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PRACTICE GUIDE FOR GENDER INTEGRATION IN LIVELIHOODS UNDER DAY-NRLM

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Acronyms

Acronyms

Full Forms

AGEY	Aajeevika Grameen Express Yojana (Safe Mobility Scheme under NRLM)
APMC	Agricultural Produce Market Committee
BRC	Block Resource Center
CEF	Community Enterprise Fund
CHC	Custom Hiring Centre
CLF	Cluster Level Federation
CRP	Community Resource Person
DAY-NRLM	Deendayal Antyodaya Yojana–National Rural Livelihoods Mission
FFS	Farmer Field School
FI	Financial Inclusion
FPO	Farmer Producer Organization
GBV	Gender-Based Violence
GRC	Gender Resource Centre
KVK	Krishi Vigyan Kendra
MIS	Management Information System
MKSP	Mahila Kisaan Sashaktikaran Pariyojna
NGO	Non-Governmental Organization
NRLM	National Rural Livelihoods Mission
NRP	National Resource Person
NTFP	Non-Timber Forest Produce
PG	Producer Group
PRI	Panchayati Raj Institution
SAP	Social Action Plan
SAC	Social Action Committee
SHG	Self Help Group
SRLM	State Rural Livelihoods Mission
SRP	State Resource Person
VO	VO



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Purpose and flow of the Practice Guide for Gender Integration in Livelihood for NRLM

This booklet is intended for the livelihoods vertical and serves as a practical, field-focused Guide for teams on integrating gender into livelihoods interventions. Since these interventions include both farm-based and non-farm-based activities, the booklet addresses each type separately, following a gender-responsive and progressively gender-transformative approach.

The flow for gender integration begins by reflecting on the Mission National team's suggested actions and indicators, ensuring that gender integration is embedded at the organizational (Mission) level within the livelihoods vertical. For field teams, the booklet then identifies gender barriers in livelihoods interventions, followed by practical activities that can be implemented on the ground. This is complemented by suggested output and outcome indicators, enabling gender integration to be systematically tracked within the monitoring system.

To operationalize this approach, the booklet is organized into four sections:

- 01.** The context for Gender Integration in NRLM
- 02.** Gender Integration at Mission Level for the Livelihoods Vertical
- 03.** Gender Integration at Institutional Level for the Livelihoods Vertical
- 04.** Gender Integration at Individual level
 - 4.1.** Farm-Based Livelihoods
 - 4.2.** Non-Farm Livelihoods



Section 1 : The Context for Gender Integration in NRLM

Deendayal Antyodaya Yojana–National Rural Livelihoods Mission (DAY–NRLM) principally focuses on the social and economic empowerment of women across diverse intersections. The program seeks to enable this through decent livelihood opportunities, economizing the scale for better returns, and ensuring access to rights and entitlements. Since 2016, NRLM has initiated gender interventions to recognise and address the symptoms and causes that act as challenges in the lives of women. With gender mainstreaming as a clear mandate, the rationale is that public expenditure impacts men and women differently due to existing power relations; program designs therefore need to be sensitive in meeting the practical and strategic needs of women and the marginalized, ensuring opportunities and benefits reach women from all social groups, while gradually moving toward challenging structural inequalities and a shift in social norms.

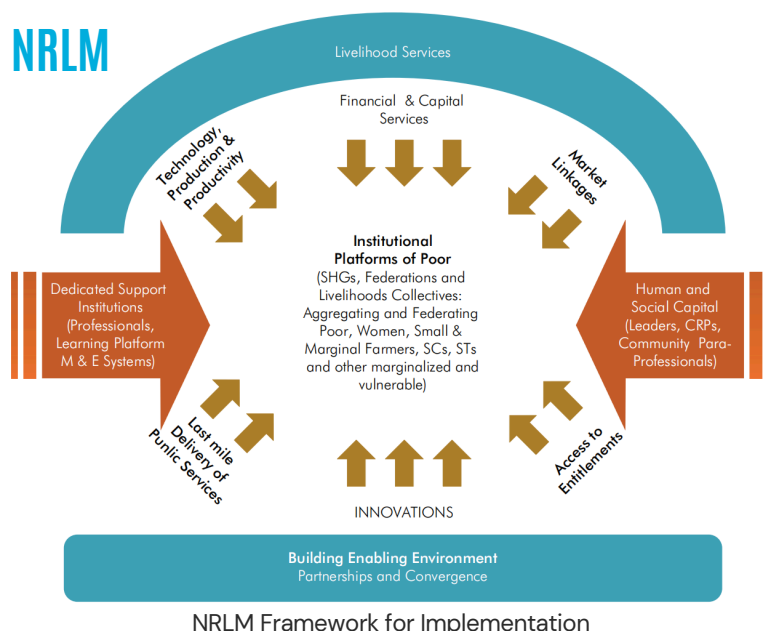
As per the Periodic Labour Force Survey (2023–24), female labour force participation (age 15+) has increased to 47.6%, with rural India driving the trend. Women’s self-employment has also risen—from 57.4% in 2017–18 to 73.4% in 2023–24. Similarly, the Economic Survey 2023–24 highlights that women-owned businesses already constitute 17–20% of India’s enterprises, with potential to rise to one-third by 2030. This expansion of women’s economic participation represents an opportunity to steer their work into higher value-addition sectors and strengthen women’s role as entrepreneurs and decision-makers.

Despite these gains, rural women remain concentrated in low-value sectors. NFHS-5 data highlights persistent structural gaps: 51% of rural women lack control over their income, 43% lack control over bank accounts, 68% do not own land, and 44% remain outside the labour force, of whom 82% cite care responsibilities. These realities underscore the need for systematic gender integration across all domains of NRLM— institution building, financial inclusion, livelihoods, and skill development. It reflects that women need to be acknowledged as independent economic and social actors with their own rights, interests, and decision-making power. Their participation and contributions should not be viewed only through their roles as wives, mothers, or family members. Recognizing women as stakeholders in their own right ensures that policies and programs address their specific needs and aspirations, not just those of their households.

Why Gender Integration in NRLM is Essential

The discourse on women’s economic empowerment in India is undergoing a significant shift, increasingly framed within the paradigm of women-led development. Prominently championed during India’s G20 presidency, this approach marks a departure from viewing women merely as beneficiaries of welfare to recognizing them as active agents and drivers of economic growth. It emphasizes creating enabling environments where women can meaningfully participate in and shape the economy. Key to this vision are initiatives that expand women’s access to finance, skills development, enterprise support, and leadership opportunities—laying the foundation for inclusive and sustainable national development.

