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REPORT

Gender Impact Study

of EU – SWITCH ASIA Project SNV-Bangladesh

Improving consumer awareness and access to certified safe tomato and mango products in Bangladesh



Farmers group Hosenpur, Lalpur, Natore, 2019

December 2019 Dhaka Bangladesh

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Acronyms and Translations

AO	Agricultural Officer
CB	Capacity Building
BFSA	Bangladesh Food Safety Authority
BSTI	Bangladesh Standards and Testing Institution
DAE	Department of Agriculture Extension
DTW	Deep Tube Well
FGD	Focus Group Discussion
GAP	Good Agricultural Practices
GAP	Gender Action Plan
GBV	Gender Based Violence
GHP	Good Handling Practices
GMP	Good Manufacturing Practices
GWA	Gender and Water Alliance
GWA-B	Gender and Water Alliance – Bangladesh
HACCP	Hazard Analysis and Critical Control Points
IPM	Integrated Pest Management
KII	Key Informant Interview
Kishwan	Food Processing Company
Krishok	Farmer, both husband and wife
Oraon	Minority group, Adivasi
Para	neighbourhood
PRAN	Food Processing Company
SAAO	Sub-assistant Agriculture Officer
Sajeeb	Food Processing Company
Santal	Minority group, Adivasi
SCP	Sustainable Consumption and Production
SNV	Netherlands Development Organisation
UP	Union Parishad (Local Government)

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We met with five farmers' groups, women and men, five groups of non-members, key informants of Union Parishads, of Food Processing Companies, Hub-centres, Agriculture Offices, village notables, workers in the factories, and Adivasi, active in agriculture, in their villages. We are grateful to all of them: all who were willing to answer our many questions, giving us plenty of time, as much as or more than we needed. We also thank the partners CAB and CEAFS, as well as the SNV Dhaka staff for their time and willingness to respond.

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Now that the project comes to an end, we wish them all a successful and happy future, be it, regretfully in different assignments.

We are grateful to Mr. Jason Belanger, Country Director of SNV-Bangladesh to give us the opportunity to conduct the Gender Impact Study with lots of field work, of which we again have learnt a lot.

The GWA study team:

Joke Muylwijk, Runia Mowla, Mahidul Islam



Executive Summary

Towards the end of the SNV SWITCH-Asia Food Safety Project “*Improving consumer awareness and access to certified safe tomato and mango products in Bangladesh*”, the Gender and Water Alliance (GWA) was asked to do field research to learn about the gender impact of the project. The main aim of the study was to find out ***which categories of women and men, working in agriculture, have benefitted from the project, how, and to what extent?***

To achieve this aim six study questions were formulated and operationalized through flexible checklists and questionnaires for various stakeholders involved in the project. The research methodology used was qualitative in nature, using in-depth interviews, focus group discussions, and key informant interviews. This was chosen in order to elicit more detailed information, from the perspective of different stakeholders, which could complement and validate the quantitative findings of the project. The study team conducted 75 interviews with women and men farmers, labourers and key informants, as well as 10 Focus Group Discussions involving 175 participants. The findings from these interviews and discussions were analysed using an *empowerment approach* comprising of four elements: socio-cultural, political, economic and physical empowerment.

The SNV SWITCH project is unique, in that it takes a supply chain approach to food safety management of tomato and mango products being sold in Bangladesh. It considers the whole chain of supply, from farming (seeds, tending of nurseries, field cultivation, and harvesting) to procurement and processing in factories, to the marketing and distribution through retail outlets; and involves a complex set of stakeholders including farmers, trading agents, factory staff, retailers, consumers and government regulatory bodies and CSOs. It is important to note that the project as it is now has changed a lot since its inception when it had started as a private sector project, with PRAN as lead implementer. Half way through the four year project duration it was realized that the farmer groups set up as part of the project did not reach the targets, and SNV recruited an eleven-men Field Facilitators’ team to organize more and more active farmers’ groups, to better facilitate their training and to support and monitor the farming processes and marketing. Consequently, most farmers’ groups were only organized and their members recruited (30 per group) when the project was about halfway through. Even after SNV took over, the original criteria for recruiting members to the Farmer groups was followed where only one member was allowed per farming household, and this was always the man. As a result initially there were no women in the farmer groups.

In 2018 SNV organised a Gender Assessment, conducted by GWA, from which it became clear that women do even more work than men in mango and tomato cultivation, because of the labour intensive nurseries and processing of the harvested fruits. In some cases when farmers’ fields and orchards are a distance from the homestead, young wives do not work there, but otherwise women attend to mango trees a lot. Women’s work varies a lot compared to men’s or labourers’ work, depending on the family’s socio-economic situation, the customs in the village, and family size, but generally women spend more hours in the production of these fruits.

During and after the gender assessment, so in the final 1,5 years of the project, more women were included in the farmer groups. However as the number of 30 members per group was fixed,

in some cases women took the place of their husband in the group. By the end of 2017 there were totally 500 women farmer members in the farmer groups, and by the end of the project, there were 1241 women out of 10018 farmer group members. Although women members have benefitted from the training they received in the groups, as many of them joined quite late in the project and there were no trainings in 2019, most of them were not able to receive the full series of training.

The Gender Impact study findings reveal some important positive outcomes of the project. Farmer group members, both male and female were socio-culturally and politically empowered by the project, because their status in the village increased, and they had more say in what was happening in the village. The improvement in social and political relations was especially marked for women members, who found that the hard work they always do, and which was always taken for granted and only seen by some of the husbands, is now recognized by the larger community and external stakeholders as very important steps in the production process. A group of Adivasi women, mostly labourers, who were invited to join an all-women farmers group said they had gained a lot of knowledge from the trainings and felt an enhanced sense of confidence from participating in the group. The benefits of the trainings were extended to several non-members too as the members shared what they had learned with their neighbours, relatives, and other villagers. It is important to mention here that where facilitators were not too rigid about who and how many people could join the farmer group trainings, several more women and men benefitted from the trainings, as they were allowed to join and listen, even though they were not members. The study team found that all group members were Muslim farmers, with the exception of the few Oraon women, it seems that Hindu farmers are not included. It is not certain if this is particular to the nine villages in the assessment and study samples, or is the case across the whole project area.

While the project has contributed to the increase of yield for most farmers, most of all those who did not use pesticides before, economic gains as a direct result of Good Agricultural Practices (GAP) were ultimately limited due to the drop in selling price of the fruit. In fact if the increased time and labour input for safer fruits is considered in the calculation of profit, it may even mean a loss for some farmers in some years. Whether women benefit economically from their extra hard work, due to the GAP depends on intra household relations from family to family. Some men keep the money from the sale of produce, and give their wives money only when they ask for it. However, quite a lot of men say that they entrust their wives with all the money because she is more careful with it, and does not spend it unnecessarily as she does not go to the market and does not smoke.

Physical empowerment in the context of this project means that interventions make drudgery work lighter and/or reduce the health risks from work. Both men and women had to do more work, as a direct result of the GAP, but they did not complain because they find it interesting and rewarding. The handling of pesticide is mainly done by the farmer himself or in a few cases by labourers. In some villages women still handle the pesticide tanks to clean them, which pose risks to their personal and family health. However the introduction of certain tools such as the spraying gun, a large machine, means that the male farmers or labourers in mango farms do not have to climb into the trees to spray anymore. One form of physical empowerment for women as an indirect result of the project is that there are fewer cases of domestic violence reported.

Respondents said this was a result of more work, and farmers who are busy all the time and too tired to look for a conflict. Early marriage, which is a form of physical dis-empowerment, was still found to be persistent in most villages, even though it is punishable by law since 2017. The impact of the project on child marriage cannot be estimated.

In the factories workers and management tell about some social, economic and physical empowerment of workers. For example men and women workers get equal wages for the same work, labour conditions and facilities have improved in some factories especially for women, as they provide more toilets, better ventilation, a day care centre, clinic, and an extra bus for women. Some factories now employ a few woman at officer level, which was not seen before. In general, everybody who has a job in the airy and comfortable factories in the districts is happy, as these are areas where there is a large degree of unemployment.

Food safety in mango and tomato products, at farm and factory level, remains an issue that needs more monitoring and enforcement. There are several gaps in this area. For example, not all farmers are aware how much time they should leave between the final spray and the harvest. Hub-leaders buy fruit for the factories, but they do not have the facilities to check for residues of pesticides. Moreover, they buy not only from SNV farmers, but also from other farmers who may not have learned Good Agricultural Practices and perhaps use pesticide, leaving unsafe residues on the fruits. Companies do not check the origin of all fruit that comes to their factories. The management of the factories claim that the residues are now much less. Preservatives like benzoate which are included in the products, to avoid fungus, and to increase shelf life, (at levels permitted by the government's BSTI), are not particularly safe for health either.

Ten of 333 farmers' groups were certified as Safe Producers, and 3 factories received Best Quality certification, for which they deserve our congratulations. Several consumers, though not as many as targeted by the project originally, have learned to pay attention to food safety, and read the label.

Our conclusion is that the SNV SWITCH project, which needed to change course halfway, has made good progress in its objectives, but has suffered on the gender-responsiveness and sustainability aspects of its interventions due to loss of time. It would have benefitted the project greatly to have an extended period of time to complete the work as was planned for 4 years. Women have just started to benefit, but many more could and should have benefitted. While underlining the importance of a project such as this, which takes a supply chain approach to food safety management of products being produced and sold in Bangladesh, we also understand that such an approach brings enormous challenges in planning, design, intervention and monitoring. This makes it all the more important to document and learn from its successes and mistakes.

The first two chapters of this report give an introduction and background of the project, its gender aspects, and the rationale and set up of the gender impact study. This is followed by a chapter of findings, of the 6 objectives, one by one. The final chapter is conclusions, and recommendations for donors, food processing companies and for SNV and partners. Then follow several annexes with relevant and additional information on the project: the main findings from the earlier gender assessment, the methodological approach and tools used in this gender impact study (checklists for FGDs, interviews), many selected case studies and the 10 FGD reports.

A quick view of the main benefits from the project for the different stakeholders:

- ✿ Women (about 500-800) and men (about 6000-8000) farmers who have been involved from 2017 or the beginning of 2018 have benefitted by gaining relevant and interesting knowledge. The longer they participated in the project, the more they learnt. These farmers were mostly middle farmers, but there were also many small farmers, and some larger farmers who benefitted in this way.
- ✿ Ten groups of farmers have been certified as Safe Producers.
- ✿ Women and men workers of 3 factories have seen their conditions and income improve.
- ✿ Women and men farmers have not seen their income rise substantially because of low prices for mangoes and tomatoes.
- ✿ Agricultural officers of different levels benefitted by extra resources for their daily work.
- ✿ Companies benefitted by being certified as Best Quality producers.
- ✿ Consumers, men and women, may benefit, if the products are really safer, for which we have not yet seen sufficiently reliable evidence.



At the office of the General Manager of PRAN in Natore

1. Background and Introduction

Introduction

The four year regional SWITCH-Asia programme, funded by the European Commission, is completed by December 2019. See [Annex 3](#) for a short description and background of the project, copied from the SNV website.

At the end of four years, a [Gender Impact Study](#) has been conducted to learn how the project influenced the women and men farmers, and those farmers who were not involved in the project. This Gender Impact Study is intended to complement the final evaluation of the project.

In September 2018 a [Gender Assessment Field Study](#) was carried out by the Gender and Water Alliance – Bangladesh (GWA-B) ¹ in which a lot of gender disaggregated information was collected about the division of work, access to land and other production resources, and the causes of relatively few women farmer participating in the project till then. Findings were interesting, and different from the general assumptions of the work of women in agriculture in Bangladesh. The variety between women’s contribution appeared to be large.

The [Report Gender Assessment EU - Switch Asia Project](#)² of September 2018 has formed the basic knowledge for the Gender Impact Study of November 2019. Whilst in 2018 it was clearly mentioned that our Assessment was no evaluation, this Gender Impact study does have clear characteristics of an evaluation. Answers will be formulated to the overall question:

“which categories of women and men, working in agriculture, have benefitted from the project, how, and to which extent?”

¹ [Gender and Water Alliance](#)

The Gender and Water Alliance Bangladesh is the country chapter of the INGO GWA, which is an international network of women and men, working in water development, climate, and/or gender. GWA-B has implemented a large project of the Embassy of the Netherlands (EKN), in which technical projects, funded by EKN, were supported with mainstreaming gender and diversity, by capacitating the technical and managerial staff in doing so themselves, rather than doing the gender work for them.

GWA applies a broad meaning of gender, the differences and relations between women and men, as they interact with age, ethnicity, socio-economic position, living environment, etc. We call this Gender and Diversity, or Gender Plus. Also, all water uses are within our mandate. GWA applies an IWRM approach, including Agriculture and WASH, with links to climate change and the environment.

GWA has about 260 members in Bangladesh, some individuals, and mostly NGOs and District level CSOs. The majority is men. (Internationally the ration women : men is 55 : 45, In Bangladesh 38% women and 62% men). GWA has a small team and works in various projects involving local members in its work.

² GWA’s Report Gender Assessment EU - Switch Asia Project, October 2018, 41 pages and 100 pages with annexes, including case studies of 7 men and 22 women working in agriculture, 10 cases of Key informants, reports of 5 FGDs, 2 men, 8 women and 2 groups in the Food Processing factories, and 22 (of 28) case studies of consumers. Further there are a number of interesting tables on division of tasks in mango and tomato cultivation, differences between Adivasi and Bengali labourers, all from an empowerment approach. The report also includes recommendations.

The GWA team has interviewed women and men who are members of the project's farmers' groups, and those who are not, and conducted ten Focus Group Discussions to learn the nuanced answer to this major question, after splitting it up in many detailed questions.

Apart from the farmers, the project was also meant for three factories and for 12 million consumers.

In this Gender Impact Study the GWA team has met the management of all three factories to hear about the impact of the project, from their perspective and from a gender perspective, according to their opinion and findings. We also interviewed a few of the factory workers of different levels.

Other key Informants were participants of the Capacity Building workshop Gender Mainstreaming in Agriculture and Food Safety for staff of SNV-SWITCH and Partner Organizations in October 2018, apart from those who moved on to other assignments. We met with AOs, SAAOs, AEOs, and AAOs. One of them attended the earlier gender workshop, and two of them have been trainers of the farmers' groups, so closely involved with the project.

At the end of the project, the target of the project document was that many consumers (12 million in Greater Dhaka) would be more aware of food safety aspects of tomato and mango processed products, and even be trusting such Bangladeshi products. The large number is of course a challenge to measure as a reasonable result of the project, but also to find out what real awareness is and trust about food safety, is nearly an illusion. "Trust comes by foot and leaves by horse"³ and is difficult to measure with questions in a survey. In personal interviews in 2018, the answers GWA found to such questions to consumers, were quite different from what the SNV survey found, simply because the difference between qualitative and quantitative research: we took time to ask the next and the next questions: "why", and "what", etc. which are not included in the survey questionnaire. Furthermore our objective was to learn who makes the decisions about choices when shopping, men or women.

We have not found different insights now, and did not spend much time on this part of the project, because we cannot claim to be able to find valid new information about the large numbers of consumers' opinions. However, we did have interviews with Mr. Ahmad Ekramullah of the Consumers' Association Bangladesh who states that 500,000 people were reached by Facebook, street theater, a TV show and IEC materials.

The Field staff provided the list of 334 villages, of which we, together with them, selected 4 villages at random, and 1 village, which we visited also in 2018, because there is the only all-women's group.

Gender issues in agriculture

Because of the nuanced findings of the Gender Assessment in 2018, we are aware of the gender division of tasks in agriculture, women's land rights, participation in the project and in training, in the region. During the current study, we asked similar questions, to see if earlier findings could be

³ A Dutch expression, relevant for the consumers' issue. .

contradicted, but we found that overall our earlier findings regarding division of tasks were still valid, and about land-ownership of women we have now more insight. In some villages there were more women with own pieces of land. The reason was that they married their cousins, so their parents' house and that of their in-laws then is in the same village⁴.

See [Annex 4](#), for the section Findings of the Summary of the Gender Assessment of 2018.



Objectives of the Gender Impact Study

1. To learn if and how women and men of different categories, who all are involved in agriculture, have benefitted from the EU-SWITCH Asia project:
 - a. What have they learnt? And what have they remembered?
 - b. Have they been able to use the knowledge (was it relevant)?
 - c. Did the new knowledge prove to be an improvement in your work?
 - d. Was the capacity building gender sensitive: were women's and men's tasks both recognised?
 - e. Were those who do the specific tasks participating in the training about that subject? For example women farmers, men and women labourers.
 - f. Did both women and men receive information regarding time and place of events, such as meetings and training sessions?

⁴ In such villages there also seemed to be more child marriage, we saw relatively many young girls with their own baby.

- g. Have your products become safer for consumers? (question to women and to men).
- h. Has your yield increased, and perhaps also your income? If so, as woman, can/do you take part in decision-making regarding the spending of the income?
2. To learn how the project has impacted the lives and awareness of different categories of women, men, boys and girls, their sense of being empowered, and how they talk about this.⁵ Applying an empowerment approach:
 - a. Economic empowerment (costs, income, payment for work, division of work);
 - b. Political empowerment (taking part in decision-making, membership of production groups);
 - c. Socio-cultural empowerment (status and self-image)
 - d. Physical empowerment (division of work, drudgery work, work with dangerous chemicals).
3. To hear opinions in their own wordings by semi-open inquiries and Focus Group Discussions with men, women who are involved in the project, or those who are not, using an empowerment perspective.
4. To learn about the impact of the project on gender relations in the factories
5. To learn what key informants find about the gender impact of the project, relating to agriculture, to food processing, to employment, and perhaps to consumers.
6. To assess the changes that still have been made in the final year, based on the recommendations of the Gender Assessment Report, 2018, related to gender of staff, and members, inclusion of Adivasi, CB of SNV field staff, CB of relevant group, handling pesticides, documentation, Gender disaggregated data, value chain, markets, cold storage. See Objective 6, in Chapter 3 Findings and Analysis, page 27-30.



⁵ This question is amply dealt with in the Gender Assessment report, but will still be interesting to ask, because the interviewees will mostly be different persons.

2. Methodology and approach

Approach

For the Gender Impact Study qualitative methods of information gathering were applied: semi-open interviews, applying an empowerment perspective and actor-oriented approach to analyse our findings. Within this perspective empowerment is seen as a necessary condition for sustained and overall development of individuals and their livelihoods and environment, which results from gradual social, physical, economic, and political empowerment. Asking the own opinion of women and men is a realistic approach to assess the impact of the project.

Literature

The GWA team was provided a list of villages. Apart from those we had for the Gender Assessment of 2018, more recent reports were not provided, but also not necessary. To talk with whosoever we wanted was of great importance. If, however, some information about the history of the project is not correct, this we write because we were told so, and not because we read it.

Selection of study location

In coordination with the SNV field team, GWA-B selected four villages out of 334: two in Rajshahi, two in Natore, and a fifth village, which is the only place with a Women Farmer's Group. In each district one of the villages had women and men farmers, and one has only men, and in each of the districts there was one tomato village, and one mango village. With closed eyes we selected four villages, and if for some reason, other than the quality of the group, that particular village was unsuitable, we chose the one above or underneath it on the list. The team of the remaining SNV Field Facilitators were present whilst we chose at randomly. We asked for each village if by chance the evaluation team had been there, but they had not done FGDs. It was also important that one of the remaining Field Facilitators was familiar with the group.

