Integrating gender and social issues in watershed management projects of the Indo-US Agricultural Knowledge Initiative (AKI):
A pilot study

A Proposal submitted to USDA and ICAR
Dr. Sylvana Li, AKI Water Management Coordinator, USDA/FAS
Dr. Hiram Larew, AKI Capacity Building Coordinator, USDA/FAS
Dr. Nawab Ali, DDG (NRM) Acting, Indian Council of Agricultural Research

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**A Proposal for**

**Integrating gender and social issues in watershed management projects of the Indo-US Agricultural Knowledge Initiative (AKI):**

**A pilot study**

1. **Background:**

Rural women form a very significant part of the productive workforce in the agriculture sector in India. Agriculture, the single largest production endeavor in India, contributing 25% of GDP, is increasingly becoming a women’s activity. Agriculture sector employs 4/5th of all economically active women in the country. Forty eight per cent of India’s self-employed farmers are women. There are 75 million women engaged in dairying as against 15 million men and 20 million in animal husbandry as compared to 1.5 million men. According to an estimate, 51% of the work of women that should qualify for inclusion in the GDP is not recognized as such and it remains unpaid.

Efforts have been made in the recent past both by Government and Non-Governmental Organizations (NGOs) to incorporate Gender Issues into the Development Agenda to ensure women’s participation. However, statistics reveal that despite significant contribution of women in the production process, they received only 2 to 10 percent of the extension support. Women have been marginalized in watershed development projects, in part because of the focus on land development, which given land tenure in many parts of India, results in male-centered activities. Watershed management initiatives that exclude women as stakeholders ignore half the population, thereby decreasing efficiency and effectiveness of the actions promoted. Hence, the use of gender sensitive approach in dealing with the socio-environmental dynamics of watersheds can open avenues and opportunities for achieving equity between men and women by considering their unique interests, demands and expectations. This project proposes a synthesis of current data on gender equity in water management, collaborative evaluative and impact research on gender and water management within two existing AKI projects and a knowledge dissemination strategy.

Most technological innovations affect men and women differently, and Information and Communication Technologies (ICTs) are no exception. In addition to the urban-rural ‘digital divide’, there is a further digital divide that adversely affects women, who make up the majority of the rural poor in developing countries including India. Compared to men, rural women are much less likely to access new technologies because they are generally less educated, hold less economic and political power than men and are loaded with several activities which are not valued in economic terms. Women, with their special responsibilities for children and the elderly, face further economic barriers than men in their ability to migrate to more urbanized areas for waged labor. The urban bias in connectivity thus deprives women, more than men, of the universal right to communicate. While women make up the majority of people in rural areas of developing countries and play a central role in agriculture, issues of language, literacy, etc. are compounded by their already heavy workload that limits the time available to use modern ICTs, and by cultural attitudes that prevent them from visiting public access points mostly frequented by men. Other important challenges include limited time availability to participate in training and use of ICTs, and lack of awareness of the opportunities available.
Gender and Social Equity in the US-Indo AKI

Gender and social equity were identified as key priorities at the first AKI Water Management workshop held in India in September 2006, highlighting the commitment to the integration of gender concerns at both the programmatic and project levels. Similarly, a Statement of Commitment to building gender integrated curriculum was adopted for inclusion in the final proceedings of the AKI Curriculum Development Capacity Building Workshop in Delhi on January 24, 2007. It reads: “A commitment to the importance and value of gender and social equity, and the integration of gender and social concerns into all AKI curriculum development activities and projects has been unanimously agreed to by the workshop participants. Resources shall be identified and committed to the furtherance of this agreement.” While all components in the AKI should have these issues well integrated, we are recognizing that we can’t do all things at once. The projects proposed in this proposal will contribute to the realization of agreed upon goals to ensure the integration of gender concerns throughout AKI programs and projects.

The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) in partnership with the University of Florida Water Institute and Washington State University International Program/Research and Development (IP/R&D), and the Indian Council for Agricultural Research (ICAR) propose a pilot program to ensure gender and social equity are incorporated in the AKI initially in 1) two of the NASULGC Projects granted to the University of Florida, and subsequently 2) across other NASULGC projects, and ultimately 3) providing a framework for monitoring, evaluation and gender impact analysis that can be employed within the broadest context of the AKI Initiatives.

We propose a pilot research project to integrate gender and social equity concerns in agricultural and natural resource management (NRM) research. The results will be disseminated at already planned AKI workshops for AKI priority areas – Water Management and Capacity Building. The pilot project outcome will establish a framework for future AKI projects and for institutional sharing of lessons learned.

2. Project Description and Scope:

The pilot program will begin a process that will ensure gender and social equity are incorporated in the AKI in two of the NASULGC Projects funded at the University of Florida. The University of Florida is in the unique position of managing two of the NASULGC funded projects, one in each of the two priority areas of Water Resource Management and Capacity Building.

- **Water Resource Management - Sustainable Water Resource Management**: U.S - India Collaborative Research and Education, Principal Investigator Dr. Wendy Graham. The Indian collaborators are M. Devender Reddy, Principal Scientist (Agronomy) at the Water Technology Centre, PGR Centre, Acharya N.G.Ranga Agricultural University and Dr. Surinda Jalota at Punjab Agricultural University, Punjab Agricultural University. and Dr. Ravinder Kaur from IARI.

- **Capacity Building in water management - Information and Communication Technologies for Capacity Building in Water Management: U.S. India Collaborative Extension/Outreach and Distance Education.** Principal Investigator: K. Ramesh Reddy. The Indian collaborators are B. Bhaskar Reddy, Director International Programs, Acharya N. G. Ranga Agricultural University (ANGRAU) – Dr. A. K. Jain. And Dr. Prabhjot Kaur Sidhu, Punjab Agricultural University. Venkataraman Balaji, Head of Knowledge Management and Sharing, International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), Patancheru, AP, Hyderabad, India, ICRISAT, Dr. Swarn Lata Arya, CSWCTRI, Chandigarh, and Dr. Palanisamy, Tamilnadu Agricultural University, Coimbatore

The initial phase of the project has funding committed this year by USDA Discretionary Funds: $50,000 in Indian currency and $50,000 US equivalent from the Indian Council for Agricultural Research (ICAR). It will consist of two major components: 1. Research component and 2. Dissemination of lessons learned for incorporation AKI projects under NASULGC grants.

### 2.1 Component 1: Research Components

This pilot research project will focus on participatory research methods including qualitative and quantitative gender disaggregated data collection and analysis and will demonstrate the importance and value of incorporating gender and social equity concerns in agricultural research. The two linked research components will develop relevant materials that will be used in the workshop activities proposed as the second part of this project. The pilot research project will contribute to the understanding that these issues matter, but more importantly, help to address how they can be best addressed and incorporated into on-going and proposed AKI projects.