The convergence of the Global Sustainable Development Goals (SDGs) and India’s vision of Viksit Bharat 2047 finds one of its strongest expressions in the National Rural Livelihoods Mission (NRLM). NRLM has built the world’s largest social infrastructure for development, connecting over 80 million women through Self-Help Groups (SHGs) and their federations. This extraordinary foundation serves as an unparalleled platform for accelerating women-led inclusive growth. By transforming this vast social capital into a dynamic ecosystem, NRLM enables the flow of innovations, financial services, and market opportunities to even the most remote and underserved regions of the country.



At the same time, the NRLM framework, while comprehensively focuses on institutional platforms, livelihoods and financial services, innovations, and convergence mechanisms, it necessitates integration of Gender linkages. Mobilisation of women through SHGs and federations has been a significant first step, enabling large-scale participation and visibility of women in development processes. Much has also been achieved on the access front—women today have greater access to credit, savings, entitlements, and public services than before.

However, going beyond targeting women as beneficiaries, it is essential to address the unequal social power relations that often limit women’s access and especially control over resources, technologies, markets, and decision-making spaces. This adopts a transformative approach that goes beyond income increase to shift in women’s position in both the household and the community.

Gender Barriers specifically in the context of livelihoods

The following outlines gender barriers faced by women in livelihoods, which arise from unequal social power relations. It showcases the advancements made in women’s participation and access, while also highlighting the persistent gaps that continue to limit their agency, recognition, and control over resources.

01 Lack of Recognition as Economic Contributors

Women’s work in both farm and non-farm livelihoods is often undervalued, reducing their visibility and decision-making power. While initiatives like MKSP have recognized women as farmers through Mahila Kisan cadres and programs such as the Lakhpati didi initiative, and women-led FFSs, FFCs, and FPOs have created institutional spaces for leadership, women’s contributions are still not fully acknowledged in households, markets, or institutions. This limits access to schemes, entitlements, and leadership opportunities, and reinforces the perception of women as helpers rather than economic actors.

02 Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women’s Traditional Knowledge

Under NRLM, women farmers trained through producer groups or Krishi Sakhi cadres have gained exposure to improved agricultural practices, yet many still lack access to advanced technologies, market linkages, and decision-making spaces dominated by men. While these initiatives have enhanced technical knowledge, barriers such as limited mobility, time poverty, and entrenched social norms continue to prevent women from participating fully in trainings, adoption of these practices or technology demonstrations. Moreover, their deep traditional knowledge of seed preservation, soil fertility, and local crop management is seldom documented or valued in formal extension systems, reinforcing the gap between women’s lived expertise and institutional recognition.

03 Inequitable Control over Income

Even when women contribute substantially to livelihoods, men frequently control income and financial decisions. Direct transfers of fund to women and to the group accounts have enhanced access to credit and strengthened financial inclusion, yet structured agency-building for women to make independent financial decisions remains limited. Barriers in market access further constrain women's ability to gain direct control over income.

04 Limited Land and Asset Ownership

Lack of formal ownership of land and productive assets continues to be a major barrier. Initiatives through BRCs, FPOs, and JLGs have supported women's asset creation, along with access to goats, small ruminants, and common property resources and convergence with MGNREGA. Despite this, land ownership and asset titles in women's names remain inadequate, limiting women's access to credit, their decision-making power, and visibility as farmers or entrepreneurs. For example, under NRLM, while women's groups have successfully managed community goat-rearing units or nurseries, the individual assets are often registered in the name of male family members, undermining women's economic recognition and control.

05 Double Burden of Unpaid, Invisible, and Drudgery-Intensive Domestic and Economic Work

Women carry primary responsibility for household and care work alongside livelihood activities, leading to time poverty and reduced productivity. While equipment such as flour mills, tractors, and processing machines has been introduced to reduce drudgery, and CHCs, FFCs, and BRCs have promoted access to technology, women often receive limited orientation and training in using these tools. The persistent double burden restricts opportunities for leadership, skill-building, and growth in both farm and non-farm livelihoods.

06 Leadership and Access to Economic Decision-Making Spaces

Women's participation in leadership and decision-making remains constrained. Women-led institutions such as PGs and FPOs provide some spaces for agency-building, and cadres act as catalysts for women's empowerment in production systems. Yet, negotiation skills within households and FPOs require strengthening, and gender training has not been fully mainstreamed across institutions. In male-dominated agricultural cooperatives, mandis, CHCs and market institutions, women's voices remain limited, and in non-farm sectors, men continue to influence strategic roles.

07 Limited Access to Markets and Higher Value Chains

Women often remain concentrated in lower, less remunerative segments of value chains. While training and support have enabled some women to participate in higher-value activities, access to aggregation, trading, transportation, and direct markets is still limited. Restrictive gender norms, mobility constraints, and lack of assets and networks further reinforce confinement to low-value work, reducing opportunities for income enhancement, recognition, and leadership within value chains.

08 Impact of Domestic Violence

Domestic violence continues to undermine women's confidence, restrict mobility, and limit participation in livelihood activities. Even as NRLM-led initiatives such as AGEY, sensitization workshops and Gender Resource Centres have played a role in creating safer environments and improved access to markets and training centers, domestic violence reduces women's ability to engage fully in farm-based training, enterprise management, and collective decision-making, perpetuating structural inequalities.