We selected:

#	District	Upazilla	Union	Village	Tomato/ Mango	Men Farmers	Women Farmers	Field Facilitator
159	Rajshahi	Bagmara	Hamir Kutchra	Talguria	Tomato	30	0	Jahangir
303	Rajshahi	Tanore	Chanduria	Chanduria	Mango	28	2	Al-Amin
328	Rajshahi	Godigari	Matikata	Sonadighi	Tomato	0	28	Al-Amin
37	Natore	Natore Sadar	Halsa	Halsa	Mango	16	14	Sirajul
133	Natore	Lalpur	Duaria	Hosenpur	Tomato	18	12	Mofiz

Some villages were close by and some very far away from the guesthouse where we stayed. Most of the days we left early and returned late, in order to visit not only the villages, but also the three factories, Agricultural Officers and Hub-leaders.

In each village we had a 2 hour Focus Group Discussion with the members of the Farmers' Group, and another FGD of about 1 hour with non-members. 8 FGDs were planned, and 10 were held.

Key informants

In each village key informants were invited to come to the house of the group's president, or the GWA team would find them in their own place. Apart from villagers, we interviewed project staff.

Accordingly we interviewed 50 persons:

- 1 Union Chairman,
- 3 UP Ward Members (1 woman, 2 men),
- 2 Agricultural Officers (men),
- 1 Agricultural Extension Officer (man),
- 4 Sub-Assistant Agricultural Officer (3 men, one woman),
- 1 Imam (Muezim),
- 1 Teacher (male),
- 2 Elderly women, to hear about changes over time
- 3 Oraon women agricultural labourers.
- 3 Wives of male members, of whom 1 the wife of the president
- 1 Husband of woman member
- 1 President of the Farmers' Group
- 2 Hub-leaders and 2 business man
- Md Ekramullah, Consumers Association Bangladesh
- Md. Nurul Islam, for CEAFS
- 14 in three Factories:
Respectively 1, 3 and 4 managers, and in 2 factories a total of 6 workers (4 women, 2 men)
- 9 SNV staff: 5 Field Facilitators, District Coordinator, Team Leader, Food Safety Specialist, Horticultural Expert.

Data collection methods

- a) The research team was selected.
- b) The GWA team-members were quite familiar with the project, because they participated earlier in the Gender Assessment. More documents than in 2018 were not available or necessary to read.
- c) Checklists were slightly adapted and used flexibly.
- d) Meeting with SWITCH SNV field team in Rajshahi. Of the team, 6 members were still remaining, and at the end of the field work only 4⁶.
The Gender Impact study was explained, in English and translated into Bangla, and the opinion of the team members has been asked.
- e) Structured group discussions (Focus group discussions, FGD) with various stakeholders in SNV project villages, facilitated by the Field Facilitators and the District Coordinator.
In each village there were two FGDs, one for the members and one for non-members. The number of participants is about 24 if members and between 10 and 15 if non-members. The total number of FGDs was 10. (8 were planned).

⁶ It is good to know that most of the field facilitators have found a new job, whilst of course it remains sad for SNV to have to let them go.

- f) One-to-one, semi-open interviews with different men and women. In each of the five villages on average 3 women and 1 man farmers have been interviewed extensively about the impact of the project for them personally and in general, as they perceive it, following a semi-structured questionnaire. We selected different types of persons, to acquire a picture of the project and of the gender aspects, from different perspectives. The total number of individual interviews is 26 (excluding Key informant interviews). Of all these interviews notes and pictures are available. Of each interviewee literal quotes are written down. Of a selection of them a short paragraph is written with their opinion of the impact in brief or other interesting sayings, in **ANNEXes 1 and 2**.

Planned field work											
District	Upazilla	Village	# FGD, women, men	# women	# men	Management of factory	Women or Men in factories	Consumers	KII	Total	
				Inquiries, interviews							
Rajshahi		a	2 = 48	4	3	1	2		1	59	
		b	2 = 48	4	3				1	56	
Natore		c	2 = 48	4	3	1	2		1	59	
		d	2 = 48	4	3				1	56	
Others									4	4	
Dhaka	Various meetings: SNV, CAB, CEAFS								5	5	
Total		4	8 = 192p	16	12	4	4		13	239	

Implemented field work											
District	Upazilla, Village	FGD, #w, #m members	FGD, #w, #m non-members	# women	# men	Management of factory	Women or Men in factories	KII	Total		
				Inquiries, interviews							
Rajshahi	Bagmara, Talgoria	20 men	6w, 4m	2	1			3m	36		
	Tanore, Chanduria	8w, 10m	8w, 4m	4	1			1m	36		
	Godagari, Sonadighi	20w	8w, 4m	5	1	1 m	0	5w	44		
Natore	Natore Sadar, Halsa	16w, 10m	4w, 5m	8	2	7 m	4 w, 2m	3m	61		
	Lalpur, Hosenpur	23w, 10m	12w, 3m	2	0			1m	51		
Others	DAE officials 1w, 6m, Hub-leaders 4m							1w, 10m	11		
Dhaka	Various meetings: SNV, CAB, CEAFS							11m	11		
Total		5FGD	5FGD	21	5	8	6	35	250		

A total number of 250 persons has been met to hear their opinion about the impact of the project from a gender perspective, of whom 175 in FGDs. This is lower than planned because not all members could be present at short notice. The number of key-informants on the other hand, turned out quite a bit higher, which gave us a broader spectrum.

Data quality assurance

Of over 330 villages, of which farmers were involved in the SNV SWITCH-Asia project, we visited five, and in 2018 four. This may not be a sufficiently large sample, but because of the depth of the interviews, and the long time we took for the FGDs, we can justify the findings. The SNV Field Facilitators, in 2018 selected perhaps the better villages, based on longer time of their existence, enthusiastic farmers who had attended more training sessions. This time we did a correct random selection of villages, and this resulted clearly in a more realistic average, because not all findings were quite so excellent.

When answers to our questions were not clear or not logical, we have continued to ask till we understood what the farmers or respondents meant. For this purpose it was useful that the GWA is also knowledgeable and experienced in agriculture.

Of some Key Informants, on the one hand, it could be doubted what they told the research team, but in such cases, we would also continue to ask till their opinion was more clear. Farmers on the other hand, and women farmers even more so, have no reason at all to hide or manipulate the facts. Overall, they are honest, and in a Focus Group, the social control ensures that all answer our questions as directly and openly as needed.

Thus we can assure that our findings are of high level of validity. As the Kishwan manager said: there is no 100% residue-free, equally for researchers, not all information can be verified. We have to believe that there actually are 333 groups, and that the numbers of women farmers on the list are correct. Any quantitative information with numbers of more than 2 digits is hard to verify. Our findings are qualitative.

Ethical considerations and limitations

As written in the previous section, some key informants hide or manipulate facts in their favour. As qualitative researchers, we have to assume our informants speak the truth. Still, when other informants tell us the opposite, it becomes often clear how respondents often speak in their own favour. This is a human attitude, and quite understandable. All together we do get a picture of the gender impact of the project, even if we did not contradict informants of whom we knew that they twisted the facts somewhat.

Time

Initially we had planned five days for this work, but because distances are quite large, and we find it rather rude to hurry interviews, we increased the days to 10, of which 2 half travel days, and a weekend. So we did the field work in 7,5 days.



Santal girls at the end of the day

Work schedule, as it turned out

Activities and timeline	October 2019				November				December				January 2020			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1. Preparation of Proposal, Study team and reading of documents																
2. Coordination with SNV, and approval to continue																
3. Further develop Research tools and detailed field work plan																
4. Green light to go to the field																
5. Field work																
6. Processing of Notes																
7. Phone Meetings, CAB and CEAFS																
8. Writing of findings																
9. Draft report handed to SNV																
10. Comments received																
11. Final Report is written, edited and handed in.																

Researchers: the GWA team

	Name	Function in this study	Specialism	Number of years experience	Number of days planned
1	Joke Muylwijk	Research Coordinator, supervisor	Agrarian Sociology, non-western; Gender Studies; Agricultural Engineering; All agricultural, water and gender subjects, etc. in all continents.	> 40	14
2	Runia Mowla	Senior researcher	Gender in Agriculture specialist; Trainer of ToTs, Time use studies and empowerment.	13	20
3	Mahidul Islam	Researcher and Reporting	Women and Gender Studies; Masculinity, MCHC, Water Management, Monitoring	11	10
4	Anamika Amani	Editor	Rural development, Gender Studies Neth. Child rights; Impact Assessment; Agriculture, Minorities; ecosystem-Health	16	4

Apart from Anamika, who resides in India, and who will be in Dhaka the first week of January, the three team members took part in the field work. The FGDs and the interviews were done by a team of two researchers, with translation. Originally two students were planned to cooperate, but it was found that to introduce them to the work would be more time-consuming, than the time they would save of the team. Instead we made longer days, and the SNV District Coordinator assisted with some individual interviews of villagers.

3. Findings and analysis

Overall impression of the project from a gender perspective

The project started in January 2016 and lasted till the end of 2019. Initially this was a Private Sector Project and implementation was the responsibility of PRAN, the largest of the three food-processing companies involved. At the end of two years it appeared that the number of farmers' groups was low, the number of farmers per group was also low, and no women were involved. SNV took over the responsibility for the implementation of the project and formed a team of Field Facilitators and the District Coordinator (all men). This means that they only had two years' time to implement work for which four years were planned.

At the time of the Gender Assessment in September 2018 the SNV Field team had started to involve more farmers, form more groups, and also include women farmers, if they fulfilled the conditions (amongst others land ownership, which very few women claim to have). The team worked hard to fulfil the target number of farmers and groups (10,000 farmers in 333 groups) and also arranged many training sessions for each group. Much of the training was done by the Field Facilitators, whilst the upazila level officers of different levels of the Ministry of Agriculture and the Department of Agricultural Extension supported with their expertise. But these officers also have responsibility for many *thousands* of other farmers' groups, as they say. We did not find any women amongst the agricultural government staff who were involved in the project.

At the time of the Gender Assessment (September 2018), formally three quarters of the project was over, whilst in fact just one year of group formation, training and support had been completed, and some groups had only been formed a few months earlier. Considering this short time, it is admirable to see what the SNV team has achieved, and the short-comings which we found are understandable, and to be explained from the original set-up of the project rather than from the way it was implemented in the second half.

After the Gender Assessment a capacity building workshop was organised for Gender Mainstreaming in Agriculture and Food Safety for staff of SNV-SWITCH and Partner Organizations, in November 2018. Two Gender Action Plans (GAP) were developed, one by the SNV team and one by the three companies together. The latter is discussed in the section about the factories, and the SNV GAP was discussed with the field team and the participants of the Dhaka team. Even though the GAP was realistic, and not too ambitious, there appeared to be no budget for gender activities, and even those that could have been included in a budget-neutral way, were not encouraged or even approved. Examples were brief gender sessions within training, and the presence of women, especially in sessions about the work they usually do. This left the field team, many of whom have gender experience from earlier jobs, disappointed.

Nevertheless in some groups some men farmers were asked to give their places to their wives. The number of 30 per group had to remain the same, because only members get a lunch or snack box⁷. We found some men who thought this was a good idea, because they told that they will find new information anyway, and their wives don't have that opportunity. So, in the end by this approach the percentage of women farmers raise from 5 to 12,4% (8777 men and 1241 women farmers, total 10018). Considering that women on average do more than half of the work in both mango and tomato cultivation, this number is low and could have been much higher if from the start a gender aware process of group formation had been applied. This is important for the impact, because it was confirmed over and again that men cannot remember details of training about the women's work, and women cannot remember details of training about men's work. One farmer said: "If she learns 10 things, she can remember and tell me three". The aim of training is that trainees remember most subjects, which is more likely if training is relevant for them.

Ultimately of 334 groups 135 groups included one or more women farmers.

Summarising the gender disparity in the project:

On the one hand, agricultural expertise of the government agencies were all or mostly men, the farmers were mostly men, the management of the companies were all men and the teams of SNV and the partner organisations CAB and CEAFS were all men.

On the other hand, work in mango and tomato cultivation is more than half done by women, consumption of mango and tomato processed products is mostly decided by women, and the workers in the factories are 60-70% women.



Visiting the Union Chairman of Hamir Kutcha

⁷ This is project-logic.

In the following text we describe each of the objectives and what our findings are.

Findings, following the objectives of the Gender Impact Study

Objective 1: To learn if and how women and men of different categories, who all are involved in agriculture, have benefitted from the EU-SWITCH Asia project

Bangladeshi farmers are very good cultivators, they are proud of their products and of how they manage to achieve a good yield, not only to get a good price. In general they seem to be eager to learn about new crops, new varieties and new ways of production. This is visible when driving through the country, in most districts. For example, the way in which vegetable beds are prepared, different for each crop, is amazing. All are keen to follow training, to learn more and to proudly share what they know. When asked in the FGDs what they remembered of the training, one by one they were invited to mention one subject, which they had found relevant. In three groups all members remembered interesting details, but in two others they did not remember much. The latter two groups showed probably not to have followed training, because even without training, the question was not difficult to answer. In the three groups that remembered their learning, this counted for men and women equally so, be it that they mentioned different subjects: those that related to their own work. One group in which the answers were very detailed was a 4 year old group.

One important goal of the project, to have safer fruits with less residues of pesticides, we believe it was reached for most of the products of the SNV groups, but this is not completely obvious. For example in one village they did not use pesticides at all, before the project, and also did not have much yield. So, they have learned to use pesticide. Others now use either more or less pesticide, but especially in a different way, and the correct doses. Still, not more than half of the groups we asked, could tell how much time without spraying there should be before harvesting, both of mangos and of tomatoes. Nevertheless all were convinced that their products are safe for consumers: “We and our families eat the same fruits, so we make sure they are safe”.

All farmers we spoke to expressed their satisfaction with the project, there is no doubt about it, both women and men. They said they learned a lot and all was relevant. The FGDs with groups of farmers, women and men, who are not involved in the project, also were quite knowledgeable about cultivation of mangoes and tomatoes, in most cases. In one village we found that everybody who is interested could listen into the training, and many women and labourers made use of the opportunity, even if they did not get a chair, and also no snack-box. In which percentage of the villages, this was a custom, we have not been able to find out.

In the training, it was told, that women’s and men’s tasks both were given due attention, but without mentioning who does what. For example in tomato cultivation men and women prepare the nursery together, women look after the nursery for a few weeks, men prepare the fields and transplant the seedlings, and look after them whilst in the field. After harvesting women do all the sorting, washing and cleaning, grading, shining and packaging, after which men bring the crates to the hub-leader or market and receive the money. So, when these steps were discussed in the training, all subjects were for all, which is not very efficient.

Mostly women and men agreed about the time of meetings, women were also informed, and the time that women have to be home to prepare lunch was generally not used for meetings. Of all members, we found not Hindu farmers. Only in the only-women's group in Godagari Adivasi women were included, and they work as agricultural labourers from early in the morning till the sun goes down. They could not attend many meetings but did attend one or two training sessions, which started at 5.00 pm. We met them in their village, and even though they could not participate much and the group has only existed for a year, they were very happy to have been involved. They have to do the work the way the boss tells them to, but their co-workers noticed their increased knowledge.

About the yield, most farmers, women and men said that it was less last year, and better this year, but the price was lower this year, so the benefit in income was not much. A general complaint is that the companies buy their product only when the price is at its lowest, which is really very low, especially for safer products that have been more labour-intensive, and should catch a better price. The income is always for the family. Some men give the income immediately to their wives (perhaps not all of it), and some men keep it themselves. This is more a personal choice than a gender issue counting for the whole village.



Interviewing the Ward Member of Chanduria in her house: Ferdosi Begum. She is also member of the Farmers' Group.

Objective 2: To learn how the project has impacted the lives and awareness of different categories of women, men, boys and girls, their sense of being empowered, and how they talk about this.⁸

Empowerment is a process of individual people and of groups, which is influenced by interventions such as the SNV SWITCH-Asia project. See for theoretical background [ANNEX 5](#).

⁸ This question is amply dealt with in the Gender Assessment report, but will still be interesting to ask, because the interviewees will mostly be different persons, in different villages.

Economic empowerment (costs, income, payment for work, division of work)

The price paid to farmers, after all the hard work they do, is much too low, and as such disempowering. This, together with consumers complaining about high prices, is a worldwide phenomenon, which finds its extreme in Bangladesh tomatoes, which when picked nearly ripe, cannot be kept very long. All involved in tomato and mango production, women, men farmers and labourers, all suffer from the low prices. It does not seem that the project has managed to influence the price noticeably. What is presented as hub-leaders, with just one business man between the farmer and the factory, is often mentioned by farmers as a syndicate to exploit them, and obstructing the free market.

One newspaper interview with an Oraon woman tells that farmers plant mango orchards on paddyfields because they find the labour costs too high for rice cultivation, and they lose their employment accordingly. Local mango farmers contradicted this, and said that farmers cut mango trees to plant rice, because of the low mango prices. It seems there is no indication of increased or decreased employment opportunities resulting from the project.

Political empowerment (taking part in decision-making, membership of production groups)

To be member of a group, for which field facilitators, government agricultural officers visit the village, and for which a Farmers Field Day is organised, is really empowering. The village notables attend group meetings and the opinion of members is asked and listened to. All groups we interviewed were clear about equal attention for what women and what men said in the groups, which we also noticed in most (not all) cases.

Socio-cultural empowerment (status and self-image)

In the context of the project, the socio-cultural empowerment is linked with political empowerment. The status of members is improved, for women even more than for men. In general women farmers, wives of men farmers, all work a lot in agriculture throughout the year, next to their many other tasks. Their work is not at all recognised, and in this situation, as members of agricultural groups, at once they are valued for their work. This counts for the 1200 women farmers group members, but not necessarily for the 8000 wives of the male members, who are also hard working women farmers, but not group members themselves.

Physical empowerment (division of work, drudgery work, work with dangerous chemicals)

In the Gender Assessment report of 2018, the gender division of work has been described in detail, with all differences. This can and does vary per village, and again, per family there is also no absolutely strict rule. Nevertheless, for at least 70% of farmers, and confirmed in the FGDs, women do as much as possible in both mango and tomato cultivation. Young wives will not be found much in the field, and men will not be contributing much to the nursery and processing work, because then they are in the field for harvesting paddy and preparing the land again for the next crop. Women cook for labourers, sometimes many, and men will always do the spraying, occasionally this is done by labourers. Women clean the pesticide tools and tanks in some villages only.

The project resulted in more work for women and more work for men, but it was generally found more interesting, and not considered drudgery work. Nevertheless we cannot see this project adding to physical empowerment of any category of people.

Objective 3: To hear opinions in their own wordings by semi-open inquiries and Focus Group Discussions with men, women who are involved in the project, or those who are not, using an empowerment perspective.

The individual responses are written in **ANNEX 1 and 2**

Objective 4: To learn about the impact of the project on gender relations in the factories

Of the three partner food processing companies: PRAN, Kishwan and Sajeeb the factories were visited again, the management interviewed as well as some workers. Overall, everybody is very happy with the work and the project, with exception of the costs of mangoes and tomatoes, which companies find high, and the competition is strong. “After all our business is to make profit”. In the gender workshop in November 2018, participants of the three companies made a Gender Action Plan together, and in each of the visits we handed over a print of their own GAP, which they looked at with surprise. Nevertheless in all three factories the working conditions and/or salaries of women workers improved, the management told. Interviews with workers showed their satisfaction with the work, not only because there are hardly other employment opportunities for women. Some of the workers have become independent of their families, have children and no husband. For them this opportunity is empowering in all aspects.

Since last year a few women are appointed at mid-level officers positions: in Kishwan 3 women out of 26 officers; 2 women in higher level in PRAN, and none in Sajeeb, which is a small factory. Furthermore women work as workers and overseers, in the various production units.



Workers in Sajeeb factory, Godagari, Rajshahi, with vermicelli, because at this time there are no mangoes or tomatoes.

That PRAN was initially the manager of the project, and that not even one woman was included in the list of names of farmers’ groups, can be explained, because to organise groups is not the expertise of factory managers.