The research will take place in India. The research plan will be designed and supervised by a core research team of US/INDIA faculty and administered by two principal investigators who are members of The Core Team. Students/research scientists will work with Indian co-investigators to establish the benchmark information within two watersheds and to develop case studies that will be published and later used in development of the workshop activities. The US investigators will visit the sites and work closely with Indian scientists and students.

Research results will provide relevant case studies and other data that will demonstrate the critical need for gender integration into technical research and capacity building projects supported by AKI initiative, initially focusing on the two UF NASULGC funded projects.


Drs. Suhas Wani, D. Haman and V. Getz will lead the research focused on this project.

*Research objectives* (Sustainable Water Resource Management)
• To identify and document any existing social/gender programs (government, academia, NGO, self-help groups, etc.) and their impact on the livelihoods and communities in the studied areas.

• To examine gender and power relations and differences in the distribution of responsibilities and resources for survival.

• To study the participation of women and men in various activities introduced under the watershed development programs.

• To assess the social/gender impact of various watershed development projects in terms of socio-cultural and economic indicators.

• To un-earth the relationship between the level of participation and impact of the project activities on socio-economic indicators.

Major activities

• Review of what has been done with regard to gender and water management and articulate clearly some of the research gaps.

• Identification of watersheds

• Identification of stakeholders

• Identify social-cultural-political and economic contexts that may impact the design of research projects.

• Use gender analysis methodologies to analyze gender roles and power relations

• Collection of data

• Analysis of data and consolidation into relevant case studies for use in the dissemination component.

• Report writing, publication, and dissemination.


Dr. Arya will lead the research that relates to the capacity building project. Access to ICT can make significant contribution in the empowerment of women as well as productivity enhancement in diverse farm and non-farm activities such as cultivating cereal
crops, secondary crops, dairying, animal husbandry, fisheries, forestry, post harvest technology, credit, input supply and marketing, etc. It can also help in improving rural women’s leadership and participation in community and economic development activities. Thus, ICT has important impact potentials in bridging the knowledge gap, especially for women farmers, via training, outreach, promotion and adoption of research results at local levels.

Research Objective (Capacity Building)

- To identify needs, requirements, potential and constraints faced by women in the areas of Information Communication technologies (ICT) technological development, access to inputs and other productive resources and design research programs for formulation of appropriate technologies to overcome constraints.

Major Activities

- Identify optimal communities for building partnerships in ICT.

- Identify specific needs for access to information that can be provided through ICTs that can contribute to gender equitable management of water resource use and access.

- Explore ways that women and girls can participate effectively and equitably in emerging knowledge networks by ensuring women’s access to ICTs, availability of women oriented content (e.g., subsistence as well as cash crop information), and selection of intermediaries with women in meaningful positions as key partners;

- Adapt village case study (i.e., based on ICRI SAT link with The Adarsha Mahila Samaikhya project through the Virtual Academy for the Semi-Arid Tropics (VASAT) and evaluate applicability of this technology to another watershed.

  - Identify optimal communities for building partnerships in ICT for resource management in selected watershed.

  - Develop and write a plan for building partnerships with local women’s groups, NGOs, international, academic and government institutions.

  - Present a plan to AKI focusing on local cultural-social-political and gender issues and how they relate to ICTs availability and use.

Scope of Work - Research Component (both –outlined above projects)

Students/research scientists will work with Indian co-investigators to establish the benchmark information within two watersheds and to develop case studies that will be published and later used in development of the workshop activities.

- The research plan will be designed by the US/INDIA team of Principal Investigators.
The researchers will identify stakeholders, design exploratory research protocol for interviews/surveys, and identify current applicable research

The research will take place in India in Watersheds to be determined (preferably linked with AKI UF Projects)

Focus on participatory research and development (PR&D) methods including qualitative and quantitative gender disaggregated data collection and analysis

The US investigators will visit the sites and work closely with Indian scientists, extension workers and students

2.2 Component 2: Dissemination of Results

The second part of the project will consist of the dissemination of the results. The process, methods and lessons learned will be shared at the institutional level through publications and other communication strategies such as.

- Website development for capturing and sharing lessons learned.
- Workshops/training for sharing lessons learned integrated into already planned AKI workshops

Sessions on social equity and gender component implementation, process, preliminary data and lessons learned will be included in subsequent Water Management and Capacity Building workshops. This will be done through linking with the next set of AKI Workshops and Board/Planning meeting (NASULGC, Water Management, Capacity Building). The timeline for this phase will be determined as the various activities are specified, identified and funded. The goal of these activities will be to clearly demonstrate the value of integrating gender and social equity components in all AKI projects and programs.

Scope of Work - Dissemination of Results

- Compilation and analysis of research will provide a framework for developing and sharing relevant data and case studies to demonstrate the need for gender and social equity component in all AKI projects and programs.

- Link with the next set of AKI Workshops and Board/Planning meetings as viable and with appropriate funding (NASULGC, Water Management, Capacity Building).

3. Project Partners and Collaborators:

3.1. International Crops Research Institute for the Semi-Arid Tropics (ICRISAT)
Project Lead and Principal Investigator: Dr SP Wani, Regional Theme Coordinator (Asia), Agroecosystems and Principal Scientist (Watersheds)
Collaborators: Dr. Cynthia Bantilan, Theme Leader and Principal Scientist, GT-IMPI and T.K. Sreedevi, Scientist (Watershed Development) GT-AES, ICRISAT

The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) is a nonprofit, non-political organization that does innovative agricultural research and capacity building for sustainable development with a wide array of partners across the globe. ICRISAT's mission is to help empower 600 million poor people to overcome hunger, poverty and a degraded environment in the dry tropics through better and sustainable agriculture. ICRISAT belongs to the Alliance of Future Harvest Centers of the Consultative Group on International Agricultural Research (CGIAR).

ICRISAT, has its headquarters at Patancheru, Andhra Pradesh, is an autonomous, international, nonprofit, charitable, research organization for science-based agricultural development. ICRISAT carries out its mission by forming research partnership with government, NGOs, and private sector organizations in developing countries, and linking these partners to advanced research worldwide.

ICRISAT has a strong history of socio-economic data collection and is working in the area of rainwater management by adopting the holistic integrated community watershed management approach. This holistic approach is built around collective actions, community participation, convergence and consortium principles and the work addresses the issues of gender and equity which are the important pillars of collective action and community participation. At ICRISAT a multidisciplinary team of scientists in AES in Asia is doing PR&D in five Asian countries. A recent ICRISAT study entitled, “Leveraging Institutions for Enhanced Collective Action in Watershed through Harnessing Gender Power (Sreedevi and Wani) covers three different watersheds in Andhra Pradesh to understand drivers for achieving equity and gender in watershed programs.