09 Limited Access to Non-Traditional Livelihood Opportunities

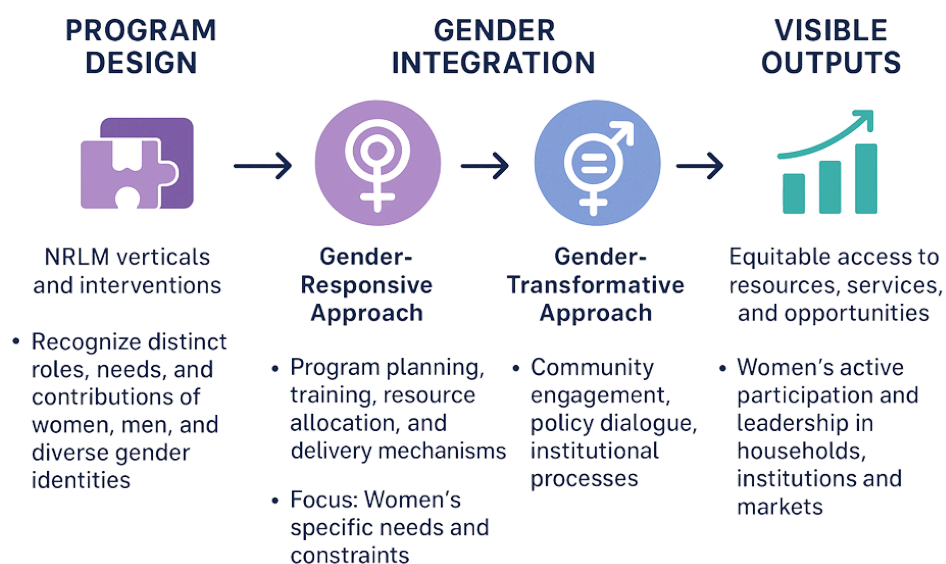
Livelihood opportunities often reinforce existing power divides by engaging women primarily in traditionally assigned roles such as handloom weaving, papad making, or tailoring. While initiatives like AGEY have begun to open up non-traditional livelihood avenues for women, it is essential to ensure that the range of opportunities extends beyond socially sanctioned roles. Even within farm and non-farm sectors where women are the main workforce, their participation is often confined to the production stage, while men continue to dominate pre- and post-production activities such as procurement, marketing, and value addition.

Despite the significant progress made in creating institutional spaces, improving access to credit and resources, and introducing technical and market-oriented interventions, these structural barriers persist and continue to limit the full potential of women's participation. Without addressing these deep-rooted challenges that women are still facing, women's participation risks remaining nominal, with benefits accruing elsewhere. Embedding a gender perspective across all pillars of NRLM is therefore essential— not only to ensure women's participation, but to advance their leadership, control, and sustained empowerment. Gender integration should be a cross-cutting strategy informing NRLM's work on financial services, livelihoods, market linkages, entitlements, and institutional strengthening. Explicitly positioning gender equality and women's empowerment as central outcomes will enable the program to move beyond income enhancement, fostering measurable and lasting social and economic transformation. This also means recognizing women not just as beneficiaries, but as decision-makers and leaders who can influence household, community, and market systems.

Approach of NRLM to Gender Integration

Gender integration within NRLM verticals involves the intentional recognition of the distinct roles, needs, and contributions of women, men, and people of diverse gender identities. Verticals are expected to ensure not only meaningful participation but also equitable influence, leadership, and benefits for all genders, while avoiding unintended harm. As part of this approach, NRLM encourages teams to critically engage with underlying gendered power relations that shape access, participation, decision-making, and outcomes. A gender-responsive approach ensures that women's specific needs and constraints are systematically addressed in program design and delivery, so that interventions create equitable opportunities and benefits. Moving further, a gender-transformative approach seeks to redress structural inequalities by shifting social norms, redistributing resources and roles, and positioning women as leaders and change agents within households, institutions, and markets. While the strategy focuses on building gender-responsive practices, NRLM envisions gradually moving toward gender-transformative approaches that tackle root causes of inequality and shift social norms over time. By progressively adopting gender-responsive and gender-transformative practices, NRLM can dismantle entrenched inequalities and catalyze a more inclusive model of rural development. The same can be presented in the infographic below:

GENDER INTEGRATION IN NRLM



Key principles for a **Gender-Responsive and progressively Transformative approach**:

- **Use of gender-sensitive and inclusive communication:** Ensure that all program materials, training content, and community interactions use language and imagery that promote inclusion and equality.
- **Evidence-based decision-making through disaggregated data:** Collect, analyse, and use **sex-disaggregated and intersectional data** to inform program planning, monitor progress, and assess gendered impacts.
- **Equitable participation and leadership:** Create and sustain opportunities for **women's and other marginalized groups' meaningful participation and leadership** in all decision-making spaces.
- **Equal access and control over resources:** Promote **equitable access to, control over, and utilization of services, resources, and benefits** across all genders.
- **Mainstreaming gender in systems and accountability:** Integrate **gender equality objectives, indicators, and performance measures** into planning, budgeting, monitoring, and review mechanisms.
- **Engaging men and communities as allies:** Involve **men, households, and community leaders** to challenge and transform unequal social norms and power relations.
- **Do-no-harm:** Ensure that interventions do not inadvertently increase women's **drudgery, exclusion, or exposure to backlash**, but instead enhance their safety, dignity, and agency



Section 2: Gender Integration at Mission Level for the Livelihoods Vertical

Objective

By December 2026, NRLM's livelihood vertical gender integration, with staff equipped with gender awareness and competency; vertical-based systems and policies incorporating gender principles; and livelihood programs designed and implemented through a gender lens to be inclusive and responsive to the needs of all participants.

Support NRLM verticals to achieve transformative gender integration across Planning, Implementation, and Monitoring by building staff capacity and creating systems that actively challenge gender norms, redistribute power, and ensure women and marginalized genders have meaningful leadership, decision-making authority, and equitable access to resources, resulting in strategies and outcomes that advance structural gender equality.

Key Strategies, Activities for Gender Integration in Livelihoods (at Mission level)

Sr. No.	Strategies and Activities for Gender Integration in Livelihood (Mission level)	Output indicators	Outcome Indicators
01.	Frameworks and Guidelines: (1) Develop and issue advisories, frameworks, and program guidelines that mandate gender integration in livelihoods and financial inclusion interventions.	(1) Number and proportion of program guidelines/manuals revised to incorporate gender-responsive practices	Adoption of NRLM/SRLM frameworks and advisories with gender integration.
02.	Capacity Building and Curriculum (1) Conduct structured capacity-building of mission managers and frontline CRPs, supported by NRPs and state gender units. (2) Revise manuals, capacity-building modules, and operational documents to reflect gender-responsive practices.	(1) Number and proportion of livelihoods staff who attend gender perspective-building and gender analysis in livelihood sessions (2) Number and proportion of capacity-building manuals/ training modules revised to integrate a gender perspective, in line with prior recommendations	(1) Percentage of staff actively using gender perspectives in planning, budgeting, or implementation of livelihood programs. (2) Improvement in institutional practices (e.g., gender-responsive decision-making, monitoring, or reporting) influenced by trained staff.
03.	Gender Analysis based Planning and Budgeting: (1) Incorporate gender analysis findings into annual action plans (AAPs) of livelihoods verticals, ensuring budget allocations for gender-responsive interventions reflected in SRLM budgets. (2) Institutionalise joint planning and implementation platforms for livelihood CRPs, gender CRPs, and FI CRPs.	(1) Number and proportion of livelihood programs with completed gender analysis [1] (2) Number and proportion of livelihood program policies, plans, or operational guidelines revised to incorporate findings from gender analysis	(1) Percentage of SRLM livelihood vertical Annual Action Plans (AAPs) that incorporate recommendations from gender analysis (2) Percentage of budget/resources actually allocated to gender-responsive interventions in AAPs.

