPANTS FEEDBACK

The participants for the workshop were from government departments of agriculture, water etc, line departments, grassroot organizations, policy making and research NGOs etcetera. From a gendered lens as is seen through the following response diagram, male participants were higher in number as compared to the female ones.



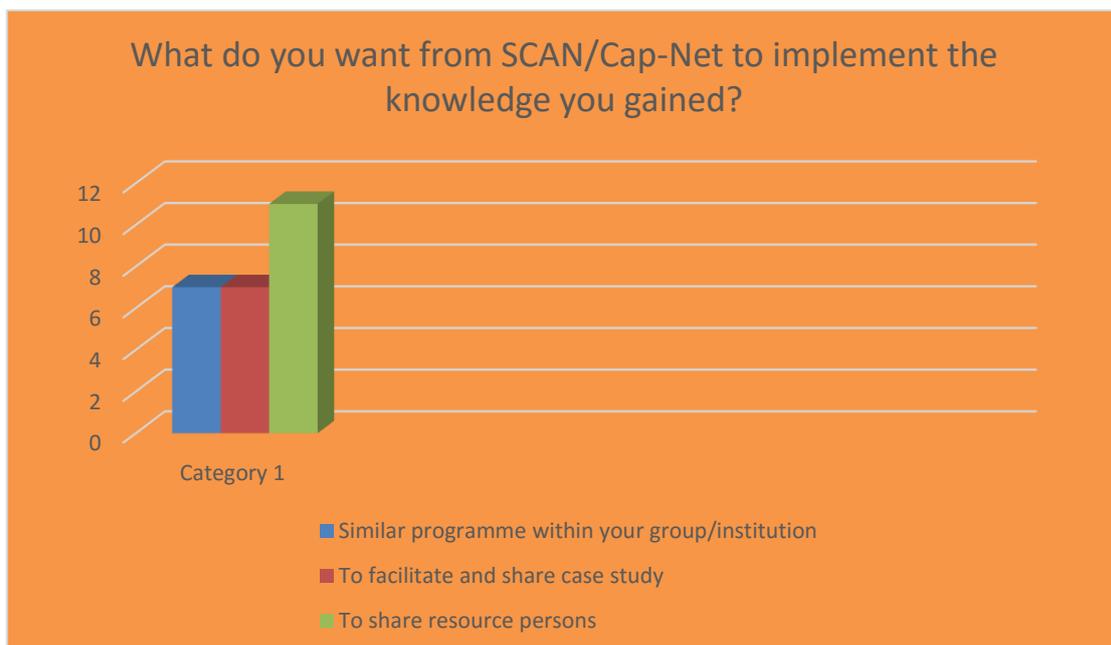
Most of the participants found the workshop relevant. The expectations of most of the participants were met through the workshop and were also highly satisfied with the overall workshop. The participants thanked the organizers for the support and facilitation received. The presentations in the workshop were also rated high.



Most of the participants agreed to share the knowledge gained through the workshop with other colleagues in their or other organizations apart from implementing the same. As a result of capacity building through the workshop, the participants also responded to become a resource person in similar workshops ahead.



Mostly, the participants shared that they would want SCAN/Cap-Net to share resource persons for such capacity building programs.



As a follow-up, one of the participant from Bangladesh has shared his experiences after the training.

“The training was very realistic, pragmatic and time worthy. We, the participants, were very much serious, attentive and meticulous which rendered the training successful. We are, truly speaking, working on these issues in field. After the training cum workshop, I think, the magnitude of my proving has got a new dimension and I am conducting training courses with more soundness and more efficiently regarding climate change and effects on gender equity and making the adaptive means as well. We are also giving high preference to disseminate and implement the issues of climate change, gender equity, efficient water use especially alternative way of making less under ground water use. Our government is discouraging the installation of deep tube wells which detrimentally exploits the nature by mining under ground water reservoir. Our Hon. Minister of Agriculture is pressing us to go for low water requiring crops instead of high water requiring rice crop. The gender issue is also finding pace with equal importance.”

ANNEX

List of participants in the given format is essential and need to separately list the participants and facilitators. You are encouraged to use the Excel template available in the Cap-Net website and appreciate submitting the Excel sheet as well.

Title of the programme: Capacity Building Training on Water Rights, Equity, and Gender Issues for Working Water Professionals in South Asia Date: 16-17 December 2015 Location: Bagdogra, West Bengal										
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