3.2. University of Florida, Water Institute

Co-Principal Investigators: Dr. Dorota Haman, Agricultural and Biological Engineering, University of Florida and Ms. Lisette M. Staal, UF/IFAS International Programs
Collaborators: Dr. Whitney Sanford and Dr. Janaki Alavalapati

The University of Florida (UF) is a comprehensive, land grant University (LGU) based in Gainesville, Florida. UF is one of only 17 LGU’s with membership in the Association of American Universities, and with more than 48,000 students, it is one of the five largest universities in the US. UF expends over $500 million/annum in research programs that cover arts and sciences, law, engineering, health sciences, and agriculture and natural resources, among other fields. An official Memorandum of Understanding was established between UF and ICRISAT in early 2006.
The University of Florida Water Institute was officially established in May 2006 with a mission to foster interdisciplinary research, education, and public outreach programs designed to: 1) Improve understanding of the physical, chemical, and biological processes in aquatic systems (rivers, lakes, oceans, estuaries, wetlands, and ground waters); 2) Enhance understanding of how human activities and attitudes affect aquatic systems; and 3) Develop and promote the adoption of improved methodologies for water management and policy development based on a strong background in water-related sciences, engineering, management and law. One of the four Pillars for Research, Education and Outreach includes addressing Water and Society. UF has a long history of working with Gender issues in Agriculture and the Environment. In addition, the Interdisciplinary Water Working Group is an important resource on which we might draw throughout this project. This is an ad hoc group of faculty from several different departments and colleges at the University of Florida engaged in discussions and project development around "interdisciplinary water issues." IWWG includes members from Soil and Water Science, Agricultural and Biological Engineering, Agronomy, Religion, Women Studies, as well as several participants from outside of UF. IWWG has several pending proposals, including a recent one regarding collaborative partnership with the CGIAR wide Challenge Program on Water and Food that focuses on interdisciplinary research and case study framework in watershed management.

3.3. Washington State University International Programs/Research and Development (IP/R&D)

Co-Principal Investigators: Dr. Vicki Getz, Environmental Sociologist, Adjunct Faculty Washington State University

Washington State University fills a role unique among the states colleges and universities. In keeping with the traditions and responsibilities of its land-grant status, the university continues to be responsive to the demands and needs of its constituencies in today's society. As mandated by its charter and a continuously evolving sense of purpose, the university pursues learning in the liberal arts and natural sciences, as well as in agriculture, home economics, engineering, business, health sciences, veterinary medicine, and education; all are essential elements in its comprehensive approach to higher education. The unique role of the university arises from the interrelationship of instruction, research and public service/outreach--functions which interdependent, mutually supportive, and central to the land-grant character of the institution.

Washington State University International Programs/Research and Development strengthens the internationalization of Washington State University through world-class contributions to education, research, and development across the globe and is currently involved in projects -- either as the lead institution or partner -- in Asia, the Middle East, Africa, and South America. Dr. Getz has conducted research in the areas of gender and development, sustainable agriculture and community development, empowerment and political participation in the United States, India and Afghanistan. Her teaching has focused on Environmental Sociology; Population, Policy and Resources, Research Methods, Social Survey Construction and Administration and a variety of other natural resource, agriculture and gender related courses.

3.4 Central Soil And Water Conservation Research And Training Institute, Research Centre, Chandigarh, CSWCTRI, Indian Council for Agricultural Research (ICAR)
Principal Investigator: Dr. Swarn Lata Arya, CSWCTRI, Chandigarh (ICAR)
Collaborators: Dr. Ravinder Kaur, National fallow, IARI, New Delhi (ICAR); Dr. Prabhjot Kaur Sidhu, Punjab Agricultural University; Dr. Geetha, Tamil Nadu Agricultural University; and Dr. Vijaya Khader, Dean Home Science College, ANGRAU

4. Management Plan:

4.1 Program Implementation and Management: A Core Team will be made up of the PI’s and Co-PI’s designated in this proposal. The planning team will meet jointly by email, internet and phone to develop specific annual work plan, outline specific activities and make program decisions.

4.2 The Core Team will establish an annual work plan within the first several months following funding reflecting the proposed scope of work. The Scope of Work will include the following:

4.3 Time Frame and Major Activities: Two years (July 2007 to July 2009)

Major activities to be carried out in concert with UF NASULGC funded projects as appropriate will include:

July through November 2007
• Core team development and identification of research support
• Work plan integrated with the two UF Projects as appropriate –
• Review of current research on integrating gender concerns in agricultural research with focus on “water management” and articulate clearly some of the research gaps.
• Identification of key stakeholders.
• Identification of watersheds in concert with UF NASULGC funded projects as appropriate.
• November – May 2007-2008 Review of what has been done with regard to gender and water management and articulate clearly some of the research gaps. Identify social-cultural-political and economic contexts that may impact the design of research projects.
• Designing the research to include social-cultural-political context and gender analysis methodologies to explore the gender roles, power relations and resource use and access.
• Identification of primary and secondary stakeholders
• Initiate collection of data
• Initiate website

Summer 2007
• Data Collection, consolidation and analysis
• Analysis of data and consolidation into relevant case studies for use in the dissemination component.

Fall 2008 - 2009
• Report writing, publication, and dissemination.
• Prepare relevant materials that will be used in the workshop activities proposed as the second part of this project.
• Dissemination Workshop(s)

4.4. Program Administration: ICRISAT will administer the project and implement funding of initiatives through the ICRISAT PI and based on the consensus of the CORE team.

5. Conclusion:

The research project will focus on the fundamental necessity of integrating gender and social concerns in agricultural, water and watershed management research. The goals will be 1) to develop and execute strong science based research, and 2) to inform US-India Agricultural Knowledge Initiative (AKI) programs and projects on lessons learned.

We hope this project’s outputs will contribute to the establishment of a mechanism whereby AKI commitments to gender and social equity will be fully realized. This initiative provides an opportunity for the Agricultural Knowledge Initiative to engage in innovative and cutting edge research that promotes quality education, within agricultural training institutions as envisioned by ICAR and USDA and the AKI Board:

Importance has to be given to attaining excellence in agricultural education, to enhance employability of the graduates, developing human resources to fulfill commitments towards the Millennium Development Goals and improving quality of life through sustainable rural development including innovative agricultural extension, agri-business programmes and wider participation of women (Work Plan India-US Knowledge Initiative on Agriculture (2006) 2nd Board Meeting, New Delhi, India, February 13-14).

