

ANNUAL REPORT  
**2018**



**AFFIRMATIVE  
GENDER  
ACTIONS AND  
INCLUSIVITY**

**Solidaridad Asia**



# AFFIRMATIVE GENDER ACTIONS AND INCLUSIVITY

A N N U A L   R E P O R T

2018 | Solidaridad Asia

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# FOREWORD



Year 2018, was dedicated to implementation of the Gender Inclusive strategies and action plans, which were formulated in 2017. The actions led to more than ever inclusive and affirmative actions, which in a year's time has shown tremendous results and holds potential for large scale actions. To ensure gender is included in the projects, gender focal persons (GFP) were identified from different projects/country offices and regular meetings ensured cohesive actions. Some of the highlights of the year:

- More than 10 projects have strong gender inclusive actions that includes women specific mobilization, capacity building modules and enterprise development.
- The projects that were initiated in 2018 in the Asia REC had gender inclusive planning incorporated in the project theory of change.
- Thematic round tables (two) focusing on women in agriculture to gain insights and deepen the understanding on issues faced by women in agriculture.
- Development of detailed implementation guide based on the strategic direction for inclusive actions.
- Formulation of Anti Sexual Harassment Policy for Asia Rec.
- Multiple gender studies and research to gain deeper insights.
- Capacity building and sensitization of Asia Rec Staff on Asia Rec gender strategy.
- Development and piloting of gender inclusive programme readiness assessment tool

2019, will be a year of leapfrogging the actions, with an aim to make positive outcomes in the lives of Asian women. The focus will be to ensure inclusive actions across all the projects in the Asia Rec, facilitate promotion of women owned enterprises, develop models based on business accelerators to attract impact investments and continue the efforts on research to gain further insights. The Human Resource policies of the Asia Rec will further strengthened with extensive review and revision.

Before signing off, for the ease of reading, this report is structured under 6 headings of Knowledge and Skills, Market Engagement and Entrepreneurship, Health and Nutrition, Leadership and representation, Human Resources and Gender studies and research.

While the effort has been to make the report comprehensive, we don't want to lose you with a lengthy report, hence have presented glimpses of work. I would encourage you to ask, seek and read further reports.

Happy reading!



## Knowledge and **Skills**



Women for long have played the role of a “hidden farmer” who while toiling hard in the farm would never get an identity of a farmer and get exposure to better farm management practices. Solidaridad Asia, through its outreach programmes was able to build capacities of 100,000 farmers across multiple commodities on better farm practices paving the way for establishing an identity of being a women farmer. In addition have supported 200,000 women workers to ensure better working conditions. Unique mobilization strategies like the use of Mobile Video Theatre Vans were used to dodge the social norms that prevents women to openly participate in the capacity building initiatives.

Some of the prime examples of capacity building efforts are

- Conducting exposure visits (what you see in the picture is a visit by 400 women to an Agriculture Training Institute in India);
- Developing women specific capacity building modules (Palm oil project in Indonesia and Sugarcane project in India);
- Engaging women as lead farmers and agriculture service providers (SaFaL project in Bangladesh);
- Use of life skill modules to capacitate women farmers on self-confidence (Soy project in India and SaFaL programme in Bangladesh).



# Market Engagement and **Enterprise Promotion**



According to UN Women, economic empowerment of women are key to nations achieving SDG's targets. It goes on to add that not closing the gender gap can cost the countries around 16% of the GDP. Recognizing the role women in market transformation, Solidaridad Asia has been persistently promoting women entrepreneurs for inclusive market. In 2018 Solidaridad Asia:

- Promoted 391 women owned enterprises that ranges from agri-input shop, milk collection centres, nutrition services and Health and Hygiene product sales.
- Developed market linkages for 50,000 women farmers across commodities for ensuring price commensurate with the quality of produce. The women farmers in dairy in Bangladesh were able to get BDT 8 per litre more than what they got earlier due to facilitation of price based on quality of milk.
- Capacity building of women farmers on business plan, marketing strategies have helped the women entrepreneurs in scaling up their businesses.





## Health and Nutrition



Women play a critical and pivotal role in ensuring families health and good nutritional status. In an Asian context where women along with farming and enterprise activities, also take care of house and families, the health, nutrition and hygiene is highly dependent on the empowerment of women. Solidaridad Asia through 2018, have ensured that the projects even though focused on improving better economic conditions are integrated with women being capacitated on health, hygiene and nutrition.