[1] Steps for Gender Analysis in NRLM Farm and Non Farm program in Annex-I

Sr. No.	Strategies and Activities for Gender Integration in Livelihood (Mission level)	Output indicators	Outcome Indicators
03.		(3) Percentage of new livelihood initiatives demonstrating gender-responsive strategies or components (4) Number of Platforms created for joint planning and implementation of livelihood, gender and FI CRPs.	(3) Proportion of livelihood programs showing tangible changes in design or delivery due to gender analysis findings. (4) Evidence of improved participation, access, or benefits for women as a result of gender-informed planning.
04.	Monitoring, Data, Accountability and Learning: (1) Embed gender-responsive indicators into MIS and monitoring frameworks, including sex-disaggregated data of livelihood programs.[2] (2) Use this data for tracking, reporting, and staff performance reviews to strengthen accountability for gender integration in livelihood vertical. (3) Document and disseminate women-focused market access initiatives, highlighting best practices and barriers, to inform replication and strategize across states.	(1) Proportion of livelihood MIS modules with integrated gender indicators (2) Gender indicators integrated in Livelihood MIS. (3) Number of case studies of women-focused market access initiatives taken up by NRLMs/SRLM analysed in compendium, capturing best practices, lessons learned, and gender-specific barriers identified for market access to women.	(1) Availability and use of sex-disaggregated data in planning and tracking (2) Percentage of livelihood programs modified or improved based on gender data and insights. (3) Proportion of staff performance reviews that include gender-responsive practices/competencies (4) Replication of best practices across states or programs, showing system-level learning from documented initiatives.
05.	Convergence with Line Departments: Issue joint advisories with allied departments (agriculture, animal husbandry, skills, etc.) to ensure entitlements, inputs, and services are delivered in women's names.	(1) Number of joint advisories/guidelines issued with line departments mandating gender-responsive service delivery.	(1) Percentage of SRLMs reporting effective convergence mechanisms with at least two key line departments for gender-responsive service delivery (2) Number/percentage of livelihood initiatives improved or expanded due to effective convergence.
06.	Technical Support, Partnerships, and Market Linkages for Gender Integration: (1) Build partnerships and establish technical support arrangements with organisations experienced in promoting women-led producer collectives and FPOs. (2) Facilitate onboarding and orientation of large market players, commodity federations, and institutions created through the Ministry of Agriculture to adopt gender integration principles in their work with FPOs and producer groups	(1) Number of MoUs or collaborations established with organisations supporting women-led enterprises/FPOs. (2) Number of technical support organisations and market institutions onboarded/oriented on gender integration in FPO development.	1) Increased gender-responsiveness of FPO and market linkage initiatives (e.g., women's representation in leadership, equitable benefit-sharing, gender-sensitive value chain interventions). (2) Strengthened ecosystem partnerships leading to institutionalisation of gender integration in producer collectives and market-linked livelihood programs.

[2] An example of sex segregated data at the Pre-Production stage has been given in Annex-II

Section 3: Gender Integration in Livelihoods (at Institutional level)

Key Strategies, Activities, Outputs and Outcome Indicators for Gender Integration in Livelihoods (at Institutional level)

Sr. No.	Strategies and Activities	Output indicators	Outcome Indicators
01.	Gender-Integration Training for Community Cadres to Strengthen Livelihoods Interventions: (1) Engage Gender Resource Centres (GRCs) to provide training that explicitly links gender perspectives with livelihoods interventions, including for gender analysis, for community cadres such as Krishi Sakhis, Pashu Sakhis, Van Sakhis, Udyam Sakhis, and Bank Sakhis. (2) Take technical support from NRPs/SRPs to ensure training content is practical, context-specific, and actionable at the field level.	(1) Number of gender-integration training sessions conducted for community cadres. (2) Number and proportion of cadres trained on gender analysis in livelihoods interventions. (3) Number of practical tools, guidelines, or job aids shared with cadres for field-level application of gender-responsive to gender transformative practices.	(1) Percentage of trained cadres applying gender-responsive approaches in facilitating livelihoods interventions for women farmers. (2) Number and proportion of farm and non-farm livelihood programs where cadres have actively conducted gender analysis. (3) Feedback from NRPs/SRPs or supervisory teams on the effectiveness and contextual relevance of training content in practice.
02.	Applying Gender Integration through Cadres in Livelihood-based Institutions: (1) Strengthen cadres to actively support gender integration in FPOs, PGs, PEs, Farmer Field Schools. (2) Facilitate ongoing mentoring and support to address emerging gender barriers and reinforce women's agency and leadership.	(1) Proportion of cadres trained who can demonstrate knowledge of gender-responsive practices in livelihood institutions. (2) Number of livelihood institutions (FPOs, PGs, PEs, FFS) where cadres actively support gender integration. (3) Number of mentoring and follow-up sessions conducted with cadres to strengthen field application of gender integration.	(1) Increase in adoption of gender-responsive/transformative practices in livelihood institutions (e.g., women's inclusion in training, access to inputs/markets). (2) Measurable increase in women's participation and leadership roles in FPOs, PGs, PEs, and Farmer Field Schools. (3) Reported reduction in gender barriers (mobility, access, decision-making, workload) as identified by cadres and women members.