The three factories are now formally certified as safe producers, even internationally, which is a great benefit for them, and a good result of the project. We could not be convinced about the improved safety of the products. The additives are the same as before, because it complies with the Bangladesh standards of BSTI. It is not in the interest of the factories to go below the maximum permitted amount of preservatives (for example 600 ppm for Sodium-benzoate), because with a longer shelf life the price can remain low. But the safety of the fruit itself is perhaps not guaranteed. The hub-leaders buy tomatoes and mangoes, not only from the project farmers, and not all fruit is checked. One of the companies does not have a laboratory in the

factory. The factories have many hub-leaders, not only those that are involved in the SNV project. So, we assume that the certification is based on evidence of safer products, which we have not found.

Objective 5: To learn what key informants find about the gender impact of the project, relating to agriculture, to food processing, to employment, and perhaps to consumers.

Key informants and stakeholders were of different categories, in total 8 women and 32 men:

i. Union Parishad Chairmen and members (1 woman and 3 men).

The elected Union members and Chairman were positive about the project, as everybody was. The Ward members were usually invited at meetings or trainings, but the Chairman we met, felt somewhat passed by, because he had not been invited. The project has made the villages more important, because of being selected. The woman Ward member took us to the para of Shantal Adivasi people, of whom some are involved as labourers. Their para (neighbourhood) looked proper and neat, but very poor. At this time, just after the rice harvest, they take their livestock: cows, goats and sheep, to the stubble fields to graze, because they don't own land themselves.

ii. Government agricultural officials (1 woman, 6 men)

Of this category three officials had been directly involved with the project, by giving training. The farmers are all organised in groups, but the agricultural extension officers don't come to the villages much by lack of regular budget. To them a project like this one is very welcome, because of extra resources. They all were positive about the project, and also about the influence of the project on women farmers. They emphasized that there are many more farmers, than those in the SNV groups alone.

iii. Teacher and Imam (2 men)

The teacher was, as all others, positive about the project. The imam was a mango farmer and group member himself, apart from a Muezim. We asked these two village notables about their opinion on child marriage, and how they resist this custom in their village. The teacher, in his village, said that he is not involved in these issues, because he teaches at primary school. The Muezim said that he sometimes can't help marrying the children, because if he does not do it, somebody else will, even whilst it is illegal in Bangladesh.

iv. Elderly women (2 women of 60 and 65)

Two elderly women, friends since youth, and married to two brothers, were observing the all-women's group meeting. Considering the land they own in their own name, they are middle farmers, but now don't do agricultural work anymore. They still do cleaning, cooking, washing, kanta making and their share of food processing in the house, such as for tomatoes. They tell about the past, their early marriage and hard work. To be restricted in mobility and not allowed to do work in the field, as Muslim wives, is by them felt as a privilege rather than a constraint. They used to involve Oraon⁹ women as labourers, but now some of them want to live as Muslim

⁹ Adivasi with a strong agricultural background whose land was grabbed during and after 1971.

women: send the men to the field, and stay home and dress up. Nevertheless, most Oraon women are skilled agricultural labourers, who need the employment for their livelihood.

v. Oraon women agricultural labourers and members of the Farmers' Group (3 women)

These Oraon women are members of the all-women group that was formed when GWA got involved. As written above, they cannot attend the meetings, but take off time of their work to attend the training, of which they had two. At this time they work hard in harvesting rice, collecting and carrying the bundles to one place. When asked what they remembered of the training they could mention various issues, related to seedlings, mixing and applying manure, pesticide, weeding, harvesting, and processing. Their co-workers listen to their new knowledge. When they have no work as labourer, they take the cattle to the fields.



vi. Hub-leaders: vendors for the companies, and business man (3 men)

Baneshwar is the town with the market for tomatoes and mangoes (and other agricultural products) of national scale: sellers, farmers and buyers come to this relatively small town to trade their products. Buyers come from all over the country, even from Chattagram and Sylhet. This is the place to find the hub-leaders. We spoke with two, both hub-leaders of PRAN: one who is not involved in the project, and one who is. The first one is buying from farmers and selling to PRAN only, since 2007. He tells that in Baneshwar, there are 12 hub-leaders for PRAN, also called middle-men, and all over Rajshahi and Natore districts about 200. None of them can check pesticide residues. The conditions of PRAN are: fully mature, not rotten, not less than 80 grams each, formalin-free. He says that farmers never use formalin. They buy from farmers at home and in the market. Women sell their products at the farm itself, very few would come to the market. The PRAN price is usually slightly better than the market price.

The project hub-leader mentions that businessmen also don't make much profit by lack of cold storage, like the farmers. Further they can't see much profit in cold storage either. The last three years the mango production was high and the price low.

The conditions of PRAN are: 100% ripe fruits and a fixed schedule per week, minimum x ton, depending on the time in the peak period. He attended some trainings and meetings of the SNV farmers' groups, who sell their product only to him. He buys from many other farmers too. In case he has more mangoes than the amount scheduled by PRAN, he sells it in the Baneshwar

market. Now that the project is over he will continue to buy from the SNV groups, and also share with other farmers what he has learned.

vii. Partners in the project: Consumers Association Bangladesh CAB, and Centre of Excellence Agro Food Skills Foundation (2 men)

Both partner organisations' representatives are very positive about the project, the whole chain from farmer to certified products and consumers' awareness. CAB, together with SNV has been contributing to awareness of consumers, which is increased by 15%, of which the evidence is in the SNV office, we are told.

CEAFs is happy that the targets are achieved: three companies are certified, and ten farmers' groups. He tells that there are now 13 women in every group¹⁰ and that women's work is now recognised. He is positive about the hub-leaders who, as part of the project, are involved in training the farmers how to harvest, which middle-men never would do.

viii. Management and workers of the factories of food-processing companies: see objective 4, above here. (8 men managers, 4 women workers and 2 male workers).

ix. SNV office and field staff (9 men)

The opinions of the SNV teams are integrated in the texts of this report. The SNV staff largely agreed that the impact of the project on women farmers has been positive, but their involvement was too little and started too late, roughly only since GWA was involved. All were proud of the Gender Action Plan that they had developed as a team effort in 2018, but which could not really be implemented because there was no budget. All were keen to do as much as still was possible. But the training towards the end was not enough for the women farmers who in the last phase were listed as members. Those women who were participating for one or even two years, were very vocal and have benefitted a lot. Food safety is a woman's concern, because women feed the family, and only want to give their family the best and most healthy food. That vendors could come to the farm to fetch the products was beneficial for women household heads, who are not easily going to the market themselves.

¹⁰ In the SNV data, 12,4% of 10,018 farmers, means an average of 3,7 women per group. This was only towards the end of the project, when no more training took place.

Three companies and ten farmer's groups have been certificated by the international Bureau Veritas, because in Bangladesh there is no certifying authority.



The SNV Field Team, reduced at the end of the project, a meeting at the beginning of the field work

x. Consumers

That the project was directed at consumers, made it on the one hand unique, but on the other hand not realistic, considering the huge targets. In 2018 GWA did qualitative interviews with about 30 consumers, in shops, and found that the buyers are not very aware of food safety aspects, and how to find the right information. Apart from reading if a product is halal, and the expiry date, consumers do not read the small letters about ingredients.

In the final year of the project CAB has organised about 6 street theatre events by Rabbit Communications, in highly populated urban areas, about food safety and the labels, there have been some TV shows, but 12 million people were not reached by far. The GWA team did not think it would make sense to find out the gender aspects of unlikely and unmeasurable rise in awareness of an uncertain number of consumers.

It could have been a task of the CAB, to convince the BSTI to gradually lower the permitted level of chemical preservatives in processed mango and tomato products, keeping the welfare of consumers in mind.

xi. About the donor

The European Union is the largest donor worldwide, for development and poverty reduction. It is also known for strict rules for management and to implement projects exactly according to the approved proposal. Halfway through this project, the EU, during a field visit in October 2018 noticed that the project lacked gender components and also that the team was all-male. The EU had approved the proposal originally as a Private sector project, without gender indicators and activities, and is partly responsible for this lack of gender inclusion. SNV immediately picked up this issue but the budget could not be adapted. Considering this process, as much as was possible

has been carried out, from a gender perspective, by SNV, but regretfully the donor can not be flexible.

Objective 6: To assess the changes that still have been made in the final year, based on the recommendations of the Gender Assessment Report, 2018, related to gender of staff, and members, inclusion of Adivasi, Capacity Building of SNV field staff, CB of relevant group, handling pesticides, documentation, Gender disaggregated data, value chain, markets, cold storage.

Some of these subjects have already been discussed. Here follows the filled in table with the recommendations of the Gender Assessment, 2018, and the progress made by the end of the project.

Recommendations	Progress
Gender of staff and team:	
<ul style="list-style-type: none"> - The process of involving more women farmers would be catalyzed if some qualified women are recruited to strengthen the presently all-male teams of SNV. To have no women field workers not only sends out a wrong signal for gender equality, it also makes it difficult for male farmers to approve of their wives attending trainings and having increased mobility. 	<p>This recommendation remains valid for a second phase or for other projects of SNV</p>
<ul style="list-style-type: none"> - The Agricultural Extension Department can be asked to involve more women AOs and SAAOs in the project, who also would be helpful in selecting more women farmers as group members¹¹. 	<p>Of about 22 SAAOs, on average there are 2 women and 20 men per Upazila.</p>
Conditions for membership of farmers groups:	
<ul style="list-style-type: none"> - Conditions for group membership selection could be revised to include those who actually work in the farm, rather than those who own the land. This would open membership to many women and poorer farmers, including bargadars (sharecroppers). 	<p>This recommendation remains valid for a second phase and for other projects of SNV, related to agriculture</p>
<ul style="list-style-type: none"> - It could be considered to select couples, instead of just the head of the household. 	<p>Idem</p>
<ul style="list-style-type: none"> - Women-only groups could be a way to enable empowerment of women at individual and group level. Such groups could also serve as good examples for others to follow or compete with. 	<p>Idem</p>
<ul style="list-style-type: none"> - The Oraon Adivasi women, who undertake the majority of the tasks in tomato cultivation, often as sharecroppers, should be allowed to become group members. Santhal women could be group members too, or form a separate group. Adivasi women are not limited in their mobility, and are very good farmers. It is recommended to involve more women farmers from ethnic minority groups in the project, if there is scope to have more groups. 	<p>idem</p>

¹¹ The two AOs in the workshop convinced us of the fact that 30% of the AOs and/or SAAOs are women. We have not met them during our earlier field work.

Capacity Building:	
<ul style="list-style-type: none"> – The SNV staff in Rajshahi and Natore is genuinely interested to learn more about including gender and diversity in their work. For that they need training and support with developing a specific, practical and attainable gender action plan, with follow-up. 	<p>After the Gender Assessment a Gender workshop was organised for the staff of SNV and the partners. This workshop was appreciated.</p>
<ul style="list-style-type: none"> – Women farmers and the wives of the (male) farmer members need to be present during training about the tasks they usually perform, which are many. It is very inefficient to train another person, and transfer skills and technology indirectly. See the remark of the Chairman of Koicharpara Group: <i>“Sometimes she asked what training I received, but I could not explain the details”</i>. 	<p>This important general gender issue needs to be remembered for other projects. In the SNV SWITCH-Asia project, in some villages all women could also be present in the training, but not in all.</p>
<ul style="list-style-type: none"> – Also, labourers who do certain tasks, such as the spraying of pesticides, which is a key activity in the project, may not be reached by the information that they should know. They too should be allowed to attend specific training sessions on these topics, or a separate session needs to be held for them. 	<p>idem</p>
<p>The Agricultural Officers give the training which is facilitated by the SNV staff. It is crucial that the AOs are up to date about Integrated Pest Management (IPM), GAP (Good Agricultural Practices) and the gender aspects of agriculture. They may need training for this.</p>	<p>This was discussed in the CB workshop in October 2018. In the GIS it was found that AEOs give IPM training to other Farmers’ groups.</p>
<ul style="list-style-type: none"> – Gender and diversity of people could be integrated in all the trainings given by SNV. 	<p>If work is done for people, the fact that they are not all the same, has to be included in that work.</p>
<ul style="list-style-type: none"> – It has been said by respondents that women usually clean the pesticide tanks. Any activity in which hands come into contact with pesticides should not be done by women, and also not by women labourers. Women handle the food, the drinking water, the utensils, the babies and children and for all these, pesticides and residues of it, are dangerous. This should be taught in the training. 	<p>In the GIS we found some groups where women clean the tanks, and other villages, where women do not clean these tanks. Awareness about this is not widespread enough.</p>
Documentation:	
<ul style="list-style-type: none"> – On the Attendance Sheet one column about the name of father, can be replaced by one column with ‘woman/man’. This is an easy start to make all training documentation sex- disaggregated at least. 	<p>After the report of the Gender Assessment no more training was given to the farmers’ groups, so new forms were not an issue. However, in Dhaka this has been applied.</p>
<ul style="list-style-type: none"> – Gender disaggregated data collection is necessary to develop a baseline for monitoring progress on gender equality in the project. 	<p>A recommendation for further projects</p>

<ul style="list-style-type: none"> Indicators can include socio-economic category of households (ultra-poor, poor, non-poor), access to land of women and men, source of livelihood of women and men, education of women and men, farm work of women and men, composition of the family by sex, age, marital status, disability by sex, ethnicity, disease patterns by sex, age and class etc. The programme can then adapt and direct specific gender-responsive interventions to people who need them the most, and involve people for whom the trainings are most relevant. 	<p>This recommendation is for the second phase and for other SNV projects.</p>
<ul style="list-style-type: none"> The work of the members and of their wives is not included in the project documentation and value chain analysis. Farmers now consider the market price they receive for their produce minus the costs (of inputs and hired labour) as their profit. For a more gender-responsive and sustainable value chain analysis, the farmers should count their and their family's work and give themselves a shadow-salary, at least as much as the day-labourers get. 	<p>This remains a crucial issue, but perhaps somewhat theoretical in this context, because farmers don't get a price based on the value chain, they just get a very low price, based on the free market, which is not in their benefit, because they cannot keep the fruits for long.</p>
<p>Project strategy</p>	
<ul style="list-style-type: none"> A Gender Action Plan, including gender and inclusion guidelines and an operational strategy, needs to be developed for the project. The project can thus be strengthened from a gender perspective, as well as become more beneficial for member farmers (women and men), labourers, and staff. 	<p>This has been implemented in the CB workshop. A realistic GAP was made by the SNV teams plus partners. And one GAP by the 3 companies. The SNV GAP could not be implemented because of the lack of budget, and the companies have tried to implement some points from their GAP.</p>
<ul style="list-style-type: none"> The project document needs gender and inclusion indicators 	<p>This is for a next phase and for other projects</p>
<ul style="list-style-type: none"> The GA team was told in FGD that traders, vendors, buyers, and the agents of PRAN factory, form a syndicate, which exploits the farmers, even those who are members of the SNV groups. Linking the farmers directly to other larger (foreign) buyers would increase their scope to sell their produce at higher prices, and make the project interventions more sustainable 	<p>It is clear that buyers, also the hub-leaders, will try to get the products at as low a price as possible, syndicate or not. Probably foreign buyers are not different.</p>
<p>Other recommendations, collected in the field</p>	
<ul style="list-style-type: none"> <u>Cold Storage</u>: Last year, farmers in Natore had to throw away many tomatoes¹². Some put carbide and other chemicals¹² to prevent them from rotting. Since the aim of the project is to protect the consumers from such chemicals, it could be looked into if more access to cold storage for farmers can be a solution for a crop like tomatoes or mangoes. Then they could sell the tomatoes at a later stage when the price is higher, and at the same time use less harmful chemicals. 	<p>The three companies have cold storage for their tomato and mango pulp, and also for the fruits in the harvesting season. Other business people, investors not particularly linked to the project, don't see profit in cold</p>

¹² Whilst even 20 – 30 % of the tomatoes for the companies are imported from China, as pulp.

Private investors and local business people can be encouraged to invest in cold storage.	storage for farmers, we were told. The companies will not provide the cold storage to farmers, because they want to buy the fruits for the lowest price.
– <u>Other buyers</u> : A number of farmer members requested if SNV could make direct links between farmers’ associations and supermarkets.	Because this was not in the project proposal, this has only been done informally in a few cases.
– <u>More members</u> : Non-member respondents have said that they listen in at trainings and also learn from them. Some have also been present during the FGDs. They would prefer to be a legitimate member.	There is a maximum of the number of members, because they receive a snack-package for each meeting or training. The projects budget depends on these packets. Furthermore, there is no end to interested farmers.
– <u>More crops</u> : Some farmers wonder, why only mangoes and tomatoes? Other local crops also need Good Agricultural Practices	This is also a good question, but projects have the characteristic to have limits, in time, in place, in numbers.
– <u>Workers’ benefits</u> : Seasonal women factory employees, who are not yet accepted as permanent workers, could be allowed to utilize the free factory transport services as well.	By Kishwan an extra bus has been purchased for this purpose.
– <u>Define skilled work</u> : Companies are recommended to clearly define what constitutes skilled work and unskilled work. It should not automatically coincide with gender, “ <i>what women do is unskilled, and what men do is skilled</i> ”, since this is a discriminatory gender bias.	Some of this gender bias was found less than last year, with a few women in officers’ position now.



Meeting with Hub-leader of the project, and business men in Baneshwar.

4. Conclusion with lessons learned, challenges and recommendations

Conclusion

The SNV SWITCH Asia project has booked limited success in forming active mango and tomato groups of men and women farmers because from the start the project proposal lacked gender targets and activities, in the plans and in the log-frame. It was wrongly assumed that farming was male work and had no significant involvement of women. It was only halfway through the project that an EU official noticed the lack of gender mainstreaming, during a field visit. It was suggested that the Gender and Water Alliance could be of support. With advice from GWA-B, gender aspects were highlighted at the level of production, processing and consumption, such as the gendered division of farm work, the interest and relevance of women farmers' participation in producer groups, and the major role of women in buying (processed) food for their families. While changes were made to make the producer group membership and trainings more gender-inclusive, this was done at too late a stage of the project to see sustainable and gender-equitable impact in terms of safe fruit/food production and consumption.

After the Gender workshop facilitated by GWA-B in November 2018, only few more training sessions were held for farmers' groups. So, for the women who joined the groups after that workshop, their membership was not very useful.

Of 10,000 farmers participating in the producer groups, only 12.4% are women, and as many of them joined only towards the end of the project, they were not able to follow the full series of training, hence missing out on knowledge that is relevant for them. However, where field staff and trainers were not too strict about keeping to the prescribed number of 30 members per group, more women and men farmers were able to listen to the trainers. In how many of the 333 groups this inclusive approach was used, and how many women and labourers unofficially attended, we could not determine. However, we have the impression that this was more an exception than a rule. During our impact study we found that this free attending happened in one village, whereas last year we did hear about this in any of the villages we visited.

Those women farmers who participated since the beginning of 2018 say they have benefitted most from the project. All women we interviewed are positive about it, because they are keen to learn despite the fact that their work load increased.

All the key informants, from very different backgrounds, were also positive about the project, but feel that the producers would have benefitted more from an open, mixed male-female farmer participation in the groups from the start. They cannot understand why the project is ending with no follow-up phase that increases the scope of learning to more stakeholders and farmers.

This project is unique in that it links stakeholders and processes within the entire agricultural value and supply chain, from farmers and good agricultural practices, to marketing agents and fair procurement, to factories and good manufacturing practices, to consumers and food safety awareness. Such an integrated approach is very much needed for sustainable development of agriculture and safe food production, though it obviously requires more time to implement effectively. Our study team and informants find it is a waste of resources (time spent, staff recruited and capacity built, and groups formed) to stop a project such as this, just as it is getting

off the ground and is being owned by the target groups (farmers, factory staff etc.) The groups will have to continue without guidance, and SNV has to let go a high quality group of field facilitators and thematic experts, after all the inputs of capacity building.

