

**Solidaridad**

**AFFIRMATIVE GENDER  
ACTIONS AND INCLUSIVITY**



**ANNUAL REPORT  
2019**

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GENDER ACTIONS  
AND INCLUSIVITY

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# FOREWORD



What a dichotomy! We see predictions of a drop of 50% in the GDP of most of the nations as the Covid-19 continues to spread havoc and panic and on the other side we get to read Mckinsey study suggesting that narrowing the global gender gap in work would not only be equitable in the broadest sense but could double the contribution of women to global GDP growth between 2014 and 2025. What opportune time for the World leaders, Thinkers, Academicians, Researchers and Implementers to delve on augmentation and acceleration of the efforts to get women participate in the formal economy and ensuring equality.

While the Gender Inclusivity Report by Solidaridad Asia is for the year 2019, it surely casts additional few foundation stones, the building blocks of which were laid in 2017-2018 on which the inclusivity actions for 2020 and beyond can be constructed.

2019, saw women having increased access to market and control on productive and financial resources. Projects across Solidaridad Asia ensured that women actively participated in economic activities, accessed loans to expand or sustain the operations, were able to increase their mobility and visit shops for procuring inputs.

The formation of collectives for trade and agriculture extension and strengthening of the existing collectives saw increased participation of women and in particular in leadership positions. The participation of women had a profound effect on functioning of the collectives including regular meetings, constant follow up actions on the agreed points.

The efforts on ensuring sustainable supply chains through adoption of National Framework of Sustainability across multiple commodities resulted in women workers getting paid minimum wages as per the stipulated guidelines by the respective state governments. Additionally the women experienced better working conditions with provision of personal protective equipment.

While the efforts in the economic activities bore results, women at the social front took the lead in driving the health, water and sanitation, nutrition and sexual productive rights agenda through continued engagement among the communities and provision of clean drinking water supply.

On the research and advocacy front, we brought out a working paper on the identity of women as farmers and made representations to the Central Government of India. The issue is of utmost importance as women toil hard on the field, however given the land rights being the parameter to define a farmer, they are often left out from the ambit depriving them of financial and other subsidies. Additionally to strengthen the programming in the Soy growing areas of Madhya Pradesh in India, a Gender analysis was conducted that highlighted the disempowerment of women and the need to fast track the actions.

Internally for Solidaridad Asia, we developed a tool to assess the preparedness of the programme on gender inclusivity. This tool is expected to support and guide the project managers to self assess and plan for inclusivity actions.

As we step into 2020, that marks the end of MASP-II (Multi Annual Strategic Plan of Solidaridad), there are many milestones and actions that would see completion. We plan to encapsulate our knowledge and learnings gained through experience and research, and plan the next five years accordingly.

We will strive to ensure increased participation of women in the formal economy and considering the impact of Covid-19, emphasis will be provided to see how inclusivity actions can repel the negative impacts.

I would like to express my gratitude towards Dr Shatadru Chattopadhyay, Managing Director, Solidaridad Asia, for his insights and guidance without which achievements would have been impossible. I would like to thank Ms Njeri Kimotho, Gender Task force Leader, Solidaridad Network for her support and motivation. I would also like to express my heartfelt thanks towards all the project managers and their team for implementing the gender action plans and working towards a gender inclusive program. My sincere thanks to Mr Nitin Rao, PMEL Co-ordinator, Solidaridad Asia for his indispensable guidance and PME team for their incessant support.

Stay Safe and Stay Healthy!

Neha  
Asst. Manager Gender  
Solidaridad Asia

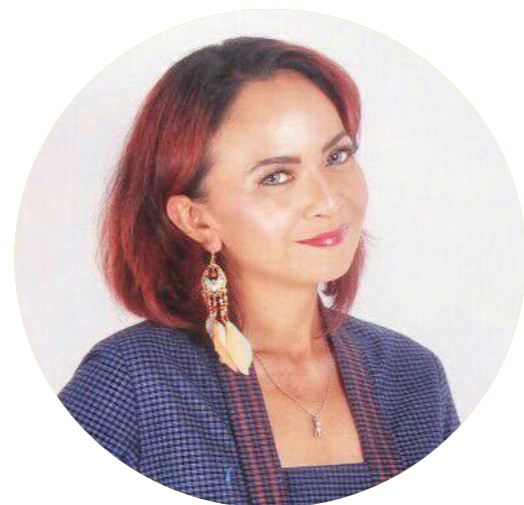


# THE ASIA GENDER TEAM



**Neha**  
PME and Gender, Asia

Neha is working in the capacity of Assistant Programme Manager Gender and PME in Solidaridad Asia since 2016. She has an experience of about a decade to work on various issues of gender. In her present role, she is working towards gender inclusivity for all the programmes and projects of Solidaridad Asia.