- More than 200,000 women farmers are trained on basic hygiene, menstrual hygiene, need for dietary diversity and sanitation habits.
- 100 Nutri Sakhi (Nutrition Friends) were promoted in the Soyabean project in India to promote better nutritional diets.
- 13 Nutrition fairs were organized in Khulna, Jashore and Noakhali districts of Bangladesh.
- 10,000 women tea workers in India were provided with knowledge on dietary diversity resulting in improvement of 1 degree change in the dietary diversity score
- In Sri Lanka 138 male and female groups were formed and trained on nutrition, sanitation and water borne diseases Further, 20 nutrition sessions (IPC) were conducted in the community level with 18 Female and 18 Male group

# Leadership and Representation



The role of women in development has been acknowledged and proven through many studies. In the production chain, access to resources determines the power relation at all level. Female, in any sector represents a momentous demographic group, but still when it comes to representation and leadership, women are underrepresented. Solidaridad Asia has been putting efforts to promote more women into leadership position in various community based work and build their capacity to justify their role. Major interventions done in 2018 are:

- 4819 women members participated during the 205 Community WASH plan development sessions in Sri Lanka.
- Four Leadership and Motivation training conducted for CBOs in Village. A total of 685 female CBO members trained during these trainings.
- Three Leadership trainings were conducted for CBO leaders in Tea Estate. A total of 35 female CBO members trained on leadership in the Estate level. These female members were mostly the union and CBO leaders who will be training their community members on leadership and they will be working as the connector between the project and community.
- Four Provincial level WASH and Nutrition platform conducted, 25 female functionaries participated in the platform
- One of Hardware Planning Meeting conducted in Central Province. 9 of female functionaries participated and 5 of female CBO leaders participated in the Hardware Planning Meeting. During these meetings women specific issues were discussed.






# 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 ICC MEMBERS**

NAME	MOBILE NUMBER	EMAIL ID
<b>Neha</b> (Presiding Officer)	+91 7260892788	neha@solidaridadnetwork.org
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<b>Sharada Khannbarnpati</b>	+919811139896	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.

Not just at the level of projects but gender is an important aspect for internal organisation as well. For internal organisation to be gender sensitive it is important that the HR policies should be gender inclusive.

Anti-Sexual harassment Policy was developed in accordance with the prevailing law and Solidaridad Code of Conduct.

In order to mainstream gender in work it's very important that the staff is oriented and have an understanding on gender. Gender trainings were organized for Solidaridad staff.

About hundred staff has been oriented on the importance of gender mainstreaming and how it can be implemented in their respective work domain. In addition to other trainings a gender policy and strategy orientation was conducted for newly recruited staff members in Sri Lanka.

A team of eight gender champions (gender focal person) was formed to carry on the gender interventions in project areas. This team was inducted on the Solidaridad gender policy and strategy.

Regular meetings were held with gender team in order to keep updated on progress, promote cross learning and support each other.



# GENDER STUDIES AND REPORTS





## 01

## A case study on “Female entrepreneurship and financial inclusion in the dairy industry in Bangladesh”

Bangladesh has made tremendous advancements in social and economic development in recent years, and has transformed from a low income to a lower middle-income country. As per a World Bank report (2016c), Bangladesh is scheduled to graduate to high middle-income by 2021. Although women in Bangladesh are increasingly engaged in paid work, findings suggest that entrepreneurial activity in Bangladesh is significantly male-led and a large gap between male and female entrepreneurship activity persists.

Further, the topic of financial inclusion is particularly interesting in Bangladesh, as it is the cradle of microfinance. According to Bangladesh Bank (2018a) to date, the country has 599 microfinance institutions (MFIs). Besides, policy schemes particularly focus on the inclusion of women, by calling upon banks and financial institutions to follow gender inclusive guidelines.

The study conducted to understand “Female Entrepreneurship and Financial Inclusion in the Dairy Industry in Bangladesh” indicates that financial services contextualized to female entrepreneurship may be shaped by following factors: agency and network building, freedom of movement, holistic awareness building, reliance on internal structures, industry-related attributes, and acquisition of knowledge through formal and informal training.