To briefly answer the overall question of page 5

“Which categories of women and men, working in agriculture, have benefitted from the project, how, and to which extent?”

- Women (about 500-800) and men (about 6000-8000) farmers who have been involved from 2017 or the start of 2018 have benefitted most by learning relevant and interesting knowledge. The longer they were in the project, the more they learnt. These farmers were mostly middle farmers, but also many small farmers, and some larger farmers.
- Women and men workers of 3 factories have seen their working conditions and income improve.
- Ten farmer’s groups have been certified as Safe Producers’ Groups.
- However, women and men farmers have not seen their income rise substantially because of low selling prices for mangoes and tomatoes.
- Agricultural officers of different levels benefitted by extra resources for their daily work.
- The Food processing companies benefitted by being certified as Best Quality Producers.
- Consumers, men and women, may benefit, if the products are really safer, for which we have not yet seen reliable evidence.

To be useful the project really needs an extension to deepen the existing learning as well as widen the scope of the learning to more interested farmers and other stakeholders.

Recommendations

In the table of objective 6, page 28-31, the recommendations of the Gender Assessment of 2018 and the progress in 2019 are described. Here follow some extra recommendations, not for the project, because it has been completed, but for further work in food safety and agricultural projects and for specific actors in development.

Recommendation for donors

In cases that during the implementation process of a project, it becomes clear that the approved project proposal has shortcomings, resources can be redirected to make the improvement of the project possible. Donors are co-responsible for proposals approved by them, and to see that gender is mainstreamed as it should be, following the donor’s policy.

Further considering the great importance of food safety, also for the Government of Bangladesh, and internationally, other donors such as the Dutch Embassy could have taken over the donor's responsibility and are still recommended to do so.

Recommendations for participating companies

Corporate Social Responsibility, CSR, can only be achieved if the planned work is implemented by those who are qualified for it. Public Private Partnerships need commitment to achieve the objectives of a project. If for companies the one and only objective remains to make profit, such PPPs will not succeed. Gender equality is an integral component of all CSR and PPPs.

Recommendation for SNV and partner organisations

Gender is part of all development subjects, and as such needs to be mainstreamed in all proposals. Clear gender indicators and targets should be included in the Logical Framework or the Theory of Change. Gender integration is important right from the initial stage.

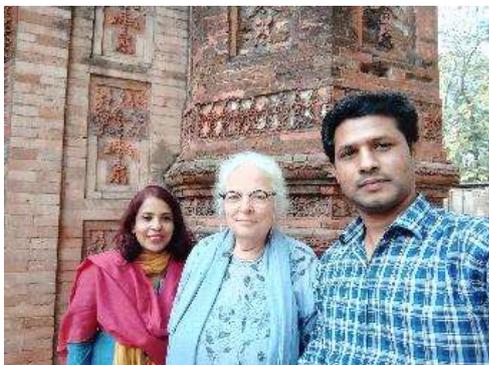
Diversity in stakeholders, such as farmers, needs to be reflected in the members who are selected. This counts for women and men, but also minority farmers should be invited to join.

Gender relations are crucial in agriculture. It has long been told that in Bangladesh women don't do agricultural work. Some people even believe that till now. In fact more and more responsibility in agriculture is for women, because the small holdings can't support the whole family. Male family members leave the village, and women are then increasingly responsible for agriculture. Membership criteria should consider these changing social, economic and gender relations and not rule out women just because they own no land in their name.

Gender relations are also crucial in food safety. If women are aware of the residues of pesticides that are still on and in the food they buy and prepare, they feel very bad and guilty towards their family members, because the family's health is mostly considered the women's responsibility.

Also, issues related to consumption are mostly decided by women. In case men do the marketing, which is often the case in Bangladesh, it is often women who decide what men should buy. In shops male customers can be seen, on their phones to their wives at home, asking what to buy.

The gender disparity in the project is summarised in the text-box on page 19.



JM RM MI December 2019

ANNEX 1 Selection of cases of interviews, after and during the Focus Group Discussions (for these see the following annex).

Of all there are forms, notes, and tables, but only **those in red** have been described in more detail in the following pages.

1. Talgoria

Women farmers: 2

Kajoli Begum, farmer

Jahanaj Lokman, farmer

Men farmers: 1

Md. Shamsur Sarder, farmer

Key Informants: 2

Sadar Moqbul Hasan, teacher

Moh. Zahirul Islam, Ward member

Md. Anower Hossain, Union Chairman Hamir Kutcha

2. Chanduria

Women farmers: 4

Salma Begum, farmer

Jasna Ara, farmer

Musamad Nijar Sultana, farmer, housewife, wife of head master

Shampa Bibi, farmer

Men farmers: 1

Altaf Hussain, President of the group, and head master

Key Informants: 1

Ferdosi Begum, farmer, member and Ward Member of 3 wards.

3. Sonadighi

Women farmers: 3 Oraon

Renuka, Alo and Debuti, agricultural labourers

Men farmers: 2

Md. Shamin, son of woman member

Jamal Uddin, farmer

Key Informants: 2

Malnara and Alwara

4. Halsa

Women farmers: 4

Atia Begum

Aysha Begum

Monowara Khatun

Aklima Begum

Men farmers: 2

Md. Saiful Islam, farmer and Barind Pump Operator

Md. Alom, agricultural labourer

Md. Moqbul Houssain, president of the group

Ismael Hossein, Muazim

Key Informants: 3

Md. Nurul Islam, Wardmember Ward no.4

5. Hosenpur

Women farmers: 5

Sabina Begum, farmer and producer of palm sugar and cane sugar (gur)

Sumia Akhter

Kalima Khatun

Shati Khatun

Shahanaz Begum

Men farmers: 1

Askan Ali

Key Informants: 1

Md. Zahurul Islam, Ward member 9 (Hosenpur, Koloshnagar, Sathpukuria)

6. Companies Food Processing Factories

SAJEEB: 1

Management:

Md. Nurul Karim, Manager

KHISWAN:

Management: 3

Golam Mustafa, General Manager

Md. Sohrab Hosain, Manager Quality Control

Md Mosleh Udin, Manager Production

Workers: 4

Gulhanara

Banu Akter

Rubi Akhter

Renuka Begum

PRAN:

Management: 3

Md. Hazrat Ali, General Manager

Shahul Rana, Quality Control

S.M. Zillur Rahman, Manager

Workers: 3

Sheela Khatun

Molika Akhter

Md. Selim Hosen

7. DEA 8

Natore Sadar Upazila: all have not been involved in the project

Ms. Foltia Ferdous AAO Additional Agriculture Officer

Farid Hassan AEO Agriculture Extension Officer

Sub Assistant Agriculture Officer

Agriculture Officer, Mehedul Islam

Tanore Upazilla: 3 have been involved in the programme

Md. Shanul Islam, Subassistant Agricultural Officer

Md. Raqihul Alam, Subassistant Agricultural Officer

Md. Shamimul Islam, Agr. Officer who attended Gender Workshop in Nov 2018

Md. Tanaizur Rahman, SAO Tanore

8. Hub-leaders and Business men 4

Md. Rafiqul Islam, PRAN Hub-leader, but not of SNV project

Bacchu Mia, PRAN and SNV project hub-leader

Sarwar Mushed, his cousin, business men, mango farmer, NGO ED

Abdur Rahim Vhunia, his business partner

9. SNV 9

District Coordinator and Field facilitators: B.M. Saidur Rahman, Md. AlAmin, S.M.

Jahangir Alam, Md. Mofiz Uddin, Md. Al-Amin, Sirajul Islam

Dhaka Office staff: Mahbub Ullah, Dr. Kamal, Mahe Alam

10. CEAFS 1

Nurul Islam, Chief Coordinator

11. CAB 1

Md. Ahmed Ekramullah, Programme Coordinator



Interviewing Sub Assistant Agricultural Officers who were involved in the project, in Tanore Upazilla

1. Talgoria, Jahanaj Lokman, woman farmer

Date	26 November 2019
Place	Her yard
Name	Jahanaj Lokman
Function, in which she is addressed	Woman farmer, wife of SNV farmer's group, who tells to cultivate tomatoes organically, without chemical pesticides.
Major subjects discussed	<ul style="list-style-type: none"> - She married with a far uncle, and she is his second wife. They all live together, also the first wife: the women live in peace together. - She owns some land, which she bought herself, and which she rents out. - She also bought a piece of land for her graveyard, and planted 8 mango trees there. - Organic farming also in the field, now for 2 years, based on IPM training by DEA.
Observations and findings	Nice houses on the compound. Tomatoes on racks, which looks very good, but also labour-intensive.



2. Md. Anower Hossain, Union Chairman Hamir Kutcha

Date	26 November 2019
Place	UP office, Hamirkutcha union
Name	Md. Anower Hossain
Function, in which he is addressed	Union Chairman
Major subjects discussed	<ul style="list-style-type: none"> - The project: he heard good things were done related to agriculture. - He participated in the Farmers' Field Day - In this area farmers produce a very fine rice for pillau. - There are 3 Agricultural Officers. - According to the land holding data, women own 1/3 of the land, which they don't cultivate themselves, but they can lease it out.

	<ul style="list-style-type: none"> - 3 women members in the union parishad, but without their own budget. They have particular tasks such as handing some rice and flour to those who have a card of Vulnerable Person. - Also Maternity allowance and Widows allowance is looked after by the women members of the UP. - Less than 5% child marriage since 1 year. Some parents imprisoned. Because of the administrative pressure parents are now more aware of disadvantages.
About future of the farmers' groups	<p>The SNV group did not communicate much during the project, so they are self-sufficient, and don't need his support. For example nobody invited him for the meetings.</p> <p>He provided a trade license for the group.</p>

3. Chanduria, Salma Begum, farmer

Date	27 November 2019
Place	At her yard
Name(s)	Salma Begum
Function, in which she is addressed	Farmer of Mango
Major subjects	<ul style="list-style-type: none"> - She has land of her own, bought is, and inherited some. - Apart from her agricultural work she does tailoring, on average 2 hours per day and she earns Tk 700 per month for it. - All what she learnt from the training (in this village, all could listen in, members or not) has been useful.
Conclusion	"We will continue to implement what we learned in the training"

4. Ferdosi Begum, farmer, member and Ward Member of 3 wards, Chanduria

Date	27 November 2019
Place	Chanduria, in her house, which is at the other side of the village, where it is less of a paradise as where the group resides, but normal Bangladesh
Name(s)	Ferdosi Begum
Function, in which she is addressed	Ward Member of UP
Major subjects discussed	<ul style="list-style-type: none"> - Mango cultivation is for rich and for poor - The project was very useful, they learned about the whole value chain, but a few more years would have been better. - Women and men both benefitted, but here are 700 households in Chanduria, only a small group could benefit. - Barind water supply only in 1 ward of the three. Others use electric submersible pumps. - About the reality of women in the Union Parishad. When women get money for 1 project, men members get it for 2. Officially 33% of the budget is for women, but this is not the reality. It all depends on the Chairmen's wish.

	<ul style="list-style-type: none"> - Child marriage: it is now strictly kept, the birth certificates on the internet, and imams preach about it in the mosque. Since 2017 this all changed. - Union Chairman has attended the last Farmers' Field day, but no meetings. - Since 2016 there is only 1 NGO here: DASCO for WASH.
Conclusion	Such a project is needed for many more men and women.

5. 6, 7 Renuka, Alo and Debuti, agricultural labourers, Sonadighi



Date	27 November 2019, evening after sunset, with no electricity
Place	At the yard of Jatuni Kormokar, the Oraon woman who participated in the non-member FGD this morning. She also has a very small nice tea stall, all mud construction. This is in the Oraon village Gopalpur, near to Sonadighi
Names	Renuka, Alo and Debuti
Function, in which they are addressed	As members of the Farmers Group, who could not attend the meeting this morning because of their work. As Adivasi agricultural labourers
Major subjects discussed	<ul style="list-style-type: none"> - The work they do just now. They do any work in agriculture, but now it is the time of harvest of rice, which gives them lot of work. - It is heavy work and during the whole day when there is light, and they say "we are used to it". - They bring their own lunch from home, whilst usually Bangla labourers get lunch cooked by the wife of the owner. - Some owners pay per day, some per month. - For training in de group they take off from their work. Like that they attended 2 training (this is a very new group). - In the training they learnt how to apply fertiliser and manure, how to do the weeding, how to harvest, clean the tomatoes, put them in the sun and apply medicine. - All co-workers listen when they tell what they have learnt. - If they have no paid work, they take the cattle for grazing, sometimes quite far. (As we saw this morning, during the FGD, when so many cows, goats and sheep came walking past with Shantal women and men.

Observations and findings	We buy 7 cups of tea with sugar from Jatuni Kormokar and she asks Tk 24. Somebody behind Runia whispers in her ear, “perhaps you can give her 25”.
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8. Jamal Uddin, farmer, Sonadighi

Date	27 November 2019
Place	Sonadighi, at the yard where we had the FGD
Name	Jamal Uddin
Function, in which he is addressed	Farmer Husband of the all-women’s tomato group member Parveen Begum
Major subjects discussed	<ul style="list-style-type: none"> - He worked in Dubai in construction (installing air-conditioning) for 5 years, which he was very good at and liked, but his mother got ill, so he came back, and in his heart he really is a farmer in Bangladesh. - Their house is new, but they don’t have a proper toilet, because they are all men (except for the mother). Now four nice toilets are under construction, he tells. - He owns a lot of land: earlier 20 bigha, and after Dubai 30 bigha. His father owns 70 bigha and there are 10 children (7 men, 3 women), of which he is the youngest. - His wife has 3 bigha inherited from her father. - He considers himself rich.
Major issues mentioned	<ul style="list-style-type: none"> - I like it that my wife is member of the group, and not I. Even though, I also would like to be a member, to learn more. - She learns 10 things, and tells me three, that is a pity. - Still it is better for women to be in a group, it is their only opportunity to learn. Men go to places and can pick up information everywhere. Women sit at home alone, so it is a great chance for them.



9. Ismael Hossein, Muazim, Halsia

Date	1 December 2019
Place	At the yard of the President of the Mango Farmers’ Group
Name	Ismael Hossein
Function, in which he is addressed	Imam, Muezim, who sings at the time of prayer from the minaret. (it was noted how nice and unusual he sang the texts) And member of the Mango Farmers’ Group

Major subjects discussed	<ul style="list-style-type: none"> - Here in Natore district, there is less mango cultivation than in Rajshahi, so it is important for our village - Smaller farmers should also be involved in mango cultivation, because those who are rich are already rich, and small farmers also need this opportunity. - Last year he harvested 3 maunds from one tree (120 kg) - His wife is very good in mango cultivation. - Further about his wife: she has three daughters.
Child marriage	<ul style="list-style-type: none"> - In this area all girls marry at 14 years, and nobody wants to listen to an imam. - 18 they consider too late. - At 14 children become adolescents and they start to talk badly to their parents. So the parents want to get rid of them. - Further there is a lot of neighbourhood pressure. - Imams are informed by the administration to preach about the negative sides of child marriage in the Juma prayer. - Sometimes a father comes to him, and he tells the Quran verses for marriage nevertheless, even if he knows the girl is only a child. - If I don't do it, another imam will. - Soon after marriage, they come for a divorce.
Observations and findings	In the FGD he answered some question by singing. After the FGD he dressed up for the interview: nice topi and beautiful shawl.
Conclusion	Now that the project comes at its end, he is very sad, and yes, he will continue with the group.

10 – 13 Halsa, 4 wives of male members Farmers' group who have been involved in the group at the end. All individual interviews with: Atia Begum, Aysha Khatun, Monowara Begum, Aklima Begum

Date	1 December 2019
Place	Halsa, each at their own yard
Names	Atia Begum, Aysha Khatun, Monowara Begum, Aklima Begum
Function, in which they are addressed	Wives of Farmers' Group members, who were involved towards the end
Pesticide use	<ul style="list-style-type: none"> - We try to avoid pesticides, if it is not avoidable then use pesticides, mainly men and labour are spraying - We are using different chemicals, I do not know the name of those chemicals, actually male are overseeing this matter. Now, we use very limited pesticides for mango when unavoidable. - We are producing safe mango. I do believe our mango is safe for the consumers. - My son and labour are spraying the pesticides. - Without chemical crop production is impossible. The situation is too bad, however we try to avoid. - We avoid pesticides, if it is not avoidable then use pesticides, labour are spraying.
Participated in training	- Participated in the Farmers Field Day at the Union Parishad Building

	<ul style="list-style-type: none"> - Yes, initially women were not allowed in the meeting, when women were invited then I attended 2 meetings (around 20-30 minutes) which was gender sensitive. - Yes, only women participated when I was present in the meeting. - The training was held at Halsa Union Parashid. The training was about the safe production of vegetable and livestock. - Yes, I attended 3 times which were organized by both SNV and Agro-Officer - Yes, I was present in a meeting when male participants were less, but our voice was recognized. - The training was about the safe production of vegetable, livestock and safe fruit production including safe mango. - Yes, acquired knowledge was very relevant; previously we sprayed more pesticides, now we sprayed only required pesticides. - They have given 200 taka and breakfast for per participants. - Yes, all were women participants.
What do you remember?	<ul style="list-style-type: none"> - Right-now, I could not remember. - I attended only 1 meeting that was 7 months ago, and I forgot. - I have learned how to prepare the cow dung fertilizer, how to produce safe mango and how to maintain the hygiene practices for fruits. - We learned about controlling pesticides and when we should spray the pesticides as well as mixing fertilizer.
Problems	<ul style="list-style-type: none"> - Insects damage the crop and we don't know the remedy. - The flower of mango (Mukul) falls down at the initial stage, we could not understand what was wrong. - Unknown insects come. - Sometime a year is lost, if this year mangoes come then next year they are not coming, this type of problem occurs with mangoes. - Labour cost is high: 500 taka charged for per day soil cultivation - My husband has received training but mostly my son is involved. So, this is the problem that one person has been receiving training but another person is involved in farming. - Women feel physical more weak than men.
Important issues	<ul style="list-style-type: none"> - We produced safe mango, but those are being mixed with others afterwards. I have no idea how they are adulterating. - Men are making decisions about farming methods. - Sometimes, women carry water for cattle. - Safety in the field: all feel safe but fear for the safety of adolescent girls.
Your mobility	<p>Yes! We can move freely</p> <p>Yes! Almost all women can move field freely.</p>
Conclusions about the end of the project	<ul style="list-style-type: none"> - This is a good project, we will be loser if the project stops. - We get information about safe mango production at our door step through this project. We will be so sad if it is stopped. - Mango is one of the good fruits, we can earn more money from this fruit, if the project ends, then we will get less information about safe production, and we will be so sorry. - We need more project like SNV, it should be continued, if not continued then we will be more affected.