**Suksma Ratri**  
Communication Officer Solidaridad, Indonesia

Suksma Ratri joined Solidaridad Indonesia in 2015 as a Communication Officer. Prior to that, Ratri was working in several local and regional organizations focusing on health, harm reduction, gender, and human rights. She is currently handling the communication aspect as well as gender for Solidaridad in Indonesia.



**Samir Mirza**  
Assistant Programme Manager, India

Samir Mirza joined as Assistant Programme Manager for sustainable sugarcane programme as a part of Solidaridad Asia team at New Delhi in September 2019. Prior to Solidaridad, he was working for CSR (Corporate Social Responsibility) consultant as a Manager-Concepts for Environment sector where he used to design proposal and manage projects about agriculture, water sanitation and hygiene (WaSH) and climate change. He had acquired Master of Science in Land and Water Management from CULS, Prague, Czech Republic and attended Erasmus at Wageningen University, the Netherlands. Apart from aforementioned work in Solidaridad, he is also focusing on gender inclusivity aspect of sugarcane programme in India.



**Nandita**  
Programme Officer - PME, Solidaridad, India

Nandita has been part of the Planning, Monitoring, Evaluation, and Learning team of Solidaridad since the beginning of 2019. She supports the gender team within the realms of her PMEL role. Prior to joining Solidaridad, she worked in enabling technology driven English language learning in government schools. Her education background has always been in the fields of Economics and International Relations with the aim of working in the field of sustainability and development.



**Sakshi Chawla**  
Program Officer, Solidaridad, India

Sakshi Chawla holds a Master degree in Water Sciences and Governance and has been working with Solidaridad since the last 3.5 years on Leather and Dairy programs. She has also worked in Coca-Cola India Private Limited on various watershed management, replenishment projects and a WASH program called Support My School. She understands the importance of gender inclusive development and has keen interest to work on the same.



**Rumana Sharmin**  
Manager - PME, Bangladesh

Rumana Sharmin has been working with Solidaridad Bangladesh since 2019 as Planning, Monitoring and Evaluation (PME) Manager. Previously, she worked with UN, USAID, DFID, SDC, SIDA, DANIDA funded programs and projects. Rumana's experience on Resource Mobilization, Policy Analysis and Knowledge Management, Project Cycle Management and Project Design, Gender Mainstreaming for almost 15 years made her as a skilled professional in development sector. She is leading Monitoring & Evaluation Unit and Gender Unit in Bangladesh.



**Namrita Bhanweria**  
Programme Officer, Solidaridad, India

Namrita Bhanweria holds a post graduate diploma in Rural Management and is working with Solidaridad since 2016. She has been managing programme activities related to sustainable rural livelihood through support to Farmer producer organizations (FPOs), training and capacity building of farmers especially women in agriculture, promotion of food and nutritional security aspects as well as women empowerment related interventions. She has about 6 year of work experience in Sustainable livelihood, community institutions building, Soil water conservation, FPO and women empowerment. She is currently working as a Programme Officer and coordinating as a gender focal person for Sustainable Soy Programme.



**Satabdi Mohapatra**  
Assistant Manager, Impact Investment, Solidaridad, India

Satabdi Mohapatra Joined Solidaridad Asia in 2019 as Assistant Manager, Impact Investments. Prior to joining Solidaridad, she worked with a social enterprise, Development Alternatives as Deputy Manager, Agribusiness. She has led several national and international donors funded projects and research studies on natural capital valuation, Agroforestry, watershed management, climate resilient agriculture, Farmer Producer Organisation and women led businesses. Her current work at Solidaridad focuses on researching on Impact Investments, Gender lens Investments and support in designing investible propositions. Satabdi holds a Masters in Development policy with specialization in Sustainable Development from KDI school of Public Policy and Management, South Korea and a PGDM in Agribusiness management.