The practical implications of the discussion laid the foundation to answer the research question, by proposing three scenarios. Firstly, financial inclusion has positive practical implications for the sustainable development of female entrepreneurship. In this scenario, development actors are encouraged to continue advancing policy



schemes and action plans that trigger increased financial inclusion of female entrepreneurs. Secondly, financial inclusion has negative practical implications for the development of female entrepreneurship. In this case, development actors are encouraged to reassess policy schemes and action plans that trigger increased financial inclusion among female entrepreneurs in the dairy industry in Khulna. Thirdly, financial inclusion forms a bridge between female entrepreneurs' economic and social endeavor.

Here development actors are encouraged to take a contextualized approach to female entrepreneurship and financial inclusion by focusing on the hybridization of profit-seeking and social value seeking aims.



## 02



## A study on involvement of Women in Sugarcane farming- India

In India, women perform important roles in crop production (any crop including sugarcane) on the farm. In rural India, the percentage of women who depend on agriculture for their livelihood is as high as 84%. In Uttar Pradesh (UP), the percentage of rural female agricultural workers (cultivators plus labourers) stands at 43.78%. In Hardoi district in UP, the percentage of rural female agricultural workers stands at 36.24%.

Despite such large numbers, women agricultural workers are conspicuously 'invisible' from the government policy canvas as they are neither recognized as farmers nor do they own productive assets (e.g. land or machine). Women are recognized as 'cultivators' in India. The government sees ownership of land as necessary for one to be considered as a 'farmer', but patriarchal norms oppose inheritance of land to women, leaving them unable to access benefits and rights.

Solidaridad Asia conducted a study in DSCL Mills in Rupapr in Uttar Pradesh state of India. The findings collate empirical evidence on women in sugarcane production and add to the existing body of work on women in agriculture. The findings suggests:

- **Role Identity:** almost 77% of women (from both groups) identified themselves as sugarcane farmer wife and only 19% of women (from both groups) identified themselves as sugarcane farmer. This reaffirms the prevailing rural social construct that women play household role (here wife) first and field role (here farmer) later.
- **Agricultural Activities:** almost 70% (from both groups) reported that they don't take part in activities on the

sugarcane farm. This indicates that women have no dominant participation in sugarcane farming. Moreover, majority of them (almost 90% from both groups) also reported that they don't take part in any other income generating activity. This is likely due to higher proportion of days' time spent in finishing household responsibilities.

- **Training attendance:** almost 92% of women reported that they didn't attend any training by any agency and hence, can be concluded that there is little significance of training in their agriculture and allied activities.
- **Ownership of Assets:** Almost 73% of women (from both groups) reported that there is no asset registered in their name. This is consistent with the findings coming from several gender studies (especially women in agriculture) across the world that women face hurdles in participation in agriculture due to lack of ownership of land and the same fact holds true for India also.
- **Decision Making:** Contribution of women on decisions regarding crop sale and expenditure is clearly insignificant because almost 90% of them reported that 'mostly men' have power/influence over such matters. Relatedly, it was also reported that their institutional membership and services from various institutions was almost nil.

## 03

## SAFAL (Gender inclusivity in SAFAL)

Sustainable Agriculture, Food Security and Linkages (SaFaL) works with an objective to enhance food and nutrition security of smallholders and landless workers through sustainable agriculture and supply-chain/market development initiatives. Since, increased income does not necessarily translate into increased consumption of nutritious food especially at the lower income strata, as this is a behavioural issue, SaFaL has been promoting behaviour change around the importance of dietary diversity, nutrition, and health issues through its trained CNVs to increase consumption of nutritious food.

Findings of the study focussing on gender component in the programme are:

- **Stunting and Wasting:**

Household dietary diversity score results show considerable proportion of households face nutrition vulnerability. This is also evident from high prevalence of stunting and wasting among children. Nutritional insecurity experienced in the households could be due to inadequacy and lack of consumption of right nutritious food. The data indicates 40% incidence of stunting among the children below 5 year of age which is substantially higher than national average.

Cooking fuel and electricity: Wood is the major source of energy for cooking for both in treatment and comparison households. Next to wood, other sources include cow dung, straw, crop residues etc. constitute major source of fuel for cooking. Just around 4% treatment and 3% of comparison households reported to using clean fuel, LPG/CNG for cooking. 85%



households in treatment and comparison groups have access to electricity.