14. Md. Nurul Islam, Wardmember Ward no.4, Halsa

Date	1 December 2019
Place	At the yard of the President of the Mango Farmers' Group
Name	Md. Nurul Islam
Function, in which she/he is addressed	Ward member in Union Parishad Halsa He is also large farmer, including mango (89 trees) He attended 2 meetings of this group, but is no member.
Major subjects discussed	<ul style="list-style-type: none"> - This group and the project in this village is very important. - Mango cultivation is not possible for small farmers, because they have not enough land, and they don't earn enough for the investment. They can grow rice but no mango. - Employment creation because of mango cultivation: not really, only for 2 months of the year. - Women are also involved, women have homestead trees for which they do all the work. They also need to learn. - Now, with the large machine for spraying, the women can also do it: just push one button. - 100% of men farmers now know everything and 50% of women farmers about mango cultivation. - As NGO there is only BRAC here, but there is no collaboration with the local government. - In the UP there are 3 women ward-members, each cover 3 wards, and the chairman distributes the budget to all. - Land ownership is registered in the digital Information Centre Bumi-office, which is separate from the UP. - Every household has one woman who has some land on her own name.
Conclusion	After this project they will work with DEA, of which they can benefit, for example by IPM training. Now DEA is more active. The project may be over, but now other projects will come, because now there is a group
Observations and findings	Realistic response (with the exception of the spraying machine)

15. Md. Zahurul Islam, Ward member 9 (Hosenpur, Koloshnagar, Sathpukuria)

Date	2 December 2019
Place	Hosenpur, the path where we had the FGD
Name	Md. Zahurul Islam
Function, in which he is addressed	Ward member of UP Duaria
Major subjects discussed	<ul style="list-style-type: none"> - The speciality of Hosenpur is tomato and okra (ladies' fingers) - Tomato cultivation is especially useful for small farmers, they can lease some land (for example from him). - He attended the Farmers' Field Day, and finds the training very interesting. - The project is good for farmers. - 3 women and 9 men in the UP. The women also get budget, for example for Food for Work, earth work for school, road, madrasa and 40 days day labour on roads, by women, per year.

	<ul style="list-style-type: none"> - Child marriage: here it is 30% and very hard to resist.
Domestic Violence, Gender Based Violence	<ul style="list-style-type: none"> - Women and men are now more busy with farming, so GBV has decreased - 15 years ago there was no vegetable cultivation here, men had no work, and this resulted in violence. - Now men are too tired for domestic trouble. - In case it happens, they first inform the head of the village the podhan. Then only the ward members, but not to the women members. - He will then call both parties and their parents, trying to solve the conflict. If that is not possible, he informs the Chairman. A case can be filed. - This sort of process happens on average twice a month.
Conclusion	Now that the project is finished he will ask the DEA officer of this area to give similar training.

16. SAJEEB, Md. Nurul Karim, Manager

Date	27 November 2019
Place	The office of the factory compound, to be reached by a very bad road, all through Godagari
Name	Md. Nurul Karim, Manager
Function, in which he is addressed	Manager of the Factory in Baipur In Godagari upazilla. Karim also attended the Gender workshop in November 2018.
Major subjects discussed	<ul style="list-style-type: none"> - Tomatoes are processed into pulp in January-February. Then the products are made in the factory in Narayanganj. - Mangoes are processed into pulp in June – July. - The pulp is evaporated, citric acid and sodium benzoate are added. - So at present, there is no such work done. - The only activity now is the production of vermicelli for Shemai desert. We see this production process, only women see we work here, but we are told 45% of workers are men and 55% are women. Total 63 employees of whom 35 women. - The staff is only 4, and they stay here residentially in the guesthouse. - In peak time for mangos there are 250 workers, and for tomatoes 100. - This is a small unit with no own laboratory to test pesticide residues.
Process of mango pulp making	<ul style="list-style-type: none"> - Stem is removed - Fruits are washed - Sorting and grading - Again washing and again sorting, hot water 55°C - Peeling by men, in a crusher, that gives juice - The juice goes into a refiner, 4 steps from fine to superfine - Blending, mixing with citric acid and sodium benzoate (600 ppm), ascorbic acid (100 ppm) as according to BSTI standards - Cooking till 97° for 30 seconds - The filling temperature is 45°.

	<ul style="list-style-type: none"> - There is no evaporating.
Process of tomato pulp making	<ul style="list-style-type: none"> - Similar, but the pulp is evaporated. - Citric acid and sodium benzoate are added.
Gender Action Plan	<ul style="list-style-type: none"> - The salary of workers is increased - This is a very small unit, so the planned meetings with women is not an option here - Instead workers are shown a film on hygiene - There is orientation training for new employees.
Observations and findings	We get served a healthy and tasty lunch
Conclusions	Fruits are not tested for pesticide residues.

**17. KHISWAN,
Golam Mustafa,
General
Manager**



Date	3 December 2019
Place	Kishwan factory, in Chanpur, Kapuria Union, Natore district
Name	Md, Golam Mustafa
Function, in which he is addressed	General Manager
Major subjects discussed	<ul style="list-style-type: none"> - The workers regularly get training. - There is a 'Workers welfare fund' in which they can save money from their salary. - He also said, from the very beginning, there has been no incident of sexual harassment in this factory; if it happens, they can complain to their supervisor and then to line manager. - Once a week they observe a Quality Day, where they do a blind test of their food products with other company's food. - In the meantime, they formed twelve members of firefighter brigade, where women are not participating now, but in their last meeting, they decided to include women members in this brigade. - Kishwan now also has factories in Dubai and Saudi Arabia, where many Bangladeshis work. - 75% women workers - Of 26 officers there are now 3 women (2 officers and 1 assistant officer) - Of 20, there are 10 women supervisors.

	<ul style="list-style-type: none"> - HACCP (Hazard Analysis and Critical Control Points) international test and certification. Earlier 10% of raw material was rejected, now 2 or 3 %. - Best Quality Certification. - Large increase of sale, first for 3 now for 10 crore per month. - Various new machines. - Pick nick at end of year for all workers. - Women and men of the same level earn the same. - On every floor a woman supervisor, so women workers can easier share their problems.
Improved since one year, from a gender perspective	<ul style="list-style-type: none"> - When asked about the implementation of the Gender Action Plan which the factories developed together in November 2018, they did not know. - Every week a medical doctor comes and gives consults for free. - Now there are 22 women supervisors in different sections of the factory. - Developing more toilets - Day care centre - Higher wages for women - Dust collector filters in ventilation system. - Handwashing basins next to the chilli-processing for women's painful hands - Larger industrial fans, incoming and outgoing separately - New cool tiled floors and Airco in some areas. - Regular micro-biological tests of hands and cloths to check hygiene - One extra bus for women: more production, more workers.
Conclusions	We continue the work as taught by SNV, it is good for us.

18, 19 and 20. KHISWAN, Gulshanara and Banu Akter, Workers, and Rahun Nessa, In charge.



Date	3 December 2019
Place	Kishwan factory, in Chanpur, Kapuria Union, Natore district
Name(s)	Rahun Nessa, officer and Gulshanara and Banu Akter
Function, in which they are addressed	Employees of KISHWAN
Banu Akter	- Banu Akter is a young woman who works in the spice section

	<ul style="list-style-type: none"> - Three months ago, the factory set some basins just outside of the section, those who are new in this section, may feel burning in hands, now they can often wash their hands in that basins. - The work of making different harsh tiles floor for the section is going on. - She also appreciated their microbiology lab, where they test the quality of their food. - They have to understand their business and its profit - she said.
Gulshanara	<ul style="list-style-type: none"> - Gulshanara has been working in this factory from the very beginning of its Spice Section as Spice Section In-charge, and in her supervision, there are forty-eight workers, most of whom are women. - Although the toilet for women are not attached with the working places/ shades, but all 8 toilets for women workers are nearby and cleaned and well equipped with tissue papers and soaps for hand wash. - The factory authority also appoint a sweeper who cleans the toilets two time in a day to keep it clean and dry. - The behaviour of the staff to workers now has been hundred times better than before.
Rahun Nessa	<ul style="list-style-type: none"> - She is officer and “in-charge” of jams, pickles, mango pulp, tomato paste, mustard oil. - She finds the work good. - 9 year ago she started as supervisor, and now she is officer. - Her salary is 25K - Her office is on the production floor.

21 and 22. PRAN, Shahul Rana, Quality Control and S.M. Zillur Rahman (manager)

Date	1 December 2019
Place	PRAN factory in Eakhdala, Natore, the office of the General Manager
Names	Shahul Rana, Quality Control and S.M. Zillur Rahman (manager)
Function, in which they are addressed	As managers of the PRAN factory
Major subjects discussed	<ul style="list-style-type: none"> - In the training of SNV for the processed food factories, they hire food safety experts to give training to the workers and staff of them. - The training focuses on GMP (Good Management Practice) for quality control, food safety, production, storage, maintenance, and housekeeping. - According to them, the PRAN factory is now led by women, for example they mentioned, all welfare positions are filled up with women. - Two of 5 directors are women: the Finance director and Director of PRAN –RFL Group. - 5-6 departments in production have women managers. In the Human Resources department, 4 out of 6 are women working there in different positions, and in the Accounts section, there are

	<p>five out of 10 women staff, while at workers level, 70% are women.</p> <ul style="list-style-type: none"> - The PRAN observe International Women's Day by arranging meetings, procession, and rallies, where women workers spontaneously attend. - Women workers also attend Welfare meetings to increase their facilities and improving working conditions. - There is an Employees' Welfare Fund, to save regularly. Saver gets 6% interest, loanee pays 10% interest. - One woman was selected to go to Singapore for a ToT on Food Safety, together with three male top staff of this factory.
Conclusions	It seems too good to be true

23, 24, 25. PRAN, Sheela Khatun, Molika Akhter, Md. Selim Hosen, workers

Date	1 December 2019
Place	PRAN factory in Eakhdala, Natore, the office of the General Manager
Names	Sheela Khatun, Molika Akhter, Md. Selim Hosen
Function, in which they are addressed	Workers in the PRAN factory
Sheela	<ul style="list-style-type: none"> - Sheela came 4 years ago as worker and is now overseeing 10 workers. Her title is "Masala in Charge" - The day care is good, children like it and don't want to go home. - Men and women get training regularly, all equally. - Every department has a first-aid-box, and there is a Clinique for worse cases. - She feels safe, there is no bad talk - Only stress when there are many orders - 3 shifts: she works from 8 – 5 in the day or from 7 – 7 all through the night. - Her salary is good, but she cannot save in the Employees' Welfare Fund, because her parents are ill.
Molika	<ul style="list-style-type: none"> - Molika also works here for 4 years, she does packaging of snacks manually. - One training in 4 years: food safety - PRAN selects one man and one woman from each section for the training. - She works from 7 – 3 in the day. - She also feels safe here. - She is also not saving in the Employees' Welfare Fund.
Improved since last year for the women workers	<ul style="list-style-type: none"> - Now a better boss - Better machinery - Workload is reduced - More workers are appointed - Production increased - Toilets are now closer to her work.
Selim	<ul style="list-style-type: none"> - Md. Selim Hosen works in the mango chatni (pickles) section since five years. - He does 8 hours duty every day in the factory

	<ul style="list-style-type: none"> - The working environment in the PRAN factory is excellent! - There is also good relationship between men and women workers. - All staff get the same salary for the same work, no differences in case of temporary contract also. - They use ac ascorbic acid, sodium benzoate, according to BSTI standard in their products. - All worker also use apron, mask, caps, sandals, soap, although toilets are in another places, not near the processing site, still they are cleaned and well maintained. - He saves 2,000 tk/monthly in the Employees' Welfare Fund. - Every month, workers can take leave of 3 days (paid leave), if somebody does not avail of the weekend, he/ she can claim (carry over) the equivalent money or salary of those days after one year. - If anyone gets sick, they can get sick-leave till six days, if it is more than that, then they cut the salary. - Anyway "I am happy to work with PRAN".
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26. DEA: Mehedul Islam, Agricultural Officer, Natore Sadar Upazilla

Date	2 December 2019
Place	Office of the Department of Agriculture Extension Natore Upazila in Natore
Name(s)	Mehedul Islam, and 4 other officers
Function, in which he is addressed	Agricultural Officer, ven though he has not been directly involved in the project.
Major subjects discussed	<ul style="list-style-type: none"> - We have 100 famers' groups in Natore, not just the ones of SNV (says the woman SAAO before the AO enters) - Natore is called the city of fruits, the climate is suitable for mango and tomato - The cultivation of mango and tomato is suitable for men and women farmers, and for poor and for rich farmers - In Natore upazilla of 22 Sub Assistant Agriculture Officers, there are 4 women. - Many women bring their yield to the hub-centres¹³ but women are not hub-leaders themselves. - Our SAAOs have always been present in the trainings. - Middlemen are now out. Only sale from farmer to hub-leader to factory. - In this upazila we have 3000 groups, 30 of SNV, and only 2SAAOs have been involved.
Conclusions	<p>This is a unique project, with positive impact on food safety and the environment by less pesticide. Direct link between farmer and factory, village women earn more.</p> <p>We will try to continue this project, but on a larger scale.</p>

¹³ This was not confirmed by other Key Informants.

27, 28, 29. DEA:

**Md. Shanul Islam, Subassistant Agricultural Officer,
Md. Raqihul Alam, Subassistant Agricultural Officer,
Md. Shamimul Islam, Agr. Officer, Tanore Upazilla**

Date	4 December 2019
Place	Agricultural Office in Tanore
Names	Md. Shanul Islam, Md. Raqihul Alam, Md. Shamimul Islam
Function, in which she/he is addressed	AO and SAAOs who were involved in the project
Major subjects discussed	<ul style="list-style-type: none"> - Women also work in the field, the Adivasi, but also the Muslim women farmers. - To give inputs like fertiliser would have benefitted the farmers even more. - Vegetable gardens is 80% women's work - DAE groups are by instruction 30% women - Mixed groups are preferred, especially for tomato - They taught farmers the use of pesticide, fertilizer, and how to grow more on a small piece of land. - They told PRAN factory that these farmers have safe fruits. - They also recommend the groups with restaurants. - In Chanduria are 600 Santal families and in Badhai 3000. There is need for more employment opportunities, and tomatoes is one option. - This year the tomato production was double, but the price very low, perhaps only 5tk per kg. Perhaps too many farmers grow tomatoes. - If the companies could buy the tomatoes straight from the farmers, they could get a better price.
About the Gender Action Plan, which was written by this AO and one other, in Nov 2018	<ul style="list-style-type: none"> - He cannot remember the GAP he made last year, but he repeats, we implement everything following instructions from the Ministry of Agriculture. That is how they include 30% women. - Women AOs: 15% - SAAOs in Tanore: 2 women of 23 - SAAOs in Bagha: 3 women of 20.
Conclusions	<p>The project should have been 5 years, not 2. This was an A-grade project. Training will continue by DAE, for example 24 groups in Chanduria, of which 3 are SNV groups.</p>

30 - 33. Hub-leaders and Business men

**Md. Rafiqul Islam, PRAN Hub-leader, but not of SNV project
Bacchu Mia, PRAN and SNV project hub-leader
Sarwar Mushed, his cousin, business men, mango farmer, NGO ED
Abdur Rahim Vhunia, his business partner**

Date	3 December 2019
Place	Baneshwar
Names	Md. Rafiqul Islam, Bacchu Mia, Sarwar Mushed, Abdur Rahim Vhunia

Function, in which they are addressed	As hub-leaders and buyers and sellers of Mangoes
Major subjects discussed Md. Rafiqul Islam, hub-leader, but not of SNV project	<ul style="list-style-type: none"> - His shed is full of jute, of which he makes nice 50kg packs, then sells to the government Jute mill, but he has not been paid by them for 3 years, so now he is totally indebted. - Mango is better business. - He is hub-leader and also middle-man: he buys from farmer and sells to companies. - He buys mangos for PRAN since 2007, and only for PRAN. Also tomatoes. - Now in Baneshwar there are 12 middle-men for PRAN, and in total in Rajshahi and Natore about 200. - He cannot check pesticide residues. - He knows the conditions: fully mature, not rotten and not less than 80 grams, formalin free. - He tells that farmers never put formalin. - He goes to farms to buy and also he buys in the market. - Very few women come to the market to sell their own product. - The price is low for the farmers, but the price of PRAN is usually slightly higher. - PRAN told him that it is better to get fruits from certificated farmers, but he has not asked the farmers if they are certificated.
Major subjects discussed Sarwar Mushed and Abdur Rahim Vhunia, business men	<ul style="list-style-type: none"> - The whole value chain of mango is not much developed, too many insects and farmers do not know which pesticide to use and how. Sometimes all fruit is rotten. - Farmers don't make a profit, but business men also have a hard time with mangoes: all are ripe at the same time and no cold storage in sight. - They don't know a business man who likes to invest in cold storage, only the companies can afford it, and then they have the benefits, not the farmers or the business men. - Some farmers lose interest in mango cultivation and prefer rice, after cutting their mango trees. - Last 3 years the production is high and the price is low. - Labour costs have increased, so farmers don't go for harvesting by picking one by one. - Transport costs also increased.
Major subjects discussed with Bacchu Mia, Hub leader in SNV project	<ul style="list-style-type: none"> - He is Hub-leader of PRAN, for the SNV project - He knows the conditions of PRAN: 100% ripe, and a fixed schedule: x ton this week, and y ton that week. Not more, not less. And the rate (price per kg) is fixed by PRAN. - PRAN has many hub-leaders, but the SNV farmers only sell to Bacchu. - Bacchu buys mangos from project farmers' groups since 3 years, because these are safer fruits. - The presidents of the groups collect all the mangoes and tomatoes in one location where the hub-leaders comes and fetches it. - He has met the women farmers in the meeting and training, but they don't come to his centre. - He attended 5-6 trainings.

	<ul style="list-style-type: none"> - Of the 5 groups he selects from SNV, only 1 is certificated. - PRAN wants mangoes of only two varieties, which both are ripe in July. - Apart from the SNV groups he also buys mangos of other farmers. - If he has more mangoes than prescribed in the PRAN schedule, he sells them in the Baneshwar wholesale market, because here buyers from all over Bangladesh come to buy.
Conclusions	Now the project is over, he will continue to buy from the SNV groups, and also spread what he learned in the trainings to other farmers.

34 - 42. SNV

Dhaka Office staff: Mahbub Ullah, Dr. Md. Shah Kamal Khan, Mahe Alam

District Coordinator and Field facilitators: B.M. Saidur Rahman, Md. AlAmin, S.M.

Jahangir Alam, Md. Mofiz Uddin, Md. Al-Amin, Sirajul Islam

Date	25 November 2019
Place	In Ashrai Guesthouse garden and in the SNV office, Dhaka
Names	Md. Mahbub Ullah, Dr. Kamal Khan, Mahe Alam, B.M. Saidur Rahman, Md. AlAmin, S.M. Jahangir Alam, Md. Mofiz Uddin, Md. Al-Amin, Sirajul Islam
Function, in which they are addressed	As SNV staff from Dhaka, Rajshahi, Natore
Major subjects discussed	The process of the project and gender in their work
Major issues mentioned	<ul style="list-style-type: none"> - Originally this was a Private Sector programme, and PRAN was supposed to organise the farmers' groups. But after two years it appeared not very effective. - The proposal was without gender indicators - SNV formed the Field Facilitators' team. - The lists of farmers names as group members were not all real (10 of 30 names were real), leaving some space for more farmers. - They started to fill in the vacancies in the farmers' groups and also make more groups. First still only with men. - After the EU mid-term review and the involvement of GWA, they included more women famers in the groups. - In some groups husbands were replaced by their wives. - In November 2019 the SNV staff developed together the Gender Action Plan, and the Field Facilitators tried to implement it. There was no budget, but even those activities for which a budget was not needed, were not approved. This was difficult for them to accept. - And now a gender impact study: how can there be impact if we are not allowed to do gender work? - The training of the groups ended in March 2019. - The Field Facilitators all have experience with mainstreaming gender in their work and like to do this. - 21 Tomato Demo Plots and 32 Mango Demo Plots were developed. - Groups under certification, it was tried to have groups with 50% women farmers.