## TRACTOR QUEEN



A one-time investment in tractors has been reaping rewards for Solidaridad lead farmer Surekha Sanjay Patil (and her husband), not only in terms of increased sugarcane production but also reduced labour cost and improved farm operations. A pioneer woman tractor-driving farmer in her village, Surekha is currently on an entrepreneurial journey promoting mechanization in farming.

## WOMEN LEADING FROM THE FRONT



Gender inclusivity has a direct impact on the economic and social growth of a nation. According to a McKinsey report, equal participation of women and men in the economy can add \$28 trillion, or 26 percent, to the global annual GDP by 2025. Statistical projections indicate that if women have the same access to resources as men in farming, efficiency in land use can increase by 20-30 percent, raising the economy by 2.5-4.0 percent. Yet, women continue to be woefully under-represented and unrecognized at all levels. For women to be a part of the formal economy and have equal access to resources and decision-making rights, Solidaridad Asia is equipping them with knowledge and skill sets, to be able to voice their ideas, opinions and decisions.

### LEADERSHIP AND REPRESENTATION

To ensure women's participation in decision-making and implement initiatives, allocation of positions for women, both in the leadership positions as well as for the membership in the Community Based Organization was ensured. The discussions with the women and the community members highlighted that there is greater recognition of women and their involvement in agriculture in the society. The women expressed that they have been now invited for other training programmes and they have been able to voice their opinions much more openly. Few of the women leaders have contested local level elections.

### 2019 ACTIONS: LEADERSHIP AND REPRESENTATION

- Motivated 5,899 women to participate in workshops on developing community WASH plans
- Formed 94 committees with at least one woman in leadership position, such as. president, secretary, treasurer etc, in each committee
- Trained 1,868 women to become community leaders and take charge of WASH-related activities. This includes 405 student leaders from schools
- Placed 2,066 women in leadership positions in producer groups and companies through continuous training and interactive sessions on skill development and field management .
- Trained 2,055 women working in mines, equipping them with information on minimum and equal wages and occupation safety.





## Women championing the health and nutritional outcomes in the communities

Women have been the custodian of health and nutrition in a family since the care responsibility still majorly falls on women. Keeping this aspect in consideration women participation was ensured in WASH and nutrition programmes in Sri Lanka, Bangladesh and India which has led to increased dietary diversity and better adoption of WASH practices in the community

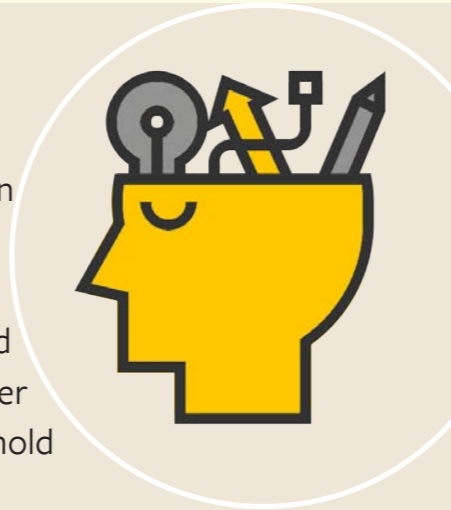
## Minimum wages for women working in formal and informal labour

Solidaridad through its certification programmes ensured that minimum wages were being paid to all the females working in the mines. The management of 29 mining companies were trained on various statutory compliances for the welfare of the workers resulting in

- Minimum wages for workers
- Equal pay for equal work for women
- Women mining workers participating in unions

## 2019 ACTIONS: KNOWLEDGE AND SKILLS

- Identified 124 women lead farmers and trained them on how to coach women farmers in their community on good agricultural practices
- Trained as many as 49,925 women on various farm- and non-farm-related activities, such as livelihoods activities. Continuous training has resulted in better participation of women in Income Generating Activities and an increase in household income.
- Trained a total of 2,055 women mine workers on the five principles of Code Of Responsible Extraction (CORE) and on health, hygiene and safety. Organized a training session for 501 women farmers from 62 villages on climate-smart practices in sugarcane cultivation at Vasantdada Sugar Institute Pune, Maharashtra



## FLOWER POWER



Soy farmer Shaitan Bai, learnt about flower farming in one of the trainings on alternate livelihoods imparted by Solidaridad. Enthused by the idea and since soy is a short duration crop, she utilized the land for flower cultivation during off season. With Solidaridad's supported, she could receive additional subsidy from the horticulture department for flower cultivation. In the last production cycle, she was able to make a profit of Rs 100,000 by selling flowers in the nearby market.