Women Empowerment: Overall 5DE score is 0.28 for treatment households and 0.13 for comparison households suggesting women empowerment is higher in case of treatment households than comparison households. 5DE results show that 33% women are empowered in case of treatment households while just 17% women are empowered in case of comparison households. 67% women in treatment households and 83% in comparison households are yet to be empowered.

Early marriage, early pregnancy and Breastfeeding: 39% of women currently aged between 19-24 from treatment group got married before attaining 18 years of age while 49% women in comparison group got married before attaining age of 18 years. Child marriage is negatively associated with female education indicating increase in level of education, reduces child marriage.

As regard to early pregnancy, incidence of adolescent pregnancy is higher in case of treatment households than comparison households. 44% of women currently aged 19-24 years from comparison group became a mother before attaining the age of 19 years while 58% of women from treatment group became pregnant before reaching 19 years of age. Exclusive breast feeding of children under 6 months is still low among households. 65% of treatment households fed their children only breast milk while 47% of comparison households did so.

## 04



## Water, Migration and Gender

research was conducted to understand the engagement of women in economic activities, their role in the family specifically in water stressed districts and its relation to migration for better livelihoods. The study focused on two of the water stressed districts Beed (Maharashtra) and Alwar (Rajasthan) and administered structured interviews with 240 female from 8 villages.

### Major findings of the study

- a. Major workload of collecting water is given to the female members in the family. In Beed, it was found that around 73% women collect water alone from the sources in their villages. In Alwar, also 90% of water collection is done by women by themselves.
- b. Frequent strains and cramps are the common problems caused due to fetching and collecting water by women which go unnoticed many a times.
- c. Men from most of the households migrate temporarily for earning livelihood, while women work as the secondary source of income generation for the house.
- d. Women engage in :
  - i. Livestock rearing
  - ii. The onus lies with women to take care of agriculture.
- e. The women require assistance in financial and political decision-making. It was observed that women depend on family, friends and relatives for decision-making.

## 05

## Reaching the unreached (Gender inclusion)



The project "Reaching the unreached estates and surrounding communities on equitable water, sanitation and hygiene (WASH) for improved health and nutrition" is being implemented in underserved areas in the Central and Uva provinces in Sri Lanka, since 2017.

The purpose of this study was to assess the current situation of water, sanitation and hygiene in the estates, surrounding villages and schools in 4 districts in the Uva and Central provinces, through a baseline survey. It was also aimed to describe practices and behaviors among adults and school children, and gender issues with regards to WASH.

- **Major findings on gender issues**

A total of 44.1% of the surveyed female students from standard 10th and above stated that they do not attend the school during menstruation as there are no proper toilets with water supply and the proportion was higher in the estate sector, when compared to village.

Of the 35 girls who were advised by someone not to attend school during menstruation, 71% were advised by parents/relatives, 26% were advised by teachers, and 3% by friends. Nearly 20% of students have been advised by someone not to attend school. It was seen that more than 90% used napkins or sanitary towels and 90% of children had been taught regarding menstrual hygiene practices by the teachers.

It has been found that almost equal number of men and women are part of CBO and similar is the status of

male to female ratio as office bearer of the CBO. There was a higher percentage of households with male membership in WASH CBOs than female membership, although women play a major role in community water projects. In contrast female representation as a member in financial CBOs was higher than male representation.

Most women in all the study areas are poorly engaged in economically productive livelihood activities. Major avenue of income generation is daily manual laboring. In all cases discussed, women earn less than men as there is difference in the pay of men and women.

Women living on estates are economically dependent on plucking tea leaves. When production is low they do not get regular work. The situation remains similar with men. However, they remain at an advantage as they can migrate for work. This leads to women taking the burden of earning, looking after children's education and health requirements, and daily expenditure.

There is a wide gender disparity in decision making for household expenditure and purchasing assets (land, vehicles, gold), with high male dominance. When it comes to education of children and seeking health care, female decision making was higher.

Decision making patterns were somewhat similar between villages and estates. Overall ratio of decision making of male: female is 60:40.