	<ul style="list-style-type: none"> - A Safe-Food-Market is now functioning in Rajshahi, and there are minimum prices for farmers. - A Safe-Food-Market is being set-up in Dhaka too, and later in many more places.
Work done since March	<ul style="list-style-type: none"> - Farmers' Field Days - Certification of groups - NGO certification at UP level - Follow-up work with groups - Linking groups to markets (this year the farmers got a better price) - Soil sample collection from groups and analysis - Mango sample collection from groups and analysis - Water testing - Try to arrange Trade License for the groups - IEC material dissemination - But not a single work on gender.....
Conclusion	<ul style="list-style-type: none"> - Food Safety is a woman's concern - First project on Food Safety in Bangladesh - Women benefitted, because vendors come to buy their product at the house, market linkages in their favour, and they directly receive the money. - Women, who were in the training benefitted. - About consumers: the targets were too high - The new minister of agriculture Md. Abdul Razak emphasizes Food Safety. - Women's participation 12% at the end, and they speak freely.
Observations and findings	<p>A very motivated group of Field Facilitators who tries hard to make the best of the project in a short time span.</p> <p>Loss of staff and field staff and human resources and capacity is very sad.</p>

43. CEAFS Centre of Excellence Agro Food Skills Foundation

Md. Nurul Islam, Chief Coordinator SEIP-BAPA project and representative of CEAFS

Date	15 December 2019
Place	Telephone
Name	Md. Nurul Islam
Function, in which he is addressed	Representing CEAFS
Major subjects discussed	<ul style="list-style-type: none"> - The targets are achieved, that is what matters: 10 Farmers' Groups and 3 companies certificated. - The project was useful for women and for men farmers - Earlier women were not involved. Now they are earning. - PRAN did it in their own way, they had contact farmers, but it was not enough - Now Farmers' Groups are more involved in marketing - Hub-leaders teach farmers how to harvest - Middlemen do only business

44 CAB Consumers' Association Bangladesh
Md. Ahmed Ekramullah, Programme Coordinator

Date	4 December 2019
Place	Telephone
Name	Md. Ahmed Ekramullah
Function, in which he is addressed	Programme Coordinator CAB
Major subjects discussed	<p>The consumers are benefitting as follows:</p> <ul style="list-style-type: none"> - Consumers are informed about food safety - We have distributed food safety related IEC materials with SNV - Some days ago, we have organized folk drama staged in different places (between 4 and 7 places) with main message: read the label, Date of Expiry, Adulterations, Contamination (street drama by Rabbit Communication) - Around 5 lakh people have reached through different - Facebook and social media campaign - TV talk show - All evidence of awareness is documented in the SNV office - Bangladesh Food Safety Authority (BFSA), and Bangladesh Standards and Testing Institution (BSTI) and other authorities also disseminate information for consumers through mass media.
Major issues mentioned	<ul style="list-style-type: none"> - Farmers didn't have the knowledge and access of information on mango and tomato production. - Specially women farmers were not spoken about earlier. - Now they are being more involved. - Early 2017, there was no consumer awareness but now around 15% awareness is increased. - Those who are producing safe mango and tomato, they are getting more demand and income. - Previously women's work was not recognized at their family but now this scenario is changing, women are contributing a lot to mango and tomato production and they are being empowered. - Farmer gets more profit.
Conclusions	<ul style="list-style-type: none"> - 'This is an unique project'. Project activities go from farmer level to the processed food. Many factors are involved: farmer's training, production, certification, and product availability at the market etc. So, four year is too short. I think this project should continue. - PRAN, Kiswan, Sajeeb and DAE can continue the project activities. They can register SNV farmers, in which case farmers and companies will both benefit. DAE should continue their activities and support the farmers.

ANNEX 2 Description of Focus Groups' Discussions

1. Safe Tomato Farmers' Group Talgoria, in Bagmara upazila, Rajshahi
2. Safe Mango Farmers' Group Chanduria, in Tanore upazila, Rajshahi
3. Safe Tomato Farmers' Group Sonadighi, in Godagari upazila, Rajshahi
4. Safe Mango Farmers' Group Halsa, in Natore Sadar upazila, Natore
5. Safe Tomato Farmers' Group Hosenpur, in Lalpur upazila, Natore
6. Non-members Talgoria, in Bagmara upazila, Rajshahi
7. Non-members Chanduria, in Tanore upazila, Rajshahi
8. Non-members Sonadighi, in Godagari upazila, Rajshahi
9. Non-members Halsa, in Natore Sadar upazila, Natore
10. Non-members Hosenpur, in Lalpur upazila, Natore

General points of attention:

1. To find out the differentiation between famers, we don't directly ask their landholdings, but we ask farmers what they themselves think they are: large, medium or small farmer. We explain the difference roughly as: large: labourers do much of your work; medium: you use the work of labourers but also work on others' fields, or you do all the work yourself; small: you do your own cultivation work, but also work on the land of others. Then we have a rough indication, because they are usually honest, because they are farmers, and because of the social control in the group.
2. In the FGDs with the non-members other subjects were discussed, which made them interesting in a different way. From them we did not learn much about the project as such, but how the project fits in the wider context of the village. Those who are not members, are not necessarily worse farmers. The limit per group was 30 farmers, and many more wanted to join.
3. The numbers present in the FGDs is not so strict, because some people come later, and others may leave earlier.
4. The issue of the lunch-boxes. The boxes were not the same in every village, and within a village there were also differences. One thing was good, that if there were not enough boxes, from the same number of items, more boxes with less contents were made. In principle there is a rule in development: do not pay people who come for the training. The lunchbox is not payment, but it is close. Because the non-members groups had no list of "members", quite a few people used the opportunity to get a lunch-box. Still, we made sure that all, or nearly all, gave us information. We did not allow all the response being given by one or two persons.



1. Safe Tomato Farmers' Group Talgoria, in Bagmara upazila, Rajshahi



Date:	26 November 2019
Title	Safe Tomato Farmers' Group Talgoria
Interviewers	JM RM and SR
Field Facilitator	Jahangir
Men:	23
Women:	0
Duration of group:	2 years, since October 2017
Large farmers:	0, because all work also on other people's land
Medium farmers:	18
Small farmers:	5
Hindu, Adivasi	No and no
# of training received:	10
Number of months drought	0
Crops	TOMATO, rice, potato, onion, mango, wheat, maize, lentils, etc.
Irrigation:	Access to DTW
Work that women do according to men:	Prepare the bed for the nursery; plant seeds (together with men); loosen the soil and water the seedbed Transplant seedlings and put sticks for shade and support After harvest: cleaning, grading, packaging
What is remembered of the training? One subject per member	1.To use less pesticide. 2. Use of gloves when harvesting and grading, to keep tomatoes without scratches. My wife also wears gloves. 3. Use of fresh clean water for irrigation. Earlier they did not care which water. DTW water is safe and clean, whilst pond water are many germs. 4. To build a frame of sticks for support, so tomatoes don't lay on the ground. This is costly. 5. Pruning: remove the little side branches of the first 7 leaves, which they earlier did not do. 6. Weeding.

	<p>7. Use of organic manure, and exactly how much fertilizer is recommended to use.</p> <p>8. The doses of pesticide: earlier they thought, the more the better.</p> <p>9. Protective gear for during spraying: helmet, gloves, gumboots, sunglasses, mask, apron. They do the spraying themselves, not by labourers. But nobody has this protective gear.</p> <p>10. Wives never do the spraying and also do not clean the tanks.</p> <p>11. Better organised to get the tomatoes to the market.</p> <p>12. How to clean fungus from tomato plants. To remove and bury the plants with mildew.</p> <p>13. Test the soil: DEA helps with this.</p> <p>14. Seed treatment with garlic paste to keep it free from virus.</p> <p>15. Stop spraying 15 days before the harvest.</p> <p>16. 3 levels of pesticides: green: 5-6 days; yellow: 14 days; and red: 30 days, but red labels are now not available.</p> <p>17. Testing of arsenic in water: but it is not clear if it is dangerous for tomatoes.</p> <p>18. Land preparation: 2 feet distance between beds, which are 1 feet high.</p> <p>19. Ratio fertilizer: soil.</p> <p>20. To clean the drains (nala) every 2 weeks.</p> <p>Remark: although the remembering is impressive, not one issue is mentioned of the women's work. Nevertheless, the members convince us that their wives know very well what to do.</p>
Was the training dealing with all subjects, also those that are done by women?	Yes (but no women's subjects were mentioned)
Relevance of Training	All that was mentioned was relevant
Who calls the group for meeting:	The Secretary
Change in pesticide use	They now use far less pesticide
Change in work	Extra work, so more labour costs
Safety of women in the field	One or two women do the weeding, and they were safe
Products now more safe for consumers?	Yes, 100%
Increase of yield	Yes, perhaps 20%
Increase of income	They check the prices carefully, to decide when to sell. But for the safer tomatoes they received no higher price, whilst they spend extra money for the safer production, and more work.
Opinion of the project	Very good!
What that it is now ended	It is a pity.
Remarkable in this village	Here for the tomatoes nice supports are built of split bamboo, which gives the tomatoes space to hang, instead of lay on the ground. It costs more money and time, but improves the quality. One farmer (Lokman) has followed an IPM training of DEA, and he does not use any chemical pesticides, but instead neem and seeds of the Meghunia tree.



1. The way of building racks for tomato in Talgari.
2. Meghunia seeds for pest control
3. The all-men farmers' group in Talgaria.



2. Safe Mango Farmers' Group Chanduria, in Tanore upazila, Rajshahi



Date:	27 November 2019
Title	Safe Mango Farmers' Group Chanduria
Interviewers	JM RM and SR
Field Facilitator	AlAmin
Men:	10
Women:	8 members, women are taking more care of mango's because men have other work as well: labourer, driver, mistri, and one women is widow.
Duration of group:	2 years, since November 2017
Large farmers:	2 men
Medium farmers:	8 men and 2 women
Small farmers:	8 women
Hindu, Adivasi	No and no (in another para there is a Santhal village)
Number of training received:	8, in which many more people were present who are not members. All benefitted. More than 100, including labourers.
Number of months drought	Since the Barind project the drought is not such a big problem.
Irrigation:	This is part of the Barind track, so there is a piped water supply system, with a tap in each house of the Barind Project: Barind Multipurpose Development Organisation.. This is not everywhere in the village, or in the Barind track! 10 taka per head per month. For agriculture there is another project, a different channel, with underground pipes: 130 taka per hour.

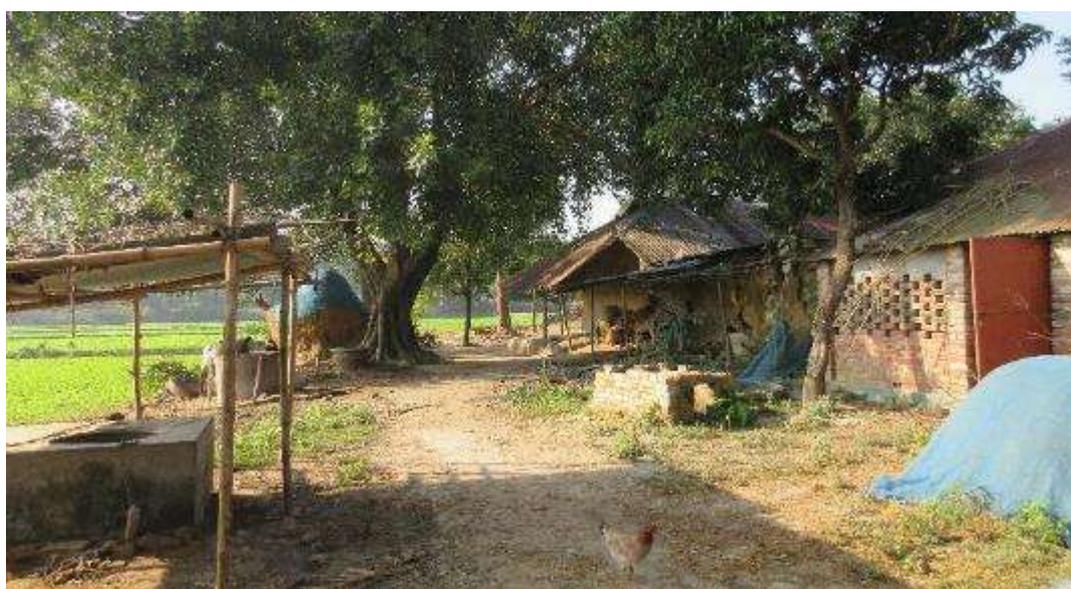
Crops	MANGO, rice (amman and boro), tomato, jute, wheat, potato, brinjal, gourd, cauliflower Women in home garden: coconut, guava, lemon, gourd, bittergourd, vegetables.
Livestock	Cows, bullock, goats, lamb, poultry, ducks, geese, chicken. One woman has a bullock. They can sell some after own consumption.
Decision-making about own income	Some men keep the money, and in some families the women.
Work that women do according to men:	No time for this question
Work that men do according to women:	No time for this question
What is remembered of the training? One subject per member	<ol style="list-style-type: none"> 1. How to prune 2. Weeding 3. Cleaning 4. Apply pesticides 5. Preserve mango, shelf life increased by hot water treatment (55°C for 5 minutes, removes the germs) 6. One large farmer is teaching the labourers how to use pesticides and harvest
Was the training dealing with all subjects, also those that are done by women?	All subjects were discussed, but it was not mentioned or asked what women do and what men do.
Could women speak up in the meetings?	Everybody has equal say.
Relevance of Training	Yes! They did not know all this before.
Who calls the group for meeting	The president (Head master) calls all members, once a month for a meeting at 3.00 pm, which is a good time for women and for men.
Change in pesticide use	Before they did not use pesticides (and did not do weeding and pruning), and then all mangos dropped. Men apply the pesticides themselves, and women without husband use safe-gear. So, now more pesticides, but following the doses as recommended.
Change in work	Now more work for men and for women, extra work by grading and washing.
Safety of women in the field	Women are not often in the orchard, and they were safe
Products now more safe?	Yes, we also consume it. Our mangoes were always safe.
Increase of yield	Yes, 50% more yield.
Increase of income	Income is now much more, perhaps 100% more. For example the president cashed from one and the same field Tk 12,000 in 2014, and now in 2018-19 for Tk 40,000.
Opinion of the project	Very good project
What that it is now ended	They will continue the monthly meetings, men and women members, all. If the project could continue, we could learn more and also motivate others.
What is remarkable in this village?	The group is in a beautiful traditional para with adobe houses, ploughing bullocks and waste- and plastic-free. In this group everybody can listen in in the training sessions.

3. Safe Tomato Farmers' Group Sonadighi, in Godagari upazila, Rajshahi



Date:	28 November 2019
Title	Safe Tomato Farmers' Group Sonadighi
Interviewers	JM RM and SR
Field Facilitator	AlAmin
Men:	no
Women:	20, 3 of them without husband, other husbands also farmers, labourers in agriculture and construction, van puller. Two are just farmer on their own land.
Duration:	1 year and 3 months, since July 2018
Large farmers:	no
Medium farmers:	6
Small farmers:	14
Hindu, Adivasi	8 Oraon women, who cannot be present because they have to work every day that they get work (tk 300/long day).
Number of training received:	5 training in 3 days
Number of months drought	
Crops	TOMATO, rice, mustard, wheat, lentils, chickpea, potato, maize, pearl millet ,
Livestock	3 have cows, most have poultry
Decision-making about own income	
Irrigation:	For drinking water, they have stopped paying the Barind project, because they did not get water from the pipe. Now they pay the same Tk 10 per person per month to somebody else, who has a submerged pump (different electric system), and where they fetch water from. Irrigation by water can.

Work that women do according to men:	n.a. We, women water the seedbed with watering can. Women irrigate with can or bucket, for 4 days after transplanting.
Work that men do according to women:	Men do replanting the tomato plants in the field. Men do irrigation by pipe after these first days.
What is remembered of the training? One subject per member	<ol style="list-style-type: none"> 1. To harvest when tomatoes are ripe. 2. Softly handle the tomatoes and put them in a clean basket. 3. Pesticide management 4. No spraying after maturity 5. Fertilizer management 6. If we use the prescribed doses, the loss of tomatoes is less.
Relevance of Training	Yes
Who calls the group for meeting:	The President Samsun apa, preferably in the afternoon so that Oraon women can join too. But they say that they only came for training, and took time off from their work.
Change in pesticide use	Now according to exact measurement as recommended, which is less than before.
Change in work	More work
Safety of women in the field	Yes
Products now more safe?	Yes
Increase of yield	Now more and bigger tomatoes.
Increase of income	Last harvest of tomato was delayed because of rain. So the price was lower than in earlier 4 years. Some farmers lost interest in tomatoes.
Opinion of the project	Very good
What that it is now ended	We will continue with the group, the president will try to call them monthly.
What is remarkable in this village?	<ol style="list-style-type: none"> 1. This group we also visited in 2018, this is the only all-women group in the project. 2. Whilst we sit there, we see hundreds of cows come passed, with Santhal women and also some men. They go to graze their livestock on the freshly harvested rice fields with stubble.



4. Safe Mango Farmers' Group Halsa, in Natore Sadar upazila, Natore



Date:	1 December 2019
Title	Safe Mango Farmers' Group Halsa
Interviewers	JM RM and SR
Field Facilitator	Sirajul
Men:	10
Women:	16
Duration:	2 years
Large farmers:	4 men
Medium farmers:	6 men, 1 woman
Small farmers:	15 women
Hindu, Adivasi	No and no

Number of training received:	6
Number of months drought	no
Crops	MANGO, rice, jute, lime, onion, pea, bean, brinjal, cauliflower, tomato, maize, banana, coconut, chilli, garlic, turmeric.
Livestock	6 members have cows, one woman has bullocks. Further chicken, duck, goats. And one power-tiller (!).
Decision-making about own income	Women keep the money safe, so we prefer them to keep it, that when we need to buy fertilizer, the money is available. Some men keep the money to manage it themselves. In case of mango women do more work than men, so it is better if the women get the money, and decide about it. Most men realise this.
Irrigation:	Mostly by hand and bucket by women
Work that women do according to men:	<ol style="list-style-type: none"> 1. Wives give water to trees with bucket 2. Wife gives manure and compost 3. Wife chases bats away who come to eat the mango 4. Women carry water to the orchard for mixing the pesticides 5. Women cannot do the harvesting, so they do the sorting 6. After harvest they clean the mangoes 7. They put mangoes in water 8. Women pack the mangoes in crates. <p>One woman, Najma, has no husband, or son, so she does all the work by herself.</p>
Work that men do according to women:	<ol style="list-style-type: none"> 1. Spray medicine (after women have carried water to the field) 2. 7 of the women clean the tanks of the pesticide 3. Men do harvesting 4. Prepare a small dam around the tree 5. Weeding 6. Pruning (cut dry branches) 7. Husband does the marketing <p>Women forgot to mention:</p> <ol style="list-style-type: none"> 1. On young trees, men put polythene bags around every fruit 2. Best mangos are sent to the wife's parents' house.
What is remembered of the training? One subject per member	<ol style="list-style-type: none"> 1. Fertilizer/ manure twice per year. 2. Exact amount of fertilizer. 3. Water and fertilizer separate. 4. Most important is the doses of pesticide and how to measure. 5. Spray medicins for healthy mangoes: 100 liter water+ 200 ml pesticide + 100 mg powder carbondozin. 6. After harvesting the soil is loosened and fertilizer is applied 7. Because of ants attacking the trees, and then drop on somebody's body, the SAO makes a prescription for some chemical Fighter, only against ants. 8. Grading in 3 or 4 sizes 9. (No warm water treatment is known) 10. Put the mangoes on a clean sheet or straw to let the latex drop out. 11. Use fresh, clean and not dirty water.