In order to achieve this, the outcome can’t be a mere gender and social equity awareness raising exercise. There must be specific measurable outcomes including research, publications, and materials. The pilot project proposed in here is an important step toward achieving that goal. This Proposal outlines the minimum activity to begin a program that will ultimately impact the broader AKI activities and efforts. A longer range plan will require additional funding. We anticipate that there will be other opportunities to develop in the future based on the process and outputs of this proposal/project that would need additional funding. See APPENDIX 1: Thoughts on a Longer Range Plan Requiring Additional Funding

6. Budget
• The budget includes funding that will be provided by USDA and administer through ICRISAT, and indicates the matching funds being requested from ICAR by the Central Soil And Water Conservation Research And Training Institute, Research Centre, Chandigarh

• The budget follows the US-INDIA AKI initiative principals with costs of US students and faculty stay in India covered by Indian partner, and Indian partners visit to US covered by USDA funds.

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Research Coordination and in-country supervision

Operation Expenses

- ICRISAT scientists, student research and transport: $12,000
- Document support - Web implement, printing copy, etc: $2,200
- Communications and support: $2,500

Operation Expenses - vehicle hire, etc

Contractual contingency

Outreach coordination and connectivity

Workshop-conferences

Publication Assistance

Outreach and Mainstreaming of lessons

- Outreach coordination - workshop in US - WSU coordinates: $5,500
- Indian collaborators to US for workshop
- airfare - RT India - US - Washington DC: $0 ICAR Pays
  - accommodations: 3, 1, 1750: $5,250
  - per diem: 3, 1, 1050: $3,150
- insurance: 3, 213: 0 ICAR Pays

US students/faculty travel to workshop

- accommodations: 5, 1750: $8,750
- airfare - RT to WDC: 5, 500: $2,500
- Link with other AKI workshops as appropriate: $0

14-Jun-07

USDA TOTAL = $49,850

ICAR = $50,000
APPENDIX 1: Thoughts on a Longer Range Plan Requiring Additional Funding

Some ideas include:

Subsequently across others of the NASULGC projects -- Subsequent funding to support an idea for MINI RFPS---Requests for Proposals for the integration of gender concerns in AKI projects will be made available to existing NASULGC funded projects. The development of Requests for Proposals, or mini-RFPs, being proposed will support and strengthen AKI’s overall goals and will ensure that projects currently being implemented include a gender component from beginning to end. There are currently nine funded projects, four each, in the Water Management and Capacity Building components of the AKI that involve US-Indian University partnerships. The mini-RFP will be offered on a competitive basis to two projects in each area. Projects will submit a proposal for graduate students, training, workshops, gender disaggregated data collection or other mechanism by which gender concerns within their specific projects will be addressed. Each proposal will include a knowledge dissemination component to guarantee lessons learned are shared at the institutional level. The mini-RFPs will be developed by a committee comprised of Indian and US participants. Sessions on the gender component implementation, process, preliminary data and lessons learned will be included in all subsequent Water Management and Capacity Building workshops.

Ultimately, these projects will provide a framework for monitoring, evaluation and gender impact analysis that can be employed within the broadest context of the AKI Initiatives. The Biotechnology and Food Safety components will include project findings at future workshops with a view toward expanding the integration of gender concerns throughout the AKI programs and projects.
APPENDIX 2: CVs of Key Personnel

ICRISAT: International Center for Research in Semi-Arid Tropics
- **Project Lead and Principal Investigator**: Dr SP Wani, Regional Theme Coordinator (Asia), Agroecosystems and Principal Scientist, Watersheds
- **Collaborators**: Dr. Cynthia Bantilan, Theme Leader and Principal Scientist, GT-IMPI and T.K. Sreedevi, Scientist (Watershed Development) GT-AES, ICRISAT

UF: University of Florida
- **Principal Investigators**: Dr. Dorota Haman, Chair and Professor, Agricultural and Biological Engineering, University of Florida and Ms. Lisette M. Staal, UF/IFAS International Programs
- **Collaborator**: Janaki Alavalapati

WSU: Washington State University
- **Principal Investigator**: Dr. Vicki Getz, Sociology, Washington State University

ICAR, CSWR&T, Chandigarh
- **Principal Investigator**: Dr. Swarn Lata Arya, CSWCTRI, Chandigarh (ICAR) *(administers funds from ICAR)*
- **Collaborators**: Dr. Ravinder Kaur, National fellow, IARI, New Delhi (ICAR), Dr. Prabhjot Kaur Sidhu, Punjab Agricultural University, and Dr. Geetha, Tamil Nadu Agricultural University

CV - Dr. Suhas P. Wani, ICRISAT

Name : Dr. Suhas P Wani

Designation : Principal Scientist (Watersheds) and Regional Theme Coordinator (Asia)

Organisation : International Crops Research Institute for the Semi-Arid Tropics (ICRISAT)
Patancheru 502 324
Andhra Pradesh
India

Phone : 91-040-30713071 Extn. 2466 (O)
91-040-27111263 ®

E-mail : S.WANI@CGIAR.ORG

Area of specialization

- Biodiesel plantations and research on Jatropha and Pongamia

Administrative and Leadership Activities

- Working as Project Coordinator in the area of Watershed Management through holistic systems approach, natural resources management strategies have been developed for optimizing the use of land resources and enhance livelihood opportunities for the poorest of the poor living in the SAT.
- Working as Regional Theme Coordinator in Asia and assisting the Project Coordinator by coordinating activities of the program having 12 Scientists and 72 Scientific Staff members.
- Working as Chair of the Space rationalization committee and member of several committees such as job evaluation panel, performance management committee.
- Involved in operating multidisciplinary projects.
- Associated with the organization of national and international scientific meetings, workshops and field days at ICRISAT

Awards

- Awarded a Gold Medal by the Government of Vietnam for making impact in the area of Natural Resource Management in Vietnam
- Awarded ICRISAT Resource Mobilizer Award for 2002
- Awarded ICRISAT Resource Mobilizer Award for 2003
- Awarded ICRISAT Resource Mobilizer Award for 2006
- Awarded Lady Doreen Mashler Award for 2004
- Awarded Lady Doreen Mashler Award for 2006
- Member of the Unilever’s Sustainable Agriculture Advisory Board (SAAB), U.K.
- Fellow Membership (FUWAI) of United Writers’ Association