# EMPOWERMENT THROUGH ECONOMIC DEVELOPMENT



According to UN Women, investing in women’s economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Poverty and lack of opportunity breed inequality between men and women, so that when economic development reduces poverty, the condition of women improves on two counts: first, when poverty is reduced, the condition of everyone, including women, improves, and second, gender inequality declines as poverty declines. Empowering women economically through different projects in Solidaridad Asia has led to:

## ACCESS AND CONTROL ON PRODUCTIVE RESOURCES

The programmes in Madhya Pradesh and Maharashtra (India), Solidaridad has trained women farmers on numerous techniques of farming and usage of farm equipment. Two resource centers in Madhya Pradesh have been established to impart knowledge on new women friendly farm equipment and also disseminate information on various government schemes specially devised for women.

## ACCESS TO FINANCIAL RESOURCES

Solidaridad Asia has opened up new sources of finance for women farmers and entrepreneurs resulting in 1.7 Million Euros of loan provision for come Generating Activities.

## MARKET ENGAGEMENT AND ENTERPRISE PROMOTION

Financial literacy training, and business plan development support has encouraged women to successfully sustain and expand their enterprise.

### 2019 ACTIONS: LAND AND INPUT (ACCESS AND CONTROL OVER PRODUCTIVE RESOURCES)

Resources are the key considerations for rural livelihoods. Women have very limited access to productive resources such land and agriculture inputs (seed, fertilizer, pesticides and farm machinery). In the last few years it has been recognised by Solidaridad that unless women are not included in the economic activities, agriculture can’t be made sustainable. In 2019, Solidaridad:



- Trained 1000 women on developing inputs for their own farm in the cotton program.
- Enrolled 2302 women smallholders (legal owners of land) under the TRINITEA program
- Two community resource centres have been built in Madhya Pradesh to train women on good agriculture practices and also demonstrate women friendly agriculture equipment.

### ACCESS TO FINANCIAL SERVICES

Financial inclusion is a key enabler to reduce poverty. It has been identified as an enabler for 7 of the 17 Sustainable Development Goals. The gap between men and women in developing economies remains unchanged since 2011, at 9 percentage points. As a result of the difference in their economic position, women’s financial needs are distinct from men’s financial needs, yet service providers often fail to accommodate them. The initiatives taken by Solidaridad are



- Self Help Groups and Producer Organisations are supported through the financial literacy training which are organized to increase women’s participation in financial decision making and better access to different financial products available in the market.
- In the last year 9649 women received loan (1.7 M euros) for various Income Generating Activities.

### MARKET ENGAGEMENT AND ENTERPRISE PROMOTION

Solidaridad has initiated promotion and development of women led enterprises. Towards this, the following has been achieved:

- 130 CNV, a community cadre to deliver non-invasive health services in the rural areas saw their income increase from an average of 29 Euros to 57 Euros per month.
- 263,396 community people received services from 130 CNVs, earning over (€ 54,866) by delivering the services.





## MODEL FARMER



A Sustainable Agriculture, Food Security and Linkages (SaFaL) certified Lead Farmer, Manzila Khatun, 26, has emerged as a role model and local champion for the women farmers in her community, helping them realize high productivity and income through good agricultural practices and business linkages with public and private entities. Manzila inspires more than 2,500 women in adopting nutrition-sensitive and climate-smart farming techniques.