Sr. No.	Strategies and Activities	Output indicators	Outcome Indicators
03.	Agenda Setting in Women's Community Institutions for Livelihoods : (1) Support Cluster Level Federations (CLFs), Village Organisations (VOs), and other women-led community institutions to set gender-focused agendas specifically for livelihoods planning and interventions. (2) Integrate gender perspectives in resource allocation, livelihood planning, market linkages, and community-level initiatives, ensuring women's institutions drive inclusive and equitable outcomes in livelihoods.	(1) Proportion of CLFs/VOs with agenda items specifically addressing women's livelihood needs and priorities. (2) Number of women members actively participating in agenda-setting and decision-making meetings.	(1) Proportion of livelihood initiatives (farm and non-farm) that incorporate women's priorities and gender considerations. (2) Number/percentage of CLFs/VOs demonstrating sustained gender-sensitive decision-making processes six months post-intervention.
04.	Strengthening Leadership in Women-Led Livelihood Institutions: (1) Provide targeted gender-responsive training and mentoring to leadership teams of women-led livelihood institutions, including FPO Boards, Producer Groups (PGs), Producer Enterprises (PEs), Farmer Field Schools (FFSs), and other community-based livelihood platforms to help build leadership capacity, challenge traditional gender norms, and enhance women's visibility, agency, and decision-making in agricultural and livelihood activities. (2) Strengthen women's leadership and agency in planning, resource management, marketing, enterprise operations, and decision-making across both farm and non-farm livelihood interventions. (3) Support the adoption of gender-sensitive policies and practices within these institutions to ensure women members actively participate, influence decisions, and equitably benefit from livelihoods initiatives.	(1) Number of capacity-building/mentoring sessions conducted with women leaders of women led institutions to help build leadership capacity, challenge traditional gender norms, and enhance women's visibility, agency, and decision-making in agricultural and livelihood activities. (2) Number of leadership teams (FPO Boards, PGs, PEs, FFSs, etc.) trained on gender-responsive leadership in livelihood (3) Number of mentoring sessions conducted for women leaders (FPO Boards, PGs, PEs, FFSs, etc.) for gender responsive livelihood.	(1) Number of leadership decisions influenced or led by women in livelihood institutions. (2) Number of women leaders actively involved in planning, resource management, marketing, and enterprise operations. (3) Number of institutions adopting gender-sensitive policies, practices, or guidelines.
05.	Integrated Planning and Implementation for Gender-Responsive Livelihoods (1) Organize regular joint planning workshops or meetings where livelihood CRPs, gender CRPs, and FI CRPs collaboratively design annual action plans for livelihood interventions.	(1) Proportion of livelihood CRPs, gender CRPs, and FI CRPs jointly planning and implementing livelihood, finance, and related interventions.	(1) Number of Livelihood plans developed through joint planning by livelihood CRPs, gender CRPs, and FI CRPs.
06.	Peer to peer learning: (1) Encourage peer learning and knowledge-sharing among women leaders across institutions to reinforce best practices and sustain gender integration in livelihoods.	(1) Number of peer learning sessions, workshops, or knowledge-sharing forums conducted.	(1) Number of women leaders exchanging best practices across institutions.

Section 4: Gender Integration in Farm-based Livelihood (at Individual level)

This section outlines gender integration activities that can be undertaken at the field level. The proposed output and outcome indicators will help track progress and measure achievements. For clarity and focus, the section is divided into the following parts:

Section 4.1: Addressing Gender Barriers in Farm-Based Livelihoods: Activities, Output and Outcome Indicators at the Individual Level

Section 4.2: Addressing Gender Barriers in Non-Farm Livelihoods: Activities, Output and Outcome Indicators at the Individual Level

Section 4.1 Addressing Gender Barriers in Farm-based Livelihoods: Activities, Output and Outcome Indicators at the Individual Level

Sr. No.	Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
Pre-Production Stage					
01.	Conduct participatory discussions and exercises with men and women farmers to highlight and analyze women's contributions to farm-based livelihoods and household economies, aiming to increase recognition of women as key economic contributors and promote shared understanding of productive and reproductive roles.	Lack of Recognition as Economic Contributors / Farmers	VO, CLF, FFS	(1) Number of discussion sessions facilitated with men and women farmers. (2) Number of participatory tools facilitated to demonstrate women's contributions.	(1) Increase in household-level recognition of women's economic contributions, as reported by women and men participants. (2) Evidence of women's active participation in decision-making related to farm-based livelihoods following the sessions.
02.	Facilitate participatory capacity-building in FFS that enables women farmers to understand the links between climate change and sustainable practices, while also strengthening their voice in farm-level decision-making.	Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women's Traditional Knowledge.	FFS	(1) Number of awareness sessions conducted for women farmers on relation of climate change and Sustainable practices in FFS. (2) Number of women farmers participating in these sessions. (3) Number of training materials/tools developed and disseminated.	(1) % of women farmers who demonstrate increased knowledge of climate change-sustainable practice linkages.

Sr. No.	Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
03.	Ensure women have equitable access to drudgery-reduction technologies and build their capacity to use these tools independently. Promote joint learning and decision-making with male household and community members to challenge traditional norms around household and farm labour, encouraging men to share household work and support women's leadership in technology use.	Double burden of Unpaid, invisible, and Drudgery-Intensive Domestic and economic work.	VO, CLF, FFS	(1) Number of tools accessed through CEF, FFC, CHC and Bank linkages for reducing women's drudgery. (2) Number of hands-on training sessions conducted specifically for women on drudgery-reduction technology use. (3) Number of joint learning sessions conducted with women and men to promote equitable decision-making, use of labour-saving tools, and shared household responsibilities.	(1) Increase in women's participation and decision-making in adopting labour-saving technologies at household or community level. (2) Reduction in physical burden or drudgery for women in farm-based livelihood and household activities. (3) Evidence of men sharing household work. (4) Qualitative evidence of a shift in household and community gender norms regarding labour distribution and women's leadership in technology adoption.
04.	Conduct exposure visits or show videos to women and men FFS members introducing new sustainable practices, with a focus on strengthening women's knowledge, decision-making, and leadership in adoption.	Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women's Traditional Knowledge	FFS	(1) Number and proportion of women and men participants attending exposure visits or video sessions.	(1) Percentage of FFS members, disaggregated by gender, who report understanding and willingness to adopt new practices. (2) Evidence of shared decision-making between women and men in adopting new practices at household or community level.
05.	Train and mentor women to become lead farmers within Farmer Field Schools (FFSs), Farmer Producer Organizations (FPOs), and Producer Groups (PGs), thereby challenging traditional gender norms, promoting women's leadership, and enhancing their visibility and agency in agricultural and livelihood activities.	Limited Access to Leadership and Economic Decision-Making Spaces.	FFS, FP, PG	(1) Number of women trained and mentored as lead farmers in FFSs, FPOs, and PGs. (2) Number of demonstrations, field sessions, or peer-learning events led by trained women farmers.	1) Percentage of women actively participating in decision-making within FFSs, FPOs, PGs. (2) Increase in recognition of women as leaders and innovators in agriculture and market governance by peers, community members, and program staff; (3) Reduction in gender-based barriers and stereotypes around women's leadership and participation in agricultural and market decision-making.