## 06



## Gender inclusivity in Standards/Certifications

### Why this analysis

The adjective “fair” is not easily justified and runs the risk of overpromising in a world rife with persistent unfairness. When one talks about sustainability and ensuring it through certification, it always makes one think

1. Is sustainability possible without women being part of it?
2. And if the answer is no, the next question would be how gender inclusive are these sustainability standards.

For an organization engaging with the objective of achieving sustainability and gender inclusivity, it becomes pertinent to understand the present status of the certification standards; analyzing it through the framework of gender inclusivity and further deriving strategies to ensure that women are not left behind.

### Findings and conclusion

When according to the defined method, these six standards were analyzed[1] the final result was found to be strikingly disappointing.

All of these Standards scored very low on gender inclusivity which points towards the fact that women and their special needs are not at all taken into consideration while framing these Standards. All of these, including the ones formulated by Solidaridad, were also found to be very low on gender inclusivity.

Therefore, as a pioneer of standards and certification, it becomes vital for Solidaridad to revisit and review the level to which the organization has been able to justify these standards, especially in terms of gender inclusivity, without which sustainability remains a rhetoric.

Organisatio n/standard	Overall score (Gender Inclusivity)		Management		Economic		Environment		Social	
RA	6.25	20%	1.5	17%	2.5	31%	1	20%	1.25	14%
UTZ	10	32%	4	44%	2.5	31%	0.5	10%	3	33%
Trustea	9	29%	4.5	50%	2	25%	0	0%	2.5	28%
Bonsucro	3	14%	NA		1	13%	0	0%	2	22%
Core	7	32%	NA		2	25%	0	0%	5	56%
Success	1.5	7%	NA		1	13%	0	0%	0.5	6%







# 2019: Looking ahead



2018 presented a good opportunity to test and pilot initiatives. Preparing a gender action plan for the year and making monitoring frameworks and tools gender inclusive, depending upon the requirement of project, has proven successful in mainstreaming gender in the project.

In 2019, we plan to

**a. Develop Gender Inclusiveness Assessment Tool**

In order to support program team on understanding the readiness of the programme to integrate gender, a gender inclusivity tool shall be developed and implemented. This tool would help not only to understand the present status but also would guide on what needs to be done to make the project gender inclusive. Further it would provide resource material to assist managers to undertake the recommended task.

**b. Initiate Gender focused projects**

Based on the findings of the gender studies undertaken in the previous years, efforts would be made to include gender in every stage of the TOC of the present project, or if need be new projects would be developed in alignment with the REC gender strategy. Resources required for the new projects would be generated through developing concept notes and proposals on various identified issues. Based on the requirements, resource would be mobilised either internally or externally.

**c. Conduct in-depth Research**

In depth researches, especially on subject such as status of women in the supply chains of various corporates, would be conducted. In accordance with the findings, a strategy to make the supply chains more inclusive and thus sustainable would be devised. Other researches relevant to the REC objectives would be commissioned in order to find out issues and challenges in making the work gender inclusive.

**d. Build Capacities of staff**

With the growing staff strength within the organisation, there will be a need to capacitate the new members to be able to understand the importance of integrating gender in various projects. Workshops and trainings would be conducted for the newly recruited staffs in order to help them understand gender issues and challenges and methods to integrate gender in their respective projects. Further, gender focal persons would be encouraged to participate in the workshops and trainings organized by other organizations for continuing enhancement of their capacity. Learning and success stories from different projects would be documented and circulated for cross learning.

**e. Formulate Gender Inclusive Organisational Policies**

A through assessment of the HR policies would be undertaken for recommending gender inclusive policies. We would further work with HR department on revising the already existing policy to make it more gender inclusive and if need be, formulate new policies. The induction session for the newly recruited staff would include dedicated session on gender to give them a basic understanding on Solidaridad's position on gender and strategy adopted by the REC.

# THE ASIA GENDER



**Neha**  
Assistant Programme  
Manager Gender and PME  
Solidaridad Network Asia

Neha is working in the capacity of Assistant Programme Manager Gender and PME in Solidaridad Asia since 2016. In her this role, she is working towards gender inclusivity for all the programmes and projects of Solidaridad Asia. Having completed her Post Graduate Diploma in Business Management she was oriented to make business plans and implement it. Further, she completed her Masters in Social Work in order to amalgamate both business and social work and make it work for rural women. She has a strong background for working on strategic as well as practical issues of women which includes, Violence Against Women and Political empowerment of women and livelihoods promotion (farm, off farm and non-farm).