	<p>12. Harvest by putting mangos in a net so that they don't fall on the ground.</p> <p>13. Safety during spraying: mask, cap, glasses, shirt, gloves.</p> <p>14. 3 times spraying, to begin with when fruits are very small.</p> <p>15. Don't spray anymore between 15 and 30 days before harvest. Red mark chemicals 30 days.</p> <p>16. Keep Red Mark in a safe place!</p> <p>17. Before training we did not do spraying.</p>
Was the training dealing with all subjects, also those that are done by women?	The trainer said: everybody should work, nobody sits idle. Labourers are not in the training
Relevance of Training	Whatever we do we learned in the training, very relevant.
Who calls the group for meeting:	President calls them by phone
Change in pesticide use	Yes, they know the 15 days span between spray and harvest. Before 5 or 7 years they did not spray at all. Now the mangos look better but there are little insects inside.
Change in work	Improvement, good work, but more work, and necessary
Safety of women in the field	Safe
Products now more safe?	Yes safer
Increase of yield	Every year is different. It seems now we have twice as many mangoes on one branch.
Increase of income	In 2018, for example one farmer sold for Tk 7000, but in 2019 nothing, because of heavy storm and rain in January
Opinion of the project	Very good
What that it is now ended	The list of groups is given to PRAN, and the president will try to continue the group.
What is remarkable in this village?	<ol style="list-style-type: none"> 1. We notice quite a few adolescent girls with babies of their own. 2. In this group spraying is done from a tank on the back, not with large jet-machines.



5. Safe Tomato Farmers' Group Hosenpur, in Lalpur upazila, Natore



Date:	2 December 2019
Title	Safe Tomato Farmers' Group Hosenpur
Interviewers	JM RM
Field Facilitator	Mofiz
Men:	10, one has no wife (yet)
Women:	15, of whom 8 own land themselves, two have no husband
Duration:	4 years, since 2016
Large farmers:	0
Medium farmers:	8 men and 9 women
Small farmers:	2 men, 6 women
Hindu, Adivasi	No and no
Number of training received:	8: 2 per year
Number of months drought	no
Crops	TOMATO, wheat, maize, rice, okra, peas, beans, garlic, SUGAR, jute
Livestock	Yes, all, but no buffalo, whilst we saw many around
Decision-making about own income	Not asked
Irrigation:	Here no heavy rainfall or drought. Every household has own tubewell, arsenic-free.
Work that women do according to men:	<ol style="list-style-type: none"> 1. Seedbed made by women, and they water it; 2. Help planting in the field: make beds; 3. Carry lots of water to the field for mixing the pesticide: 1 bigha land needs 4 tanks of pesticide;

	<p>4. Women do all the time work in tomatoes; 5. After harvesting, women clean the tomatoes; 6. Some women help with harvesting Men forgot: grading, packing in crates, clean the pesticide tank. Other work for income: kanta-making and tayloring</p>
Work that men do according to women:	<p>1. Apply pesticide 2. Make soil loose 3. Give water 4. Planting 5. Harvesting 6. Of 100 plants an average of 10 will be affected by virus, these need to be pulled out and buried. 7. Carry harvest to the house. 8. Go to market.</p>
What is remembered of the training? One subject per member	<p>Women remember:</p> <ol style="list-style-type: none"> To use good seed. Trainer told name, and where to get it Bhel 642, Company Three S. How to loosen the soil of the seedbed. How to clean tomatoes with clean water, then dry with soft and clean cloth, then put in sunlight. Put support stick with plants that bend. When to give medicin. Check if fruits are rotten. Water the plants twice a day after transplanting for 3 days. Sowing in lines. Seed in water for 24 hours before sowing. To make a fence to avoid that goats come in and eat the fruits. <p>Men say to remember:</p> <ol style="list-style-type: none"> Identify disease. Good quality of seed. Before training they sprayed haphazardly, now they know the correct measurement and time: first after transplanting, second after 15 days, and then third: when needed. When plants are weak, they add some vitamins, and mentioned the names. At time of planting Fungusfree medicin. After 20 days, make the soil loose around the palnts and put urea and vermicompost (organic). Distance between plants is 1,5 hat, which is the distance between the elbow and the top of the middlefinger, of a man. $42\text{ cm} \times 1,5 = 63\text{ cm}$, about 2 feet. Fruitfly (letti poko) enters when the fruit is mature. And they will apply medicine: Birtako. <p>They have not learned the pruning of the small side branches. One farmer removes them when they look weak.</p>
Was the training dealing with all subjects, also those that are done by women?	<p>The work was not presented as gender-differentiated. All were encouraged to do all work together. Men would also listen to what women said.</p>

	Labourers are not in the training but the members would tell them what to do, and how. (About ploughing, land preparation)
Relevance of Training	Yes, useful.
Who calls the group for meeting:	The president calls the members by phone or he visits them, in their houses.
Change in pesticide use	Before they used more pesticides and less vitamins, and they would harvest 7 days after last spray.
Change in work	After the training the work is easier and more interesting.
Safety of women in the field	Safe and no problems
Products now more safe?	Yes, safer, we eat it first, so we would die first.
Increase of yield	Yes
Increase of income	No, by low prices
Opinion of the project	Very good, much information, but we got no certificate. PRAN came last year, but they found it much too far. Now a solution seems to be found after meeting with SNV, PRAN promised training and good seeds.
What that it is now ended	They want to continue the meetings.
What is remarkable in this village?	<ol style="list-style-type: none"> 1. Lots of sugarcane in this area. 2. One very old bend woman suggested a technical solution for Runia, who had to talk so loudly: "Why can't see have a mike?" 3. They know many details of the training then in the other villages. Here it is to be seen, a group of 4 years, the training has much more endured.



"We are krishok together"

6. Non-members Talgoria, in Bagmara upazila, Rajshahi



Date:	26 November 2019
Interviewers	JM RM and SR
Field Facilitator	Jahangir
Men:	4
Women:	6
Hindu, Adivasi	No and no
Opinion about the groups	They are not group members, but they take advise of group members, and by chance join the meetings sometimes. SNV and DAE made the groups, and they were not around when that happened.
Crops	Many crops, and all also grow Tomatoes
Irrigation:	Water for drinking and also DTW for irrigation, it is the whole year around available.
Work that women do according to men:	Women do all the work, but not in the field.
Work that men do according to women:	Only men apply pesticides. But women clean the tanks. The pesticide is bright green, so if it is still on the hands one can see it, and wash till it is gone. Then the women can cook food again and handle the children.
What are major problems in tomato cultivation?	<ol style="list-style-type: none"> 1. Virus infection: small leaves, small fruits. She consults the pesticide-shop, and they suggest to spray against white fly that spread the virus. 2. Fruit borer: less production. For this she also consults the pesticide shop. Her husband does the spraying. 3. Flowers and fruits drop of, again to the pesticide shop for advice. 4. One year the price is good, and the next year it drops, so that they don't even bother to sell the yield. They threw all tomatoes in the pond. 5. Because they have no safe-farmer-certificate, they cannot sell their fruits to PRAN.
Change in pesticide use	They now use much less pesticide. Once a week.
Products now more safe?	Much safer. They harvest 2 or 3 days after applying pesticide.
Increase of yield	Every year the yield increases.
Increase of income	No
What is remarkable in this village?	There is not a banana to be found.

7. Non-members Chanduria, in Tanore upazila, Rajshahi



Date:	27 November 2019
Interviewers	JM RM and SR
Field Facilitator	AlAmin
Men:	4
Women:	8
Large farmers:	2 men of whom one is also business man and the other a teacher in the Islamic Foundation School
Medium farmers:	2 men and 6 women. One woman has her own land, she married her cousin, so she can live near her own land.
Small farmers:	2 women
Hindu, Adivasi	0 and 0
Number of training received:	In Chanduria everybody who is interested can stand around and listen to the training.
Number of months drought	
Crops	
Livestock	4 women earn something from their livestock.
Decision-making about own income	
Irrigation:	
Work that women do according to men:	<ul style="list-style-type: none"> - If the orchard is in the homestead, women can do all the work. - Stop boys who want to steal fruits by throwing stones. - Women can water the trees (if not far away). - Women give mangos to relatives. <p>Men forgot to mention:</p> <ul style="list-style-type: none"> - After harvesting all mangos are washed with warm water. (this group has not heard this of the group members, but long ago, and don't know exactly how warm the water should be).

	<ul style="list-style-type: none"> - Dried with soft cloth. - Grading - 20 kg in crates. <p>“Men never can remember all we do.”</p>
Work that men do according to women:	<ul style="list-style-type: none"> - Men loosen the soil around the tree and make a small dam for watering. - Weeding - Spray with a big machine. - Pruning. - Harvesting - Carry from field to the house. - Marketing. <p>“Women never forget our work”.</p>
Other income earning work	The men are mentioned above, the women make mishit, jelabees which husband sells in the market; one has a boutique shop, and one does tailoring.
Training	I received training of DWA, not only via husband. I do all the mango work myself, together with daughter in law.

8. Non-members Sonadighi, in Godagari upazila, Rajshahi



Date:	28 November 2019
Interviewers	JM RM
Field Facilitator	Al-Amin
Men:	4
Women:	8, 2 day-labourers (1 Oraon and 1 woman without husband), and 6 women don't work in the field
Large farmers:	No

Medium farmers:	2 men
Small farmers:	10
Hindu, Adivasi	1 Oraon
Crops	Tomato, rice, mustard, maize, chickpea, sesame, wheat, lal sagh, palaksagh, onion.
Livestock	Women sell eggs and chickens at their house, not in the market. Women save that money and spend it for the household when needed. They always try to save it.
Decision-making about own income	Men: "All women try to save money" Women make kantas but not for the market.
Work that women do according to men:	Wives help with all the women'tasks. "Without the work of our wives we cannot have tomatoes, because we are krishok together" .
Have they heard of the SNV training?	Men have heard of some good practices, but women have not. Man: For example the doses of fertilizer and pesticide. After transplanting, after 10 days, the first spraying. One has to check the pests: I see no pests, I should not spray. Woman labourer: she knows about 15 days before harvest is the last spray. She comes in the field, so she knows. But she also knows that if there still is a pest, one still sprays a little.

9. Non-members Halsa, in Natore Sadar upazila, Natore



Date:	1 December 2019
Interviewers	JM RM
Field Facilitator	AlAmin
Men:	5 apart from 2, all have just a few trees.
Women:	4 All have just a few trees
Large farmers:	1 man
Medium farmers:	2 men
Small farmers:	4 women and 2 men
Hindu, Adivasi	No and no
Crops	Few mango trees, which leave not much for the market. Lychee trees, Guava, coconut, jackfruit, rice (all but one), cucumber, dal, chickpeas, garlic.
Livestock	4 have cows, others poultry

Irrigation:	Every household has a DTW. DPHE tested 15 out of 100, and 3 had arsenic. Others are not tested, so nobody is certain. This water is also used for the mango trees, by bucket. Other irrigation is by shallow tube well.
Work that women do:	Some of the women do all the work themselves, but hire labour for spraying.
Paid employment:	1 man is daylabourer, 2 farmers, 1 student, 1 woman does tailoring. They would like some parttime work.
Women's daily work is housekeeping	2,5 hours in the morning and 4 hrs in the afternoon, but during harvest many more hours.
What is remarkable in this village?	More women in this village wear a maxi (long dress) with an orna, instead of saree. High rate of early marriage: one girl of 15 with a baby.

10. Non-members Hosenpur, in Lalpur upazila, Natore



Date:	2 December 2019
Interviewers	JM RM
Field Facilitator	Mofiz
Men:	3
Women:	4
Large farmers:	no
Medium farmers:	4 women (one woman 12 bigha no tomatoes this year, it was decided by her son)
Small farmers:	3 men
Hindu, Adivasi	No and no

Number of training received:	No training, and others also did not inform them. With training they could be better farmers.
Crops	All those who are old have sons who grow tomatoes
Livestock	In this group only one person has a cow.
What has changed in this village over the past decades?	<ul style="list-style-type: none"> - Higher crop yields, so people more well to do. - Earlier 5-6 maund per bigha, now 20 maunds! - More peaceful, because people are richer. - More roads - More schools: private school and a madresa - Electricity: push a button and there is light. - More markets (hats) - Rich people can now give more rice to poor people, even two meals. - Good communication by mobile connection, important for example in emergencies. - More peace: less violence and fighting. - Clinic in Gopalpur, 10 km away. - Women can walk freely in this village. They can go to the bazar too.
Migration:	Yes, many men go to far-away countries such as Malaysia. Women have more work in agriculture, and also in the household.
Child marriage:	<p>Now, the police is so strict that they cannot marry off girls even below 20! Earlier yes, but not now.</p> <p>Men say: Child marriage is not good at all.</p> <p>Women say: Child marriage means early pregnancy, which is bad.</p>



ANNEX 3 Short description EU SWITCH Asia project Bangladesh, SNV

The four year regional SWITCH-Asia programme, funded by the European Commission promotes the adoption of Sustainable Consumption and Production (SCP) in Asia and Europe. It focuses on improving consumer awareness and access to certified safe tomato and mango products in Bangladesh.

Consumers have the right to expect the food they eat to be safe and suitable for consumption. Food safety in the Bangladesh fruit and vegetable sector, however, is an area of concern. For example, tomatoes and mangos were found to be contaminated with pesticides. In addition, practices of alteration and adding harmful colouring ingredients or preservatives in the processing sectors were found. As a result, many consumers think that locally produced fruit and vegetable products are not safe for consumption.

The EU SWITCH-Asia II programme is designed to work with the respective beneficiaries in different stages. It focuses on successful engagement with the respective supply chain actors (5,000 mango farmers/smallholding growers, 5,000 tomato farmers, and agro-food processing companies) to bring substantial change to tomato and mango processed food, i.e. juices, sauces, jams, jellies, pickles etc. The programme targets the over 12 million consumers in the Dhaka district, and other national associations and public agencies that are active in the horticulture sub-sector of the country.

SNV implements this programme between January 2016 and December 2019, under the common interest and mandate of SCP. It covers two districts and sixteen sub-districts in the Northern part of Bangladesh (Natore and Rajshahi). At the end of the four-year programme, at least 50% of the domestically processed tomato and mango products that are marketed and consumed in Bangladesh will be certified and safe for consumption. *(from SNV website)*

ANNEX 4

Summary of Findings of Gender Assessment 2018

Findings

The study finds that lack of land ownership by women is a key reason for their low participation in the Farmer Groups initiated by the project, and the related capacity building activities for safe mango and tomato cultivation. Land rights and ownership is an important criterium to be involved in the EU-SWITCH-Asia project. Most of the members and trainees were medium landowners (men), others were sharecroppers or leased land. Very few women own land independently, in their own name. In the few cases where women inherit from their fathers after their death, they are usually too old to start farming themselves. In our sample, however, we did find some women who successfully cultivated mangoes on their own small area of land. Quite exceptionally, one woman belonging to the Oraon minority, managed to buy some land from savings accumulated from her work as agricultural labourer.

To learn from the farmers' groups about the gendered division of tasks in mango and tomato cultivation, the male farmers were asked about the work their women folk do and the women farmers asked about the work of the men and the labourers. The study found that especially in the first and the last phases of the production process of mango and tomato, women do the major share of the agricultural work. Men farmers prepare the land, do part of the work in the field, take care of selling the product, either at the farm itself, or in the market. Spraying the crops with pesticides is mostly done by male labourers, while cleaning of spraying equipment is done by women at home or by the labourers. Farmers often hire male labourers (and some Santhal women labourers) to help with land preparation and harvesting during peak work periods for mango and tomato. Women's work includes managing the tomato nursery, preparing food for the farm labourers, sorting, grading, cleaning the harvested fruit, and packaging it for the market. Next to their agricultural work women are also responsible for all the household work, fetching water, cleaning, cooking, etc.

The study identified a major factor that undermines the effectiveness of the capacity building interventions of the project: that by excluding wives of farmers and landless labourers from the Farmer Groups, training is not reaching those persons who do the actual work at farm level. For example, if pesticide spraying is mostly done by labourers, they need to be involved in trainings on the subject. Equally, if management of plant nurseries and grading is nearly always done by women, then they need to be present in the training about these subjects. Conversely, it is of little use to impart training to men land owners who are not actually involved in farming and have a full-time job outside agriculture. All the agricultural work is then done by their wives and labourers.

The two agro-processing factories visited as part of the Gender assessment were found to be very hygienic, modern and well-managed. From a gender perspective we noticed two major topics. One is that lots of women in the region have work in these factories, where otherwise there are not many employment opportunities, and nearly all of the work is what ILO denotes as decent work. Conditions are quite good.

The other point is related to low transparency in labelling of products from the factories, from which consumers are not able to make informed choices about the products they buy. The factories follow the government rules for labelling, but percentages of ingredients are apparently not obligatory, because these are not printed on the packages. Consumers are thus not in a position to know how much of natural fruit content and chemical preservatives are present in the processed mango and tomato products they buy for household use by their families. This poses a big obstacle to the objective of the project to make consumers aware of their consumption and also trust the local Bangladeshi products. While most of the findings from the individual interviews with consumers tally with the results of the Baseline Survey, some extra information was revealed through the qualitative methodology. Many respondents appeared to be rather unaware of food safety of processed tomato and mango products, and how to assess the quality of products. Those who do read product labelling mainly do so to read the expiry date and to know if the product is halal.

ANNEX 5 Empowerment Approach

Empowerment, 4 elements

Empowerment is a process of improving one's position, gaining self-confidence for individual development as well as to contribute towards development of others. It refers to increasing the economic, social, political, physical strength of any individual or group. Empowerment is not only of women, but also of men and of children and of minorities and vulnerable groups.

1. Economic empowerment: is about the right to relevant educations and to choose one's subject of schooling. It also deals with the right to work that one enjoys, and the same income for same work for women and men, access to relevant resources, assets, land, money, water, etc. The right to decide about spending benefits and income belongs under economic empowerment. Economic empowerment is important but not enough. The other three forms of empowerment are necessary to turn economic progress into real empowerment.

2. Social Empowerment: is about a positive self-image, and a high social status. How does the society see you, as one of this particular category? Increasing one's positive self-image and overcoming stigma is part of social empowerment. To take part in decision-making, and to make one's voice heard, so that one's voice is making a difference. Also here access to education and to information is important. Freedom of movement and mobility in a safe and secure environment is a condition for social empowerment.

3. Political empowerment: entails the right to organize one selves, for example in Water Management Groups, it also is the right to vote and to be voted for, in general to take part in democratic processes. Decision making power and leadership qualities are important for political empowerment. Also access to information, and above all to live under rule of law: to be able to utilize the institutions that are meant to protect the citizens.

4. Physical empowerment: is of great importance. All economic, social and political empowerment becomes without meaning if physically the basic conditions are not fulfilled. These are amongst others, the right to decide about one's sexuality and about the number of children and spacing between them, family planning methods and use of contraceptives. It also is necessary to have right to proper healthcare, recreation, choice of food, and physical mobility. Most of all access and right to clean water, sanitation facilities are important. The ability to resist violence, the right to safety and security, are steps towards empowerment.

All the four elements of empowerment are interrelated and together they indicate the degree of empowerment of an individual or group. So, for example, just being educated (socio-economic empowerment) on its own does not mean a woman is empowered, if her husband does not allow her to work after marriage. Groups and individuals (not only women) who are on the lower side of the hierarchy, empower themselves if they are convinced, and if they are able. Empowerment means to be proud of one's own identity.

ANNEX 6: Semi-structured questionnaire for Interviews (Inquiries) with women farmers

Questions 1 - 5 are overall questions to have an idea about de livelihood of the woman. Answers can be short, unless you find them unusual, or the answers not coherent.

The most important question is 6. About the gender impact of the project.

If there is time, question 7, or parts of it, can be discussed.