Sr. No.	Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
During Production stage					
06.	Engage Krushi Sakhis, Pashu Sakhis and Van Sakhis to provide women farmers with hands-on training and guidance on crop, livestock, and livelihood practices, ensuring equitable access to new knowledge and skills.	Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women's Traditional Knowledge.	CRPs, CLF, FFS	(1) Number of training sessions conducted by Krushi Sakhis and Pashu Sakhis for women farmers. (2) Number of women farmers participating in these sessions. (3) Number of technical guidance/support visits conducted by Sakhis to women farmers.	(1) % increase in women implementing improved crop/livestock techniques. (2) Qualitative evidence of community recognition of women's roles in agriculture and livestock.
07.	Organize village-level field days at demonstration plots, led by women FFS leader farmers, to actively engage and build the knowledge of Sustainable Practices among women and men participants.	Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women's Traditional Knowledge.	FFS	(1) Number of field days conducted at demonstration plots. (2) Number of women farmers leading the field days. (3) Number of women and men participants attending the field days. (4) Number of demonstration sessions conducted by women FFS leaders for men farmers.	(1) Percentage of women participants demonstrating increased knowledge of Sustainable Practices. (2) Number or percentage of women farmers who take on leadership roles in subsequent demonstration activities or peer-to-peer knowledge sharing. (3) Percentage of men farmers acknowledging women as credible agricultural knowledge leaders. (4) Evidence of shifting gender norms in decision-making or participation in farming activities.
08.	Ensure that women have equitable access to pre-during-post production as well as drudgery-reduction technologies, and build their capacity to use these tools independently, while promoting joint learning and decision-making with male household and community members to challenge traditional gender norms around agricultural work and household labour distribution.	Lack of Recognition as Economic Contributors ; Double burden of Unpaid, invisible, and Drudgery-Intensive Domestic and economic work; Agricultural Technology remains a men's domain!	FFS, CHC	(1) Number of hands-on training sessions conducted specifically for women on technology use, including labour-saving tools. (2) Number of joint learning sessions conducted with women and men to promote equitable decision-making and use of labour-saving tools.	(1) Percentage of trained women demonstrating correct use of pre-during-post production as well as drudgery-reduction technologies. (2) Increase in women's participation and decision-making in adopting labour-saving and agricultural technologies at household or community level. (3) Reduction in physical burden or drudgery for women in farm based livelihood and household activities; (4) Evidence of men supporting and reinforcing women's role as technology users and decision-makers, indicating a shift in gender norms.

Sr. No.	Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
09.	Document and disseminate women farmers' knowledge, experiences, and perspectives in agriculture, livestock, forestry, fisheries, and natural resource management to recognize their expertise, integrate it into program design, challenge stereotypes that undervalue women's knowledge, and strengthen their agency and leadership in various decision-making forums.	Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women's Traditional Knowledge	FFS, FPO	(1) Number of case studies, reports, or knowledge products developed featuring women farmers. (2) Number of program design meetings or processes where women's documented knowledge is presented. (3) Number of FFS, FPO, APMC, cooperative, or other forums where documented knowledge is presented or shared.	(1) Evidence of women's knowledge being integrated into livelihood program design and livelihood interventions. (2) Increase in recognition of women farmers as knowledge holders and innovators by community members and program staff. (3) Percentage of women farmers reporting greater confidence in sharing knowledge and participating in decision-making.
10.	Conduct participatory training sessions for women farmers on sustainable practices. Use methods to ensure women not only acquire technical knowledge but also gain confidence to experiment, lead farm innovations, and influence household and community-level decision-making, while challenging gender norms that limit women's access to new knowledge and technologies.	Limited Access to New Knowledge and Skills and Technology, Lack of Recognition of Women's Traditional Knowledge.	FFS	(1) Number of women farmers trained on sustainable packages of practices. (2) Number of training materials, manuals, or tools adapted for women farmers.	(1) Percentage of women farmers demonstrating correct application of sustainable practices (2) Evidence of men and community members supporting women's use of new knowledge and recognizing their leadership (3) Reduction in gender-based barriers that limit women's access to knowledge, training, and leadership in agricultural practices.
11.	Encourage experienced FFS and women led FPO women leaders to take on leadership roles in district-level mainstream market institutions, including cooperatives, APMCs, commodity boards, Custom Hiring Centres (CHCs), and Panchayat-level committees managing agriculture and livelihood resources, to strengthen women's leadership in decision-making, market governance, and program implementation.	Exclusion from Leadership and Economic Decision-Making Spaces	FFS, FPO	(1) Number of women taking on leadership or representative roles in district-level market institutions (cooperatives, APMCs, KVKs, CHCs, commodity boards, Panchayat committees);	(1) Evidence of women influencing policies, resource allocation, or program implementation in market institutions or cooperatives; (2) Increase in recognition of women as leaders and innovators in agriculture and market governance by market players (3) Reduction in gender-based barriers and stereotypes around women's leadership in agricultural and market decision-making.

Sr. No.	Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
12.	Ensure that all assets created by livelihood vertical of SRLMs/NRLM are registered exclusively in women's names, publicly felicitated, and accompanied by visible display boards detailing ownership, with explanations shared with all women and men farmers to recognize and reinforce the importance of women's asset ownership, decision-making authority, and leadership in agricultural and livelihood activities.	Limited Land and Asset Ownership	VO, CLF, FFS	(1) Number of assets created under the program registered exclusively in women's names (2) Number of public felicitation events conducted to celebrate women's ownership (3) Number of sessions conducted to explain women's asset ownership and decision-making to all communities.	(1) Percentage of women reporting enhanced ownership and control over agricultural/livelihood assets (2) Increase in recognition by male and female farmers of women as rightful owners and decision-makers of assets (3) Reduction in gender-based barriers and stereotypes limiting women's control over productive resources.