**Nahid A Siddiqui**  
Gender Officer  
Solidaridad Network Asia

Nahid A Siddiqui, Gender Officer of Solidaridad Network Asia has been working in the field of equal rights, SRHR and Family Planning, women empowerment and combat gender-based violence nearly 10 years commencing with the specific focus on the topic in her work as a journalist. She is currently working on policy implementation and strategy development to ensure women participation at all level from seed to fork. Nahid, as a gender Bangladesh focal, she undertook community-based intervention such as engaging males and gatekeepers of society in different awareness sessions for creating awareness among society. She is working in developing women's agency in relations of the adoption and adaptation of technologies, access to information and finance. She received survival training which made her positive towards situations and able to overcome the circumstance in a positive manner.



**Saumya Vilashini Muthulingam**  
M&E and Gender Officer  
Solidaridad Network Asia

Saumya Vilashini Muthulingam holds Master of Organizational Management and Bachelors in Psychology. 7 years' experience on humanitarian and development sector on education peace-building and reconciliation economic growth, democracy and governance.

Have immense experience working with marginalized communities mainly in North & East and plantation sector communities.

Currently working with Solidaridad Network Asia as the M&E and Gender officer under the EU project. She has empirical knowledge and experience in project planning and implementation.



**Suksma Ratri**  
Communication Officer  
Solidaridad Network Asia

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.

Her background as a Public Relations in a couple of five-star hotels in Indonesia had enriched her skills in communication, graphic design and photography, while her experience in NGO and development field had been a great advantage in understanding programmatic aspect. Even though she is currently handling more of the communication aspect for Solidaridad, gender and human rights have always been her true passion.

So, when Solidaridad decided to include gender, she quickly jumped in and volunteered herself to get involved directly.

# CHAMPIONS



**Mr. Ashish Ambasta**  
Programme Associate  
Solidaridad Network Asia

Mr Ashish Ambasta is an Agriculture Engineer with 9 years' experience on working on community institutions, women federations, natural resource management and sustainable agriculture. Have worked with tribal community and vulnerable section of society on women empowerment, right based approach on PRIs (Panchayati Raj Institutions) and livelihood promotions among them.

Presently working as Program Associate and coordinating as Gender Focal point for Sustainable Soy Programme and involved in planning, coordinating gender centric activities within the programme on capacity building and skill development of women farmers, Food security and Nutrition, promoting women friendly technologies among smallholders and enhancing their decision making in agriculture and household level.



**Ms. Mili Ghosh**  
Assistant Manager  
Solidaridad Network Asia

Ms Mili Ghosh is currently working as Assistant Manager at Solidaridad Network Asia, based in Bhopal, India and is a part of the Sustainable Soy Programme. She has a PhD in Forestry from Forest Research Institute Deemed University, Dehradun, India and her research centre was Indian Institute of Forest Management, Bhopal, India.

She has about 7 years of work and interdisciplinary research experience in the areas of Forest Management, Trees Outside Forests, Forest Policies, Natural Resource Management, and Sustainable Rural Livelihood.

She has also authored and co-authored academic papers, book chapters in national and international peer-reviewed journals and books.



**Ipshta Das**  
Assistant Manager  
Solidaridad Network Asia

Ms Ipshta Das holds a bachelor's degree in Sociology and Master's degree in Sustainable Development Practices and working with Solidaridad Asia REC for the past 3 years.

She is currently handling project on Water Efficiency in Sugarcane and recently stepped in to the Cotton and Textile team. She has completed various certifications/standard course and training on Alliance for water stewardship, Code of responsible extraction and Fashion and Sustainability. Her previous work involves sustainability reporting of Global Reporting Initiative (GRI) India.



**Sakshi Chawla**  
Program Officer-  
Sustainable Leather and Dairy  
Solidaridad Network Asia

Sakshi Chawla holds a Master degree in Water Sciences and Governance and has been working with Solidaridad since last 2.5 years on Leather and Dairy programs which are majorly aligned towards pollution prevention, efficient water use in industries, effective irrigation techniques using the waste water. 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.

# **Solidaridad**



## **Solidaridad Regional Expertise Centre**

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