## REDEFINING CULTURE AND NORMS

According to OECD, gender disparities in the labour market are to a large extent attributable to deeply entrenched stereotypes that restrain women to caregiving and men to breadwinning. Understanding the need to address the social norms, Solidaridad Asia's programme ensured men being sensitive towards gender issues and being supportive of women and reduction in early marriages and pregnancy and drop out of girl child from school. Through its certification program Solidaridad has been able to impart training to management of 29 mining companies regarding various mandatory requirements for the welfare of the workforce. This has resulted into women in mining availing social benefits such as maternity leave and flexi working hours during pregnancy or on the days when menstruating

- 473,480 people made aware about early marriage and early pregnancy
- 109 events organized to observe international days on elimination of violence against women, women's day, world breast feeding week and global hand washing day.
- 2,055 women workers trained on Equal payment of wages (no discrimination with the wages).





## EMPOWERED WOMAN



Rozina Khatun is a community nutrition volunteer for the last four years. After receiving various non-invasive medical trainings such as recording blood pressure, blood sugar, pregnancy test, use of catheters etc., she is providing service to her community and also imparting training on sexual and health rights, menstrual hygiene, family planning and nutrition. She earns around Rs 11,000 by delivering services to 120 households and runs a shop that sells sanitary pads, contraceptive pills, pregnancy test kit etc. She feels empowered because people in the community knows and respects her.

## HEALTHY WOMEN AND HEALTHY FAMILY



According to the World Bank, women in developing countries produce 80% of the household food. According to Berti et al. in their review of agricultural interventions, applied a sustainable livelihoods approach to understand the pathways through which agriculture might affect nutrition. They noted that significant improvements in nutrition outcomes, largely captured as changes in diet, were more consistently observed in those projects that explicitly included improved nutrition as a primary objective, that included a nutrition education and counselling component, and/or that included gender considerations. The major outcome by the actions taken by Solidaridad in the year 2019 are

### Dietary practices of the household

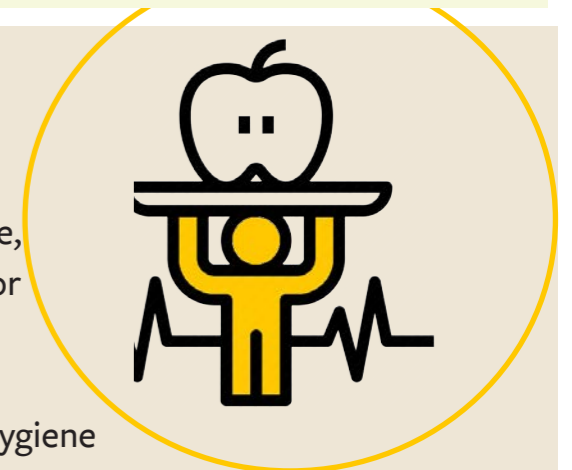
The measures adopted by Solidaridad to improve the diet of the household was to provide sensitisation training to both men and women of the household, identify locally available options to be consumed for each of the recommended food groups and prepare palatable recipes from these locally available food options.

### Practice on Sexual and Reproductive Health

In order to work on sexual and reproductive health of the community, which was identified as a major concern in Bangladesh, women community volunteers were identified and trained on non-invasive health issues. As a result more women have started using contraceptives, delaying early pregnancy and also using sanitary pads during menstruation.

### ACTION 2019 : HEALTH AND NUTRITION

- 118,892 households were trained on food, nutrition, hygiene, sexual and reproductive health, safe water and sanitation for prevention of malnutrition.
- 8425 community members trained on safe menstrual hygiene practices
- 2055 mine workers and management staff trained to make workplaces (entities) gender friendly (separate toilets for women, breaks for feeding children, sensitivity among the workers)
- 15 Nutrition & Food Security Fair organized
- 140 mass campaigning organized through popular local media (POT Song) to raise awareness on Nutrition, WASH and SRH





# SOLIDARIDAD ASIA- HUMAN RESOURCES



**Solidaridad**

**ANTI-SEXUAL HARASSMENT ICC MEMBERS**

In order to provide safe and healthy work environment, free from unwelcome, offensive and discriminatory behavior, Solidaridad Asia office in India hereby confirms the integration of Anti-Sexual Harassment Policy in its HR policy. As per the policy an Internal Complaints Committee (ICC) has been constituted and any incidence or behavior which is included in Section (e) of Part 2 of the Anti-Sexual Harassment Policy would be reported to this committee.