1. General

- i. Name
- ii. Woman/man
- iii. Category: farmer, member of Farmers Group yes or no, labourer, function, other
- iv. Location
- v. Age
- vi. Education level
- vii. Background: majority, minority
- viii. Size of family
- ix. Specific characteristics
- x. Do you have a mobile phone? Can we see it, and write the number?
- xi. Do you have a Farmers' Card (not of your husband, but of you)?
- xii. Do you have good access to drinking water close to the house?
- xiii. Do you have improved sanitary toilet?
- xiv. Observations of researcher (for example about the house):

2. Land rights

Land owned by the family or household

(use the land unit that the interviewee mentions, don't translate it).

- i) Do you own any land?
- ii) On whose name is the land registered? Husband? Father? You?
- iii) Do you consider yourself poor, medium or rich.
We can explain poor: you work on other people's land or in their house
Medium: you work on your own land or in your own house
Rich: Other people work for you, on your land or in your house.
- iv) How much land you own yourself: land size and tenure?
How much land your family owns?
- v) Did you inherit land? Or will you inherit land?
What happened to that land? Where is it? How far away from where you live?
Do you know which piece of land is actually yours?

3. Agriculture

Crops and farming system

- i) Does your household own mango trees and orchard?
- ii) Does your household cultivate tomatoes?
- iii) What other crops you grow?
- iv) Do you have livestock too? Which?
- v) Who is responsible for each of the sectors?
- vi) Who makes the decisions about farming methods?

- vii) How are pests controlled? Are pesticides used?
Who does the actual spraying? Your husband, you, or labourers?
- viii) Do you have access to knowledge and training for the tasks you are doing?
- ix) Does your husband have access to information, knowledge and training?
- x) Any specific problems in the farming system?

4. Work Gender division of work in Mango cultivation

- i) Which tasks does your husband do?
- ii) Which tasks are done by labourers?
- iii) Which tasks you do?
- iv) How many hours per day, per month, per season?
- v) Which other tasks you have?
- vi) Who makes decisions about the work?
- vii) Any specific problems?

Gender division of work in Tomato cultivation

- i) Which tasks does your husband do?
- ii) Which tasks are done by labourers?
- iii) Which tasks you do?
- iv) How many hours per day, per month, per season?
- v) Which other tasks you have?
- vi) Who makes decisions about the work?
- vii) Any specific problems?

Other work

- i) Do you have a paid job? If yes, for how many hours per week, months of the year? What sort of work?
- ii) Are you free to go to places, if needed? (free mobility?)
- iii) How many hours per day is for cooking, care for children and family, fetching water, cleaning, etc.

5. Water and drought

The availability of water for your crops

- i) Does your field have an irrigation system, or is the watering done by can and by hand?
- ii) Who does the watering by hand?
- iii) Who does the irrigation from a tubewell or surface water?
- iv) Who is responsible for watering the tomatoes?

6. Impact of project, for you as woman

1. Did you participate in the farmers' group?
2. Did you hear about the meetings in time (time and place)?
3. Was it considered, that you cannot always attend a meeting, if it is for example during the time you have to cook?
4. Did you participate in the training workshops?
5. What have you learnt during the project?
 - a. And what have you remembered?
6. Have you been able to use the knowledge (was it relevant)?
7. Did the new knowledge prove to be an improvement in your work?

8. Did your work change? If so, more work, less work, heavier work, more interesting work, or other?
9. Was the capacity building gender sensitive: were women's and men's tasks both recognised and discussed?
10. When you would talk in the meetings, and gave a different opinion, did the other members listen to you?
11. Did you feel that you could adapt the project when needed?
12. Have you been safe in the project, in the orchards, and have other women been safe? Did you notice any violence against women in the framework of the project?
13. Were your specific tasks dealt with in the training? And could you yourself be present?
14. Where the tasks that labourers do also dealt with in the training, and were the labourers present at such a training? (women, men)
15. Are you now using more or perhaps less chemicals, or are you using the chemicals in a different way? Or are you now using different chemicals. Please tell us.
16. Have your products become safer for consumers? (question to women and to men).
17. Has your yield increased, and perhaps also your income?
18. If so, as woman, can/do you take part in decision-making regarding the spending of the income?
19. What is your overall opinion of the project?
20. What are you thinking now that the project is nearly over?

(she could be happy, to have to spend less time, or if it was not useful, or she is very sorry, etc. Ask a bit more, and write a quote)

The following is optional!

7. Empowerment and its four elements (economic, social, political, and physical)

a) Economic empowerment

- i) Right to choose one's education (priority of education of male children over female?)
- ii) Same income for same work: in mango and tomato cultivation: is your work recognised and paid for? Or given a shadow price?
- iii) Women's control over own/HH income vs men (to spend, to save, to invest)
- iv) Right to work that one enjoys (low percentage of time spent in drudgery work)
- v) Right to water (ease of access, reliability, safety, sufficient amounts)
- vi) Access to relevant resources of production (land, ponds, livestock, equipment, credit, training, information, farm inputs, improved technology)
- vii) Do women, men have their own bank accounts, mobile phones, smart phones, farmer card, food ration card?
- viii) Mobility of women (to sell products in markets, to move freely outside the homestead)

b) Social Empowerment:

- i) Self-image of women/ men (of different age, class, ethnic group). How do you see yourself? How do others see you?

- ii) Social status (are you member of a CBO, savings group, TUG, WMG? Are you working as volunteer? Are you an entrepreneur?)
 - iii) Is your voice heard? And does your opinion matter? (for e.g. as group member? Or to discuss decisions about agriculture, and the work of yourself/others?)
 - iv) Did you have an opportunity to attend school? For how many years? How does that compare to male counterparts?
- c) Political Empowerment : Are you actively enjoying the following rights?
- i) The right to organize one self
 - ii) the right to vote and to be voted, to take active part in CBO and other groups
 - iii) Participation in ward-level, union-level, and UZ level politics and institutions
 - iv) Ability to effectively participate in decision-making to influence development efforts (be member in institutions set up as part of project), be active in the project.
- d) Physical Empowerment
- i) Is the work very heavy: drudgery work?
 - ii) Access to safe and adequate sanitation (OD? Hanging toilet? private sanitary latrine?) Safe sanitation in the work environment (orchard, vegetable patch, factory)
 - iii) Access to proper healthcare (satisfaction of women and men with these services)
 - iv) Ability to resist domestic violence (ask indirectly on this at the start, for e.g. 'Does domestic violence happen in your neighbourhood? And what do you do when this happens – is it settled by a group (who?) or left to be managed by the husband-wife?')
 - v) Situation of physical harassment of women in public areas or at work. Are women safe in the working environment? For example in the factories and in the orchards.
 - vi) Specific problems faced by widows, WHH, old women, disabled, adolescents (safety, security, harassment, mobility)?

ANNEX 7: Checklist for Union Chairmen and Key informants

Questions for Upazila (UZ) and/or Union Parishad (UP) Chairman/ Key Informant

1. In your Upazila or Union, is the cultivation of mangos or tomatoes important?
2. Is this an activity for the better-off farmers?
3. Have you been involved in the SWITCH Asia Project of SNV in Rajshahi and Natore?
4. What is your experience with the project?
5. Can you tell us what the impact is of the project for different people: men and women?
6. And the villages as a whole, do they benefit?
7. Are you sorry that the project is finished, or do you think the farmers benefitted enough and will keep using their new knowledge and skills?

8. Your area is known for drought during many months of the year. It seems that there is enough water (groundwater) for irrigation, whilst the dugwells or tubewells for the households run dry. What can be done, what has been done and what can you do?
9. Are UZ/UP members empowered in how they are able to spend the budget allocated to them? How are priorities in budgeting (for WASH, DRR, VGF) decided by them?
10. How many women members are there in UZ/UP? And in the different committees? Do they hold any official positions? Do they contribute to decision-making in their committees, and priorities of women they represent?
11. What kind of data is collected at UZ/UP level (by the different committees)? Do you know, for example, how many women land holders there are in your Union/ Upazilla? And how many men? Are some landholding registered by husband and wife? Can you please list them?
12. How is the WASH situation in your Union, Upazilla?
13. What is your experience with reporting of incidence of child marriages, domestic violence? Do women and men come forward for this? And how do they respond in these cases?
14. Do the UZ/UP or the committees collaborate with other agencies (NGOs, CBOs). If so, which? And how? Are there many NGOs active in your area?

ANNEX 8: Semi-structured questionnaire for Interviews (Inquiries) with men farmers

Questions 1 - 5 are overall questions to have an idea about de livelihood of the man. Answers can be short, unless you find them unusual, or the answers not coherent.

The most important question is 6. About the gender impact of the project.

If there is time, question 7, or parts of it, can be discussed.

1. General

- i. Name
- ii. Woman/man
- iii. Category: farmer, member of Farmers Group yes or no, labourer, function, other
- iv. Location
- v. Age
- vi. Education level
- vii. Background: majority, minority
- viii. Size of family
- ix. Specific characteristics
- x. Do you have a mobile phone? Can we see it, and write the number?
- xi. Do you have a Farmers' Card (and your wife also)?
- xii. Do you have good access to drinking water close to the house?
- xiii. Do you have improved sanitary toilet?
- xiv. Observations of researcher (for example about the house):

Questions for Men Interviews SNV SWITCH project

2 Land rights (write the unit of land that the interviewee uses, don't translate it to English).

Land owned by the family or household

- i) Land is registered on whose name? Yourself? Mother? Father? Wife?
- ii) Does your wife own any land?
- iii) What is the size of your family?
- iv) Any women you know around here, who have their own land? Do these women work on that land themselves?
- v) If the land is owned by you, do you work on the land yourself? Do you consider yourself poor, medium or rich.
We can explain poor: you work on other people's land or in their house
Medium: you work on your own land or in your own house
Rich: Other people work for you, on your land or in your house.
- vi) How much land you own: land size and tenure? Your household owns?
- vii) Are you member of a Farmers' Group?
- viii) Will your daughter and son inherit your land? Will they get an equal share?

3. Agriculture

Crops and farming system

- i) Does your household own mango trees and orchard?

- ii) Does your household cultivate tomatoes?
- iii) What other crops you grow?
- iv) Do you have livestock too?
- v) Who is responsible for each of the sectors?
- vi) Who makes the decisions about farming methods?
- vii) How are pests controlled? Are pesticides used?
Who does the actual spraying? You, your wife, or labourers?
- viii) Do you have access to knowledge and training for the tasks you are doing?
- ix) Does your wife have access to information, knowledge and training for the tasks she does?
- x) Any specific problems in the farming system?

4. Work

Gender division of work in Mango cultivation

- i) Which tasks do you do?
- ii) Which tasks are done by labourers?
- iii) Which tasks your wife does?
- iv) How many hours per day, per month, per season she works, and how many do you work?
- v) Which other tasks you have?
- vi) Who makes decisions about the work?
- vii) Any specific problems?

Gender division of work in Tomato cultivation

- i) Which tasks do you do?
- ii) Which tasks are done by labourers?
- iii) Which tasks your wife does?
- iv) How many hours per day, per month, per season she works, and how many do you work?
- v) Which other tasks you have?
- vi) Who makes decisions about the work?
- vii) Any specific problems?

Other work

- i) Do you have a paid job? If yes, for how many hours per week, months of the year? What sort of work?
- ii) And your wife? Does she work outside the yard? Can she go wherever she likes or needs to go?
- iii) How many hours per day you spend on shopping, cooking, care for children and family, fetching water, cleaning, etc.

5. Water and drought

The availability of water for domestic purposes, drinking, sanitation, and for your crops

- i) Your district is known for drought during a large part of the year. How does it influence your agricultural work? Agriculture, livestock, etc.
- ii) How is the domestic work of your household influenced by drought?
- iii) How are the mango's and/or tomatoes getting their water? Do you have an irrigation system, or is it done with watering can?
- iv) Who is responsible for watering the tomatoes? And the nursery?

6. Impact of project, for you as man

1. Did you participate in the farmers' group?
2. Did you hear about the meetings in time (time and place)?
3. Did you participate in the training workshops?

4. What have you learnt during the project?
 - a. And what have you remembered?
5. Have you been able to use the knowledge (was it relevant)?
6. Did the new knowledge prove to be an improvement in your work?
7. Did your work change? If so, more work, less work, heavier work, more interesting work, or other?
8. Was the capacity building gender sensitive: were women's and men's tasks both recognised and discussed?
9. When you would talk in the meetings, and gave a different opinion, did the other members listen to you?
10. Did you feel that you could adapt the project when needed?
11. Do you think that women were safe in the project, in the orchards, and in other working spaces? Did you notice any violence against women in the framework of the project?
12. Were your specific tasks dealt with in the training? And could you yourself be present?
13. Where the tasks that labourers do also dealt with in the training, and were the labourers present at such a training? (women, men)
14. Are you now using more or perhaps less chemicals, or are you using the chemicals in a different way? Or are you now using different chemicals. Please tell us.
15. Have your products become safer for consumers? (question to women and to men).
16. Has your yield increased, and perhaps also your income?
17. What is your overall opinion of the project?
18. What are you thinking now that the project is nearly over?

(he could be happy, to have to spend less time, or if it was not useful, or he is very sorry, etc. Ask a bit more, and write a quote)

7. Empowerment and its four elements (economic, social, political, and physical) Empowerment is also for men, girls and boys, for disabled men and women, for elderly women and men. All empowered people are happier, and are a blessing for their environment.

a) Economic empowerment

- i) Right to choose one's education (priority of education of male children over female?)
- ii) Same income for same work: in mango and tomato cultivation: is your work recognised and paid for? Or given a shadow price?
- iii) Control over own/HH income (to spend, to save, to invest)
- iv) Right to work that one enjoys (low percentage of time spent in drudgery work)
- v) Right to water (ease of access, reliability, safety, sufficient amounts)
- vi) Access to relevant resources of production (land, ponds, livestock, equipment, credit, training, information, farm inputs, improved technology)

- vii) Do women, men have their own bank accounts, mobile phones, smart phones, farmer card, food ration card?
- viii) Mobility of women (to sell products in markets, to move freely outside the homestead)

- b) **Social Empowerment:**
 - i) Self-image of women/ men (of different age, class, ethnic group). How do you see yourself? How do others see you?
 - ii) Social status (are you member of a CBO, savings group, TUG, WMG? Are you working as volunteer? Are you an entrepreneur?)
 - iii) Is your voice heard? And does your opinion matter? (for e.g. as group member? Or to discuss decisions about agriculture, and the work of yourself/others? Or in the Union Parishad?)
 - iv) Did you have an opportunity to attend school? For how many years? How does that compare to female counterparts?
 - v) How is all this for your wife?

- c) **Political Empowerment:** Can you actively enjoy the following rights? And your wife?
 - i) The right to organize one self
 - ii) the right to vote and to be voted, to take active part in CBO and other groups
 - iii) Participation in ward-level, union-level, and UZ level politics and institutions
 - iv) Ability to effectively participate in decision-making to influence development efforts (be member in institutions set up as part of project), be active in the project.

- d) **Physical Empowerment**
 - i) Is the work very heavy: drudgery work? And the work of your wife?
 - ii) Access to safe and adequate sanitation (OD? Hanging toilet? private sanitary latrine, bathing chamber?) Safe sanitation in the work environment (orchard, vegetable patch, factory)
 - iii) Access to proper healthcare (satisfaction of women and men with these services)
 - iv) How is domestic violence in your village or your neighbourhood? And what do you do when this happens – is it settled by a group (who?) or left to be managed personally by the husband-wife?
 - v) Situation of physical harassment of women in public areas or at work. Are women safe in the working environment? For example in the factories and in the orchards.
 - vi)** Specific problems faced by widows, WHH, old women, disabled, adolescents (safety, security, harassment, mobility)? Are you aware of such problems?

ANNEX 9: Questions for Focus Group Discussions

Topics for Focus Group Discussions (FGDs)

We try to make more people talk, not just one or two, even if they are the chairperson and secretary. We can ask friendly.

1. General

- Name of village:
- Location:
- Date:
- Time:
- Participants category or categories:
- Number of participants male:
- Number of participants female:
- Researchers present:

2. Land rights

Land owned by the family or household

- i) Who of you are members of Farmers' Groups?
 - ii) Are there women who own land in their own name?
 - iii) If we use the terms poor, medium and rich for farmers, we explain it as follows. Do you agree?
 - Small (poor): you work on other people's land or in their house
 - Medium: you work on your own land or in your own house
 - Rich: Other people work for you, on your land or in your house.
- Who is a poor or small farmer?
Who is a medium farmer?
Who is a rich farmer?

3. Agriculture

Crops and farming system

- i) Who owns mango trees and orchard?
- ii) Who cultivates tomatoes?
- iii) What other crops you grow?
- iv) Do you have livestock too?
- v) Who is taking part in the project of SNV called SWITCH?

4. Work

Gender division of work in Mango cultivation

- i) Which tasks are done by men?
- ii) Which tasks are done by labourers?

- iii) Which tasks are done by women?
- iv) How many hours per day, per month, per season?
- v) Which other tasks men have?
- vi) Which other tasks women have?
- vii) Who makes decisions about the work?
- viii) Any specific problems?

Gender division of work in Tomato cultivation

- i) Which tasks are done by men?
- ii) Which tasks are done by labourers?
- iii) Which tasks are done by women?
- iv) How many hours per day, per month, per season?
- v) Which other tasks men have?
- vi) Which other tasks women have?
- vii) Who makes decisions about the work?
- viii) Any specific problems??

Other work

- i) Apart from work in mangoes and tomatoes, do some of you have a paid job? If yes, for how many hours per week, months of the year? What sort of work?
- ii) How many hours per day is for cooking, care for children and family, fetching water, cleaning, etc.
- iii) Is your wife free to move outside for other work?

5. Water and drought

The availability of water for domestic purposes, drinking, sanitation, and for your crops

- i) Your district is known for drought during a large part of the year. How does it influence your domestic work?
- ii) How is your productive work influenced? Agriculture, livestock, etc.
- iii) Who grows paddy? Is there enough water for irrigation? How many crops per year?
- iv) How are the mango's and/or tomatoes getting their water? For example the tomatoes, they will need irrigation. How is that taken care of?
- v) Who is responsible for watering the tomatoes?

6. Impact of the EU SWITCH Asia project

1. Who of you participates in the farmers' group?
2. Who decides when there will be a meeting? Who calls you together? Did you hear about the meetings in time (time and place)?
3. Who of you participated in the training workshops?
4. What have you learnt during the project?

- a. And what have you remembered? (Every participant is asked to remember one issue)
5. Have you been able to use the knowledge (was it relevant)?
 6. Did the new knowledge prove to be an improvement in your work?
 7. Did your work change? If so, more work, less work, heavier work, more interesting work, or other?
 8. Was the capacity building gender sensitive: were women's and men's tasks both recognised and discussed?
 9. When you would talk in the meetings, and gave a different opinion, did the other members listen to you?
 10. Did you feel that you could adapt the project when needed?
 11. Do you think that women were safe in the project, in the orchards, and in other working spaces? Did you notice any violence against women in the framework of the project?
 12. Were your specific tasks dealt with in the training? And could you yourself be present?
 13. Where the tasks that labourers do also dealt with in the training, and were the labourers present at such a training? (women, men)
 14. Are you now using more or perhaps less chemicals, or are you using the chemicals in a different way? Or are you now using different chemicals. Please tell us.
 15. Have your products become safer for consumers? (question to women and to men).
 16. Has your yield increased, and perhaps also your income?
 17. What is your overall opinion of the project?
 18. What are you thinking now that the project is nearly over?

(they could be happy, to have to spend less time, or if it was not useful, or they are very sorry, etc. Ask a bit more, and write quotes)

Other subjects if time permits: those subjects that arose during Inquiries, for example:

1. Child Marriage and how this affects empowerment of women
2. Coping ability and vulnerability to external shocks (disaster, economic crises)
3. Decision-making in the household
4. Domestic violence and perceptions of women and men on it (separate sex groups)