Post production stage

13.	Facilitate women's direct engagement with markets by organizing market exposure visits, capacity-building sessions on market linkages, pricing, and negotiation, and creating platforms for women-led collective marketing. Engage men and community leaders to support women's mobility and decision-making in market participation.	Limited Access to Markets; Inequitable Control Over Income.	VO, CLF, FPO	(1) Number of women farmers trained in market skills. (2) Number of women-led collectives/producer groups formed. (3) Number of market exposure visits conducted. (4) % of men/community leaders participating in sensitization sessions.	(1) % increase in women selling directly in markets (2) % increase in income controlled by women from farm produce (3) Number/% of women participating in market decision-making within collectives (4) Qualitative evidence of community acceptance of women as market actors
14.	Facilitate direct payments from FPOs into the accounts of women members, preceded by participatory sessions with both men and women farmers to explain the process, reinforce women's financial autonomy, and strengthen their decision-making role in agricultural and livelihood activities.	Inequitable Control Over Income	FPO, PG	(1) Number of FPO payments (not the amount) made directly to women members; (2) Number of participatory sessions conducted with men and women farmers explaining the payment process; (3) Number of women actively managing and accessing their payments; (4) Number of information materials or demonstrations shared to explain women's financial rights and payment procedures.	(1) Percentage of women reporting increased control over FPO payments and financial decisions; (2) Evidence of men and community members recognizing women's financial autonomy and role in decision-making; (3) Increase in women's participation in household and community-level financial and livelihood decisions; (4) Reduction in gender-based barriers and norms that restrict women's access to income and financial resources.

Sr. No.	Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
15.	Provide training, mentoring, and opportunities for women to become entrepreneurs on the higher nodes across the agricultural/livestock/NTFP value chain, including sorting-grading, processing, value addition and marketing. Empower women to lead business initiatives, make key decisions, access markets, and challenge traditional gender norms that restrict them to the lower rungs of the value chain.	Limited Access to Markets and Higher Value Chains	VO, CLF, FFS	(1) Number of women trained on entrepreneurship across the agricultural value chain (2) Number of women-led farm livelihood enterprises or business initiatives established; (3) Number of women participating in market linkages, trade fairs, or business networking events;	(1) Percentage of women entrepreneurs actively managing and making decisions in their enterprises; (2) Evidence of women accessing higher-value roles and markets in the agricultural value chain as a result of training and support; (3) Increase in recognition by peers, men, and community members of women as leaders and decision-makers in the agricultural value chain; (4) Reduction in gender-based barriers and stereotypes limiting women's participation and leadership, particularly at higher-value segments of the value chain.

Throughout the cycle

16.	Organize celebrations for International Women's day and Women Farmers' Day (October 15) to recognize and honour women farmers, providing them a platform to express their experiences, insights, and perspectives, thereby amplifying their voice, visibility, and leadership.	Lack of Lack of Recognition as Economic Contributors.	VO, CLF, FFS	(1) Number of Women's Day and Women Farmers' Day events organized; (2) Number of women farmers participating in the events.	(1) Increase in recognition of women as farmers, as leaders and as knowledge holders by peers, male farmers, and program staff. (2) Reduction in gender-based barriers that limit women's visibility, voice, and participation in decision-making forums.
17.	Ensure women have equitable access to pre-, during-, and post-production technologies, and build their capacity to use these tools independently. Promote joint learning with men to challenge norms that position technology as men's domain and to support shared decision-making in agricultural practices.	Limited Access to Knowledge, Skills, and Technology and Lack of Recognition of Women's Traditional Knowledge	VO, CLF, FFS	(1) Number of hands-on training sessions conducted specifically for women on pre-, during-, and post-production technology use. (2) Number of joint learning sessions with women and men to promote equitable use and decision-making in technology adoption.	(1) Percentage of trained women demonstrating correct use of pre-, during-, and post-production technologies. (2) Increase in women's participation and decision-making in technology adoption at household or community level. (3) Evidence of men recognizing and supporting women as capable technology users, indicating a shift in gender norms.

Section 4.2 Addressing Gender Barriers in Non-Farm Livelihoods: Activities, Output and Outcome Indicators at the Individual Level

Sr. No.	Non-Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
01.	Organise flexible, women-centred training programs that accommodate their schedules and mobility constraints. Establish peer learning and mentorship platforms where experienced women entrepreneurs guide and support others, and facilitate exposure visits to markets and enterprises to broaden women's perspectives and networks. Simultaneously, engage men and community leaders through sensitization sessions to challenge restrictive norms and promote greater acceptance of women's participation in training and capacity-building activities.	Limited Access to new ideas, Knowledge, Skills, and Technology (Especially in the context of non-farm L/Hs)	SHG, VO, CLF	(1) Number of women-centred training programs conducted. (2) Number of women participants attending the training programs. (3) Number of peer learning and mentorship platforms established, (4) Number of exposure visits to markets and enterprises facilitated for women. (5) Number of sensitization sessions conducted with men and community leaders.	(1) Percentage of women participants reporting improved knowledge and skills for non-farm livelihoods. (2) Percentage of women applying newly acquired skills in their enterprises or income-generating activities. (3) Increase in women's participation in market opportunities and networking platforms. (4) Reported improvement in community acceptance of women attending trainings and engaging in capacity-building activities.
02.	Conduct awareness and capacity-building sessions within SHGs and VOs highlighting women's contributions to household and community economies. Facilitate women-led enterprise exhibitions, market linkages, and networking platforms to showcase their non-farm livelihood work. At the same time, organize sensitization sessions with men, community leaders, and PRI to acknowledge and support women as legitimate economic contributors and decision-makers in enterprise activities.	Lack of recognition of women as economic contributors.	SHG, VO, CLF	(1) Number of awareness and capacity-building sessions conducted within SHGs/VOs highlighting women's economic contributions. (2) Number of women participating in enterprise exhibitions, market linkages, or networking platforms. (3) Number of sensitization sessions conducted with men and community leaders. (4) Number of women-led non-farm enterprise initiatives recognized by the community.	(1) Percentage of women reporting increased recognition for their contributions to household and community income. (2) Percentage of women actively participating in decision-making related to non-farm enterprise activities. (3) Increased visibility and market opportunities for women-led non-farm enterprises. (4) Observable shift in community and household attitudes acknowledging women as legitimate economic contributors.