**DETAILS OF THE ICCMEMBERS**

NAME	MOBILE NUMBER	EMAIL ID
<b>Neha</b> (Presiding Officer)	+91 7260892788	neha@solidaridadnetwork.org
<b>Tina Koshi</b>	+91 9916093973	tinakoshi@gmail.com
<b>Saroj Kumar Sahu</b>	+91 9818133434	saroj.kumarsahu@solidaridadnetwork.org
<b>Sharada Kharnbarnpati</b>	+919811139886	sharada@solidaridadnetwork.org
<b>Geeta Rawat</b>	+91 9654227658	geeta@solidaridadnetwork.org

Any changes in the above said members of the ICC would be intimated to all Asia staff in India.  
All staff has the equal right to approach any of the ICC member in writing if they face any kind of misconduct under the jurisdiction of the Anti-Sexual Harassment Policy applicable for India.

Gender inclusivity is not only important for programmes but for the internal organisation as well. In order to have a gender sensitive organisation it is important to have gender inclusive HR policies and gender sensitive staff.

- In the year 2019, 16 staff were provided gender training during their induction and a separate training for 31 staff was conducted for the team in Maharashtra (India).
- Internal Complaints Committee was formed as per the Anti Sexual Harassment policy formulated in the year 2018. The committee met every quarter to update the status of any incident reported and measures taken.
- Regular online meetings were held by the gender focal persons from different projects to keep an update of the gender interventions being implemented, promote cross learning and support each other.

## RESEARCH AND KNOWLEDGE

### Working paper on Identity of a farmer for women

In continuation of efforts to provide women the identity of a farmer and following up on the working paper prepared in 2018, representation to the Government of India, National Rainfed Area Authority, Ministry of Agriculture and Farmers Welfare Small Farmers Agri-Business Consortium, Department of Agriculture was made through a workshop organised by the Netherlands Embassy in India for providing women the identity of a farmer.

### Gender Analysis in Soy growing area

Gender analysis paves the way for inclusive programming and actions by providing specific and relevant information on the status of women. Given that Solidaridad in the past has been working in Madhya Pradesh for nearly 5 years and continues to expand its operation through new grants, there was an urgency to dig deeper into different aspects of women inclusivity, understand the capabilities, decision making power and the involvement of women in economic activities.

### Findings of the study

#### Participation: Intensive participation in agriculture with no decision making capacity or position

- 90% of women reported participating in the economic generating activities of agriculture/ livestock
- Less than 3% of the women have any influence on the decision making influence on farming
- More than 80% of women reported having no membership

#### Access: Women have access to resources but no control over its usage.

- 81% of the women had access to mobile phones, (70% analog) but have to ask permission from their husband and seek support from other family members.
- 80% of women reported having bank accounts in their name among them overwhelming 90% reported to have made banking transactions with the help of their husband.
- 90% of women have no access to subsidies
- 90% of women did not have insurance cover.



**Welfare- Lack of knowledge on health, hygiene and nutrition**


- More than 80% of women use cloth or rags during menstruation and a very small number 12% use sanitary pads.
- 82% of women indicated never having received any training or awareness programmes on menstrual hygiene.
- The study found the dietary diversity among women to be extremely low with 56% of women respondents reporting consumption of only two varieties in their diet. The most prominent ones are cereals (wheat) and Lentils.



# GENDER READINESS TOOL

Gender Readiness Tool

Gender Inclusivity Readiness Tool provides a quick and effective way to determine the extent to which a project embraces and integrates gender into its core activities. A unique feature of the readiness tool is that it draws attention to four aspects of the Solidaridad PCM cycle - Planning, measurement, Learning, and Sharing. The categories represent areas in which efforts towards gender mainstreaming either are or should be taking place in a project. These four categories are considered core areas as they represent the foundational elements of a systematic gender mainstreaming.