**Publications**: 232 in various national and international journals, proceedings and books.

CV - T.K. Sreedevi, ICRISAT

NAME : T.K. Sreedevi

DATE OF BIRTH : 14 August 1970

EDUCATIONAL QUALIFICATION : Masters Degree in Psychology & English Literature

EXPERIENCE :
Probationary Deputy Collector (U/T) from Dec 1993 to Apr 1995
Revenue Divisional Officer, Nellore from Apr 1995 to Aug 96
Joint Director, Survey Settlements & Land Records from Aug 1996 to Dec 1996
Revenue Divisional Officer, Kamareddy from Jan 1997 to Aug 1998
Executive Director, Dist. SC. Co-op. Society Ltd., Vizianagaram from Aug 1998 to Dec 1998
Executive Director, Dist. SC. Co-op. Society Ltd., Medak from Dec 1998 to Jul 2000
Project Director, Drought Prone Area Programme, Ranga Reddy District from Jul 2000 to Jul 2001
Additional Project Coordinator, Project Support Unit, Andhra Pradesh Rural Livelihoods Project, AP, Hyderabad, India from Jul 2001 to April 2004
Scientist (Watershed Development) in ICRISAT, Patancheru, A.P. India from May 2004 till date

MAILING ADDRESS : T.K. Sreedevi
Scientist (Watershed Development)
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Patancheru, 502 324
Andhra Pradesh India
Phone: +91(40) 23296161 Extn. 2691
FAX: +91(40) 23241239 and 91-8455-282828
E-mailAddress : T.K.SREEDEVI@CGIAR.ORG

PUBLICATIONS :


Cynthia S. Bantilan, ICRISAT

Name: Bantilan, Ma. Cynthia S.

Project Role: Key Staff and Coordinator for Socio-economics, International Crops Research Institute for the Semi-Arid Tropics (ICRISAT)

Positions held:
Global Theme Leader of the ICRISAT Global Theme on “Markets, Policy and Impacts” and earlier Program Director, Principal Scientist and Project Leader for Research Evaluation and Impact Assessment of the Socioeconomics and Policy Program at the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT). Before joining ICRISAT, she held the position of Associate Professor of Economics and Statistics at the University of the Philippines at Los Banos. She specializes in agricultural research evaluation and impact assessment, poverty and income distribution, econometrics, agricultural statistics, information systems management, and applications for decision support and policy analysis.

At ICRISAT, she is involved in strategic analysis, research evaluation and impact assessments, monitoring and impact evaluation, poverty and income distribution analysis, econometrics, applications for decision support and policy analysis, and science policy and research on agriculture-health linkages. She spearheaded the implementation of the Research Evaluation and Impact Assessment Project at ICRISAT covering Asia and sub-Saharan Africa and the conceptualization of the ICRISAT Policy Document for Mainstreaming HIV and AIDS issues in agricultural research for development, now approved by the ICRISAT Governing Board. As Global Theme Leader, she also currently heads the development of key research resources on agriculture and health at ICRISAT based on village level studies in Southern Africa and India; and currently involved in innovations for a multi-sectoral strategy to address the linkages between agriculture, livelihoods and health in partnership with NARS, State Government agencies, NGOs, private sector and other key stakeholders.

Before ICRISAT, she served the Philippine Government in various capacities as national policy adviser and Consultant of the Philippines for Poverty and Income Distribution, National Economic and Development Authority (NEDA) from 1988 to 1992, National Expert in Agricultural Statistics for the Department of Agriculture and National Statistics Office for 5 years starting 1987 and Project Leader of the Research Priorities for Philippine Agriculture Project - a collaborative endeavor of the Department of Agriculture, Philippine Council for Agriculture, Natural Resources and Forestry Research and Development (PCARRD), University of the Philippines at Los Banos and Australian Center for International Agricultural Research. She was a panel member for two external program reviews: PCARRD in 1991/1992 and The McKnight Foundation Cross Country Collaborative Program.

Education: Ph.D. in Economics from the North Carolina State University.

Representative publications:


Dukes M.D., L.C. Nogueira, C. Cornejo, L.W. Miller, D.Z. Haman, J.M. Scholberg, A.M. Marder, 


PUBLICATIONS (selected – total over 100)


LANGUAGES WRITTEN AND SPOKEN  English:Excellent,  Polish: Excellent,  Spanish:Good

MEMBERSHIPS IN PROFESSIONAL SOCIETIES

Member, United States Committee on Irrigation and Drainage - lifetime membership – Member of the Board of Directors since 2004.
Member, American Society of Agricultural Engineers - 1979-present
Member, The Environmental and Water Resources Institute (EWRI) – 2003-present
EWRI Technical Committees:
• On-Farm Irrigation Systems Committee – Vice Chair – 2005-2007
• Irrigation Delivery and Drainage Systems – Secretary – 2005-2007
• Task Committee on Technology Transfer – Member – since 2005
Member, Florida Irrigation Society – 1985 – present
• Member of FIS Irrigation Standards Working Group

Irrigation Management for Humid and Sub-Humid Areas Multi-state Research Project Number: S-1018 -
Chair-elect – Oct 2004 – Oct 2005
Irrigation Management for Humid and Sub-Humid Areas Multi-state Research Project Number: S-1018 –

Awards:

2005 -: Included in the book Women Engineers: Extraordinary Stories of How They Changed Our World pg 213
2004: Art Hornsby Distinguished Extension Professional and Enhancement Award – University of Florida
2004: Outstanding Extension Publication Award (outstanding Website Award for 2003) from American Society of Horticultural Science.
2004: Elected to the Working Group on Capacity Building, Training and Education of ICID (International Commission on Irrigation and Drainage)
2004: Elected to the Board of Directors of USCID (United States Committee on Irrigation and Drainage)
2000: Member of Gamma Delta Sigma.
1984: Awarded a teaching Fulbright Scholarship for five months to teach at the Agricultural University of Warsaw, Poland (not accepted).
1993: The ASAE Blue Ribbon Award, Educational Aids Competition for the co-authorship of video, Water from the Sun.
CV - Lisette Staal, University of Florida

Lisette M. Staal
University of Florida Water Institute
570 Weil Hall, UF, Gainesville, FL
lstaal@ufl.edu, 352-392-5893

PROFESSIONAL INTERESTS:

Interdisciplinary approaches, participatory development, farming systems, socio-economic and gender analysis, design, management, coordination, facilitation and evaluation of intensive training programs, materials and approaches.

EXPERTISE AND SKILLS:

Administrative and Program Management: Program and project direction, strategic planning, coordination, management, implementation, documentation and evaluation. Working across the UF/IFAS administrative land grant functions of research, teaching and extension, and with other units at UF. Coordinate with colleagues at other universities, donor agencies, consulting firms, international centers, and various external organizations.

Coordination and Leadership: Facilitation, teamwork, team building, supervision, interpersonal communication, analytical and organizational problem solving, training course, workshop and event planning.