Sr. No.	Non-Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
03.	Conduct women-focused financial literacy and asset management training programs, teaching budgeting, saving, and investment strategies. Facilitate women to open and manage individual bank or mobile accounts, and establish support groups or cooperatives to promote collective decision-making on loans and reinvestments, while conducting sessions with men and community leaders to foster recognition of women's financial contributions and encourage shared decision-making on income and assets.	Lack of recognition of women as economic contributors; Inequitable Control over Income; Limited Land and Asset Ownership.	SHG, VO, CLF	(1) Number of women-focused financial literacy and asset management training programs conducted. (2) Number of women participants completing the programs, (3) Number of women opening and managing individual bank or mobile accounts. (4) Number of women-led support groups or cooperatives formed. (5) Number of sensitization sessions conducted with men and community leaders.	(1) Percentage of women reporting improved understanding and control over their income and assets. (2) Percentage of women actively participating in financial decision-making within their households or groups. (3) Increased reinvestment of income by women into their non-farm livelihoods. (4) Reported improvement in community recognition of women's financial contributions and shared decision-making practice.
04.	Conduct women-focused leadership and enterprise management training programs that cover market linkage, branding, pricing, and negotiation skills. Facilitate women-led business forums or networking platforms where women can showcase their work and exchange strategies, along with organizing sensitization sessions with men and community leaders to recognize and support women's leadership in strategic enterprise roles.	Exclusion from Leadership and Decision-Making spaces (in non-farm livelihoods)	SHG, VO, CLF	(1) Number of women-focused leadership and enterprise management training programs conducted. (2) Number of women participants completing these programs. (3) Number of women-led business forums or networking platforms established, (4) Number of sensitization sessions conducted with men and community leaders to support women's leadership.	(1) Percentage of women reporting increased confidence and skills in strategic enterprise roles. (2) Percentage of women actively participating in decision-making on market linkages, branding, and pricing. (3) Increased visibility and recognition of women's leadership in their enterprises. (4) Reported improvement in community and household support for women's leadership in non-farm livelihoods.

Sr. No.	Non-Farm based Livelihood Activities with Gender Integration	Gender barrier being addressed	Type of institution	Output indicators	Outcome Indicators
05.	Conduct time-use and productivity management training for women, helping them plan and balance household and enterprise responsibilities more effectively. Establish community-based childcare support systems or cooperative care arrangements to reduce care burdens. Simultaneously, organize sensitization sessions with men and community leaders to promote equitable sharing of household and care responsibilities, allowing women more time and space to focus on their livelihoods.	Double burden of Unpaid, invisible, and Drudgery-Intensive Domestic and economic work	SHG, VO, CLF	(1) Number of time-use and productivity management training programs conducted for women, (2) Number of women participants attending these sessions. (3) Number of community-based childcare support systems or cooperative care arrangements established, (4) Number of sensitization sessions conducted with men and community leaders on equitable sharing of care work.	(1) Percentage of women reporting better management of household and enterprise responsibilities. (2) Increase in time available for women to engage in livelihood activities. (3) Reported shift in men's and community attitudes toward sharing household and care responsibilities.
06.	Integrate GBV awareness and support services into SHG and VO platforms through the Social Action Committee and GRC, while also strengthening these groups as safe spaces for peer support, reflection, and collective action focused on women's non-farm livelihood participation. Provide support for safe mobility to markets and training centers through the NRLM Aajeevika Safe Mobility Scheme (AGEY), enabling women to engage in enterprise activities independently. Simultaneously, engage men and community leaders through NRLM-led sensitization workshops to promote gender-equitable norms, reduce harmful practices, and create a safer environment that enables women's active participation in non-farm enterprises.	Impact of domestic violence (on women's non-farm livelihoods)	SHG, VO, SAC, GRC	(1) Number of SHGs and VOs where GBV awareness and support services are integrated through Social Action Committees (SAC) and Gender Resource Centre(GRC) with a focus on non-farm livelihood participation. (2) Number of women participating in SHG/VO sessions that provide safe spaces for peer support, reflection, and collective action. (3) Percentage of women safely accessing markets and training centers through the Safe Mobility Scheme (AGEY) (4) number of sensitization workshops conducted with men and community leaders on gender-equitable norms and harmful practices especially affecting women's non-farm livelihoods.	(1) Percentage of women SHG/VO members reporting increased awareness of GBV, rights, and available support services relevant to their non-farm livelihoods (2) Percentage of women utilizing peer support, SAC, or GRC mechanisms effectively while managing their non-farm enterprises (3) Reduction in reported incidents of GBV affecting women's participation in non-farm livelihood activities, (4) Observable shift in community and household attitudes toward gender equity and women's active participation in non-farm livelihoods.

Steps for Gender Analysis in farm and Non- farm livelihood program

GENDER-TRANSFORMATIVE ANALYSIS FOR NRLM LIVELIHOOD ACTIVITIES

- 1 Define Purpose and Scope with a Transformation Lens**
 - Identify how the analysis will promote gender equality and women's agency in both farm and non-farm livelihood activities.
 - Determine which communities, livelihood types, and stakeholder groups will be included.
- 2 Collect Sex- and Gender-Disaggregated Data**
 - Gather data on men, women, and other gender identities in farm (crop production, livestock, fisheries) and non-farm activities (micro-enterprises, handicrafts, services).
 - Include participation, income, access to inputs/resources, skills, and decision-making authority.
- 3 Examine Roles, Responsibilities, and Power Dynamics**
 - Map who performs which tasks in farm and non-farm livelihoods.
 - Identify who controls resources (land, capital, credit, equipment) and decision-making within households and community groups.
- 4 Identify Gender Inequalities and Structural Barriers**
 - Highlight systemic constraints, such as restricted access to training, technology, markets, or finance.
 - Identify cultural or institutional practices that limit women's participation or leadership in livelihood activities.
- 5 Analyze Social Norms and Institutional Practices**
 - Assess norms affecting workload, mobility, skill-building, and leadership in farm and non-farm sectors.
 - Examine cooperative institutions like SHGs and FPOs to understand who participates and who benefits.
- 6 Develop Gender-Transformative Recommendations**
 - Suggest interventions that shift power relations, promote women's leadership, and challenge inequitable norms in both farm and non-farm activities.
 - Examples: enabling women-led enterprises, leadership in FPOs, equitable access to credit, market linkages, and technology.
- 7 Monitor, Evaluate, and Adapt for Transformation**
 - Track changes in participation, decision-making, income control, and leadership roles.
 - Measure changes in social norms and household/community power dynamics.
 - Use findings to adjust programs to ensure lasting gender equality impact.

Example of Gender segregated data at the Pre-Production level

At the Pre-Production level:	
Number of participatory discussions and exercises with farmers to highlight and analyse women's contributions to farm-based livelihoods and household economies,	M/F
Number of farmers whose capacity has been built on links between climate change and sustainable practices	M/F
Number of hands-on training sessions conducted specifically for women on drudgery-reduction technology use	F
Number of joint learning sessions conducted with women and men to promote equitable decision-making, use of labor-saving tools, and shared household responsibilities.	M/F
Number and proportion of women and men participants attending exposure visits or video sessions.	M/F
Number of farmers trained and mentored as lead farmers in FFSs, FPOs, and PGs	M/F
Number of demonstrations, field sessions, or peer-learning events led by trained farmers.	M/F