## GENDER READINESS TOOLKIT

Project Information

<b>Name of the Project</b>	Mango
<b>Project code</b>	
<b>Project term/period</b>	
<b>Project Location/s</b>	Peru
<b>REC</b>	SAM

11		<input type="checkbox"/>	
12	3 Has a gender expert been involved in the project design?	<input type="checkbox"/>	
13	4 Does the project include activities from at least one of the 11 gender buckets?	<input type="checkbox"/>	Buckets
14	5 Does the project design incorporate activities for the identified gender buckets?	<input type="checkbox"/>	
15	6 Has the gender component been included in the project's Theory of Change? (Please choose only one answer for Q.6)		Theory of Change example
16	-Included in the pathway from the activity level to the impact level	<input type="checkbox"/>	
17	-Included at the output level	<input type="checkbox"/>	
18	-Not included	<input type="checkbox"/>	
20			
21			
22			

Project Information
🔒 Planning
🔒 Implementation
🔒 Measurement
🔒 Learning and Sharing
🔒 Score and Recommendations
Gender Readiness Score



# MEET OUR COMMUNITY



## Woman in Action

Use of personal protective equipment (PPE) kits has helped Hadiyol Jashiben Pravinshih, 35, a castor crop farmer in Gujarat, protect herself from the hazardous health risks associated with castor farming. Good agricultural practices imparted through Solidaridad's Sustainable Castor Initiative-Pragati programme form the backbone of Jashiben's confidence today, allowing her to work more productively than ever before.



## Competent farmer and a decision maker

Merry Biswas is an enterprising woman who transformed herself to a competent aquaculture farmer. Her increased contribution in farm work added real value and by piloting probiotic use in Golda-Carp mixed culture, the production increased resulting in their enhanced financial status. Today, Merry and her husband share the farm work. Merry says, 'I have proved that, women are not only passive helpers, but also active workers and decision makers, which creates real and significant value.'

## Tea testing

An organic tea farmer-entrepreneur in Phillobari, Assam, Indrani Goswami, 34, is an inspiration for the women in her locality in terms of attaining economic independence. Originally a conventional tea-growing farmer, Indrani switched to organic farming soon after she identified the virtues of green and organic tea in treating stubborn diseases and health conditions, like cancer. Indrani thanks Solidaridad's Trinitea programme for directing her towards sustainable agricultural practices



## Tractor Queen

A one-time investment in tractors has been reaping rewards for Solidaridad lead farmer Surekha Sanjay Patil (and her husband), not only in terms of increased sugarcane production but also reduced labour cost and improved farm operations. A pioneer woman tractor-driving farmer in her village, Surekha is currently on an entrepreneurial journey promoting mechanization in farming.



## Commercially viable dairy farming

33 year old Shewly Adhikary, adopted the technology of hydroponic fodder production and increased the milk production while reducing the cost of cattle rearing. By feeding green fodder which is also rich in nutrients, Shewly says, she has increased the yield by three litres and reduced the cost by Rs 150 per cow per day. Since green fodder is grown indoors it saves a lot of her time too, she adds.



## Tea Lady

Ibu Sripah and her group of women tea planters not only contribute to the local tea produce, but are also involved in the entire tea producing process from planting, plucking and producing, all the way to marketing. They even have the local government offices in their customer list.



# MEET OUR COMMUNITY

## **Income enhancement through dairy farming**

Binota Mondal is a marginal farmer who started rearing cows to fulfil household milk consumption. After attending Solidaridad led trainings on better dairy practices and adopting them, not only increased the productivity but also reduced the cost incurred in rearing the cows. Through artificial insemination she now has two cross breed cows. Binota says “apart from fulfilling the house hold consumption need of milk, I am able to earn by selling the milk at milk collection centre”.



## **Healthy Production**

Marginal vegetable farmer Basonti Rani Kha joined one of the Producer Groups promoted by Solidaridad and started learning good agricultural practices which led her to apply compost and necessary micronutrients as per the soil health. She is using the local variety of seeds which are more resilient to pests and disease. Basonti says “I have been able to reduce the cost of inputs and chemical free production which is better for consumption, due to less usage of chemical fertilizers and insecticides.”

## **Empowered Woman**

Rozina Khatun is a community nutrition volunteer for the last four years. After receiving various non-invasive medical trainings such as recording blood pressure, blood sugar, pregnancy test, use of catheters etc., she is providing service to her community and also imparting training on sexual and health rights, menstrual hygiene, family planning and nutrition. She earns around Rs 11,000 by delivering services to 120 households and runs a shop that sells sanitary pads, contraceptive pills, pregnancy test kit etc. She feels empowered because people in the community knows and respects her.



# **Solidaridad**

A-5, Shankar Garden, Main Najafgarh Road,  
Vikasपुरi, New Delhi – 110 018