Interdisciplinary Training, Outreach and Research: Working with multidisciplinary teams on proposal development and implementation. Coordination, facilitation, design, management, and evaluation of intensive training programs materials and approaches involving interdisciplinary approaches in the agricultural and natural resources. Combined expertise in geography, education, farming systems, participatory research, and gender analysis.

International and cross cultural: Worked in Brazil, Belize, Ecuador, Gambia, Kenya, Panama, Peru, Swaziland, The Netherlands, Uganda, Western Samoa, and Zimbabwe. Lived in Taiwan, Germany, Japan, England, and Mexico. Traveled in the South Pacific, Asia, Europe, Central and South America, West and East Africa and throughout the United States.

EDUCATION:

M.A. Geography, Ohio University, 1984
B.A. Education, University of Maryland, 1978
B.S. Geography, University of Maryland, 1978

PROFESSIONAL EXPERIENCE:

Research Coordinator, University of Florida Water Institute, April 2007 – Present. Key area of focus is Water and Society.

Assistant Director, International Programs in the Office of the Vice President for Agriculture and Natural Resources, Institute of Food and Agricultural Sciences, University of Florida, October 1999 – April 2007. Assist in the development, direction and administration of the programs and activities and ensuring that goals and objectives for International Programs are communicated and achieved. Coordinate administrative, logistical and technical support functions to meet requirements of contracts, programs and activities. Lead proposal development with faculty. Coordinate liaison activities among functional areas of research, extension and training units. Assist in the preparation and administration of operating and program budgets. Serve as a liaison between the University, national and international contacts regarding program development and activities. Coordinate and communicate with internal and external faculty and other technical experts who participate in programs. Manage international cooperative agreements and contribute to public relations including newsletter and website.

Training Coordinator and Acting Director, USAID Worldwide Women in Development Fellows Program, Office of International Studies and Programs, University of Florida (also served as Acting Director and Principal Investigator from January 1999 – September 1999), January 1997 – September 1999. Responsible for administration and implementation of a $2.4 million Cooperative Agreement with the United States Agency for International Development which aimed to expand the pool of WID (Women in Development) and GAD (Gender and Development) experts within USAID and the institutions that collaborate with it. Responsible for goal setting, program direction, coordination and reporting of all training activities for the USAID WorldWID Fellows program.

Training Coordinator, Tropical Conservation and Development Program, (TCD), Managing Ecosystems and Resources with Gender Emphasis (MERGE) Program, University of Florida, May 1994 – August 1997. As a member of the management team of the MERGE program, participated in strategic planning, implementation, providing input on budget decisions, organizing information management and writing program and project reports. Specific training responsibilities included program and materials development, course development and implementation working with multi disciplinary and inter-cultural teams, and training evaluation and documentation.


Education and Training Coordinator, International Training Division, Academic Programs, Institute of Food and Agricultural Sciences and Natural Resources, University of Florida, Gainesville, Florida, July 1989 - April 1994. Directed and coordinated the overall planning,
management and evaluation of the international short course training program. Managed program budget, monitored fiscal status, and addressed administrative issues. Developed specific training projects, prepared proposals and worked closely with faculty and subject matter specialists in design, delivery and promotion of courses. Interacted with university support units to accomplish program implementation, maintained communication with international and domestic agencies and served as liaison between academic, governmental and international communities. Advised faculty in the training design, methodology, techniques and evaluation of training courses. Acted as liaison with administration, departments, faculty, and international and domestic agencies to provide appropriate training.

**Project Manager, Tropical Research and Development, Inc., Gainesville, Florida, October 1988 - July 1989.** TR&D is an international consulting firm devoted to research and development assistance in the tropics. Job responsibilities included project management of short term technical assistance and training projects. Activities included proposal preparation, project tracking and team selection, preparation and orientation of team for field work, management of teams on location, liaison with overseas USAID mission officers, budget preparation and management, program development in areas of training and Women in Development, and company promotion.

**Coordinator, International Programs, Institute of Food and Agricultural Sciences, Gainesville, Florida, January 1988 - October 1988.** Responsible for the planning, development and coordination of a newly established intensive short course training program. Specific duties covered all aspects of both general program and specific course development including planning, budgeting, proposal preparation, technical support for training design, methodology, and training techniques, course implementation, financial management, training resource and materials development and human resource development activities.

**Assistant in Farming Systems, Farming Systems Support Program, International Programs, Institute of Food and Agricultural Sciences, University of Florida, Gainesville, Florida, July 1984 - January 1988.** As part of the management team, assisted project director, technical research and program managers in the areas of data management, reporting and training. Contributed to office information organization, management and strategic planning.

**Teaching and Research Assistant, Ohio University, Athens, Ohio, March 1982 - March 1984.** Various teaching and research responsibilities.

**Study and Research Fellow, Organization of American States (OAS), Quito, Ecuador, South America, June 1983 - August 1983.**

**Instructor/Peace Corps, Leulumoega, Western Samoa, December 1979 - December 1981. Instructor/Social Sciences, Howard County Department of Education, Columbia, Maryland, January 1979 - December 1979.**

**LANGUAGES:** English, Spanish (some reading and conversation ability)

**ADDITIONAL RELEVANT TRAINING:**
- Management seminars on delegation, communication skills and business writing, leadership
- Computer seminars including Microsoft software programs, DOS, networking, and database management, Excel, PowerPoint, Access.
- Women in Development Case Study Method and Training of Trainers, University of Florida
- Training of Trainers, Office of International Cooperation and Development, USDA, Washington, D.C.
- Intensive training in cross-cultural studies and training techniques, Peace Corps training, Western Samoa
- Language program in Spanish and Mayan Civilization. Merida, Yucatan, Mexico
- Samoan language training, Peace Corps, Western Samoa
  - Training in Contracts and Grants Administration at the University of Florida

SELECTED PUBLICATIONS AND REPORTS:

Multiple project and annual reports, not listed here.

Contributed to UF/IFAS response to the request from the Southern Association of Colleges and Schools (SACS) review self study, “Expanding International Experiences of Students and Faculty in the Institute of Food and Agricultural Sciences (IFAS)

UF/IFAS International Programs Strategic Plan, submitted to International Programs Advisory Team

UF/IFAS International Strengths Document, submitted to International Programs Advisory Team


CV – Vicki A. Getz, Washington State University

CONTACT
1724 East D. St. Moscow, ID 83843 USA
Phone: 208-301-2501/208-892-0569 Email: vgetz@moscow.com vicki_getz@wsu.edu

PROFESSIONAL OBJECTIVES
Analytical work and catalytic activities. Gender analysis, livelihood assessment, impact analysis, project management, monitoring and evaluation, advocacy, capacity building. Teaching, training and research in women’s rights, political participation, gender and development, sustainable communities and agriculture, environmental sociology, international relations and development, sustainable livelihoods, ecological/economic systems. To create more laughter.

EDUCATION
2005 Washington State University, Ph.D. Sociology (Environmental and Gender) Dissertation – Gateways and Gatekeepers: A critical gender analysis of women’s political participation in Kerala, India.
1991 Seattle University, Teaching English as a Second Language (TESL), Certification
1988 University of Idaho, M.Sc. Psychology Thesis – What if There’s No Such Thing as PMS and This is My Real Personality? Comparison of daily versus retrospective reporting of premenstrual tension symptoms.
1983 Washington State University, B.Sc. Psychology Cum Laude

ACADEMIC APPOINTMENTS
2006 – present Principle Investigator - Addressing Gender and Social Equity Issues in the Water Management and Capacity Building Priority Areas of the Indo-US Agricultural Knowledge Initiative (AKI), Research project funded by United States Department of Agriculture (USDA), Indian Council of Agricultural Research (ICAR) in partnership with International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) and University of Florida, USA

2005 – present Sociologist/Gender Development Specialist/Adjunct Faculty Washington State University International Programs/Research & Development Design, supervision and implementation of international projects including participatory alternative livelihood projects in Afghanistan with (I)NGO Danish Organization for Aid to Afghan Refugees (DACAAR), Afghan Ministry of Agriculture and communities on gender and development, sustainable agricultural and economic development; coordination of women’s pilot projects based on participatory research conducted in Afghanistan. Currently serving as Principle Investigator – Addressing Gender and Social Equity Issues in the Water Management and Capacity Building Priority Areas of the Indo-US Agricultural Knowledge Initiative (AKI).

2003-2004 Visiting Assistant Professor Department of Sociology/Anthropology and Criminal Justice Studies University of Idaho Moscow, ID 83843


1996 - 2002 Graduate Teaching Assistant
1994-1996 Graduate Research Assistant
Department of Sociology

CONSULTING


Worked with international team of experts to determine the programmatic effectiveness in promoting adoption of FES by specific NGOs and to develop a culturally appropriate useable tool that will inform stove introduction and dissemination procedures for the most effective adoption of FES, including an M&E of use, problems encountered. Conducted semi- and unstructured group and individual interviews and field observations to explore the interaction of FES technology, gender, security and livelihoods in Internally Displaced Persons (IDP) camps Northern Uganda. Contributed to final reports, recommendations and refinement of M&E tool for use by USAID People, Energy and Development Program.

2007 Gender consultant - Introduction to gender, gender mainstreaming, gender budgeting and gender analysis, GTZ-Gender Mainstreaming Unit Kabul, Afghanistan

Written assessment of Ministry of Rural Rehabilitation Development (MRRD), Ministry of Finance (MoF) and Ministry of Commerce (MoC) Gender Units in terms of their skills, knowledge, attitudes on gender; gender mainstreaming, basic training in gender concepts, gender analysis, gender and projects with special reference to gender and trade and gender and rural development issues; design and implement curriculum on basic gender analysis and advanced gender analysis for civil servants in ministry Gender Units, Interministerial Gender Working Groups and Gender Budget Working Group.


Joint US-India Curriculum Development Workshop for State Agricultural Universities, Delhi, India.

2007 Research Consultant - Provender Alliance

Worked with board to develop research strategy for membership based regional sustainable food production and consumer non-governmental organization.

2006 Gender Advisor/Consultant -. GTZ- Gender Mainstreaming - Kabul, Balkh and Parwan provinces, Afghanistan - Capacity Building For Rural Women’s Leadership

In collaboration with the Gender Mainstreaming Project of German Technical Assistance (GTZ-GM) and the Ministry of Rural Development and Rehabilitation (MRRD) research and developed a user friendly manual on Capacity Building for Rural Women’s Leadership. *We Can Do Anything! Women and Community Development Councils (CDCs): A Guide to Activities for Developing Effective Participation, Collaboration and Communication in CDCs* focuses on enhancement of knowledge and skills necessary for active participation in National Solidarity Program (NSP) Community Development Councils (CDC) and in other local governance structures, as well as in decision-making about community development projects.

2006 Gender Consultant/Monitoring and Evaluation Program Reviewer –DFID funded Research in Alternative Livelihoods Fund (RALF) International Center For Agricultural Research In The Dry Areas (ICARDA) administered project, Kabul, Afghanistan.

Compiled program level monitoring and evaluation synthesis report 11 RALF projects.
2006 Gender Advisor – National Association of State Universities and Land Grant Colleges (NASULGC) Washington DC. Presentation and facilitation of discussion to the US-India Agricultural Knowledge Initiative (AKI) meeting of Principle Investigators on gender concerns in agricultural research. The AKI is a cooperative research initiative between Indian and US research and agricultural universities.

2006 Gender Consultant – DFID funded Research in Alternative Livelihoods Fund (RALF)/International Center For Agricultural Research In The Dry Areas (ICARDA) administered project, Kabul, Afghanistan

Explored the gender and community mobilization and livelihood issues for the first International Fund for Agricultural Development (IFAD) funded project in Afghanistan. The project focuses on improved dairy goats production systems for enhancing women’s livelihoods in marginal and post-conflict areas of Pakistan and Afghanistan.

2006 Facilitator - Communication Strategy Workshop - Research in Alternative Livelihoods Fund (RALF)/ICARDA –

Co-designed and facilitated workshop sessions with RALF international project leaders to develop a program level communication strategy to strengthen project outcomes, information sharing and upscaling.

2006 Proposal Reviewer

Gender analysis review of Afghanistan Local Governance proposal for submission to USAID (Funded).


Designed and implemented capacity building and gender training workshops, participatory survey research methods and qualitative interviewing techniques trainings with Afghan staff of an international NGO. Supervised fieldwork, the administration and analysis of livelihood research, rapid assessment and monitoring and evaluation of livelihood projects in Laghman and Herat Provinces in Afghanistan.

2002 – present Gender Consultant

Human Rights Law Network,

Pro-bono consulting for women’s legal rights NGO based in Thiruvanthapuram, Kerala, India.

INDEPENDENT INITIATIVES

2006 Founder - Afghan Gender Cafe Organization

Development of a website http://www. afghangendercafe.org to serve as a non-hierarchical communication space to share ideas, lessons, reports, publications, opportunities, stories and as a network for people involved in gender and development work in Afghanistan.

2006 Organizer and facilitator

Roundtable conversation on ‘doing gender’ in the context of development work in Afghanistan held on June 27, 2006 in Kabul. More than 80 representatives of from national and international NGOs, government agencies, private sector participated. Goal: the development of effective coordinating body for gender and development in Afghanistan.

TEACHING

2003-2004 Environmental Sociology, Social Inequalities, Social Theory, Research Methods, Marriage and Family, Introduction to Sociology – University of Idaho

2001-2002 Introduction to Sociology, Research Methods, Environmental Sociology Social Problems – University of Idaho

EMPLOYMENT

1988-1992  Greenpeace New Zealand and International
           Expedition leader/ Antarctica and campaigner – National and International
           Coordinated and supervised all political, media, personnel and budget aspects of national, and international environmental protection campaigns in New Zealand, Antarctica, and Republic of Palau.

1985-1988  ITT/Antarctic Services
           Logistics coordinator
           Directed and supervised summer resupply logistics operation for the National Science Foundation in Antarctica and Christchurch, New Zealand

1976-1982  Washington State University Physically Impaired Student Services Program
           Program Assistant and Counselor
           Managed all aspects of university student service for physically impaired students

HONORS and AWARDS

2001-2002  Rotary International Ambassadorial Scholarship
           Research Scholar, University of Kerala, India

1998, 1999  Chair’s Commendation for Excellence in Teaching
           (2 x in 1999)
           Department of Sociology

1998  Anne Madsen Memorial Scholarship

1983  Cum Laude, Washington State University  BS

PRESENTATIONS, CONFERENCES and WORKSHOPS


2002  Kerala Social Forum, Thiruvananthapuram, Kerala. Women and Governance: Gender Transformative Capacity-Building

2002  Association for Women’s Rights in Development (AWID), 9th Annual Forum, Reinventing Globalization” Guadalajara, Mexico (Poster)

2002  Pacific Sociological Association Annual Conference

2001  Canadian International Development Agency (CIDA)

2001  Kerala State Planning Board People’s Campaign

2001  Evaluation of the Effectiveness of the Women’s Component: Decentralization and Women’s Political Participation - Conference Delegate: Institute for Rural Development
CV - Dr. (Mrs.) Swarn Lata Arya, Central Soil And Water Conservation Research and Training Institute, Research Centre, Chandigarh

Swarn Lata Arya, presently working as Senior Scientist (Economics), at Central soil and water Conservation Research and Training Institute, Research Centre, Chandigarh. Mrs. Arya has a M.Sc. (1981) and Ph.D. (1987) both from National Dairy Research Institute, (ICAR) India. The scientist has been conducting research on socio-economic aspects of environmental and natural resource management projects. She is involved in the socio-economic evaluation of Integrated Watershed Management Programmes. She has been a part and parcel of various consultancies projects like Integrated Wasteland Development Projects and National Agricultural Technology Projects. She has been actively involved as Social Scientist in all the developmental projects in the formulation of Users’ groups, Self-Help groups and the involvement of community level institutions in project planning, designing and implementation stages.

The detailed investigations and research work undertaken by the scientist in various projects at the center have assessed the level of involvement of women in watershed development projects and described the impact of WSMP on their roles and responsibilities.

She was conferred upon the “Outstanding Women Agricultural Scientist Award” for the year 1996 for her significant contribution to social and environmental research leading to natural resource conservation and management. She is also the recipient of “Multi-disciplinary Team Research Award” of ICAR (1994-96) for her outstanding contribution in the field Natural Resource management. She has published more than 100 research papers in both national and international journals of repute, two books, several book chapters and technical bulletins, exclusively based on her field studies.

1. **Name and designation of the scientist:** Dr. (Mrs.) Swarn Lata Arya  
   Senior Scientist (Ag. Economics)

2. **Date and place of birth:** 15-02-1958 (Karnal, Haryana)

3. **Marital status** Married

4. **Complete postal address:** Flat No. 201, GH-34  
   MD Complex, Sector 5,  
   Panchkula–134 109. (Haryana)

5. **Telephone/Telex/Fax:** Off.: 650783,659365  
   Resi. 557269  
   Fax: 0172-650783
6. Educational qualifications beginning with the first-degree or equivalent

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Degree</th>
<th>Institution</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>B.A. (Economics)</td>
<td>Kurukshetra University</td>
<td>1978</td>
</tr>
<tr>
<td>2</td>
<td>M.Sc. (Dairy Economics, Statistics &amp; Management)</td>
<td>NDRI, Karnal</td>
<td>1981</td>
</tr>
<tr>
<td>3</td>
<td>Ph.D. (Dairy Economics, Statistics &amp; Management)</td>
<td>NDRI, Karnal</td>
<td>1987</td>
</tr>
</tbody>
</table>

7. Employment record (in tabular form)

<table>
<thead>
<tr>
<th>Position occupied</th>
<th>Period</th>
<th>Scale of pay</th>
<th>Name of Institution/University</th>
</tr>
</thead>
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<td></td>
<td>From To</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Scientist</td>
<td>18-02-98</td>
<td>12000-18300</td>
<td>CSWCRTI, Research Centre, Chandigarh</td>
</tr>
<tr>
<td>(Ag. Economics)</td>
<td>Continuing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Scientist Sr.</td>
<td>18-02-90 18-02-98</td>
<td>10000-15400</td>
<td>-do-</td>
</tr>
<tr>
<td>Scale</td>
<td>18-02-90</td>
<td>2200-4000</td>
<td>-do-</td>
</tr>
</tbody>
</table>

8. Any other relevant training/experience:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Institution/country visited</th>
<th>Date and duration of visit</th>
<th>Training received/research work done</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>NAARM, Hyderabad, India</td>
<td>July to Nov. 1985</td>
<td>Agricultural Research Management Training</td>
</tr>
<tr>
<td>2</td>
<td>CSWCRTI, Dehradun, India</td>
<td>April to Sep. 1986</td>
<td>Soil and Water Conservation Training</td>
</tr>
<tr>
<td>3</td>
<td>MANAGE, Hyderabad, India</td>
<td>18-29 April 1994</td>
<td>Management Development Programmes for Development for DPAP/DDP</td>
</tr>
</tbody>
</table>

Awards & Recognition

1. Awarded **Outstanding Women’s Agricultural Scientist Award** for the year 1996 by ICAR for my contribution in the field of participatory watershed management, evaluation and impact of the programme on the role of women.

2. Recipient of **ICAR Team Research Award for Outstanding Contribution in the field of Natural Resource Management** for the year 1994-96.

3. **AFI AHMED KIDWAI AWARD FOR THE YEAR 2002: NOMINATION**

LIST OF INTERNATIONAL AND RECENT PUBLICATIONS (1991-2001)

Book

**Journals (international)**


**National Journals**


**Other Publications**

**Bulletins**

*A Proposal for Integrating gender and social issues in watershed management projects of the Indo-US Agricultural Knowledge Initiative (AKI): A pilot study*


**Technical Reports**


**International Journals/Proceedings**


**National Journals**


