



INTERNATIONAL
FOOD POLICY
RESEARCH
INSTITUTE



Gates
Foundation

INCEPTION WORKSHOP ON

INSTITUTIONALIZING THE GENDER RESPONSIVE CELL

FRAMEWORK AND ROADMAP

13 FEBRUARY 2026
Bhubaneswar, Odisha



Concept Note

1. Background and Context

Agriculture employs nearly half of Odisha's workforce, with women constituting an increasingly significant share. A recent [Odisha economic survey \(2025\)](#) highlighted 14 new/ongoing state-led initiatives focusing on women-led development like Subhadra Yojana for cash transfer, Mission Shakti, incentive for women entrepreneurs, 5% capital subsidy under food processing policy etc. As of 2023, Odisha had 85 [schemes](#) exclusively for women and 420 other schemes with at least 30% allocation for women. Odisha's total gender budget of 2022-23 stood at [44.7% of the state's total expenditure](#). Despite their expanding roles as cultivators, laborers, risk managers, and value chain participants, women farmers remain under-recognized, under-compensated, and underserved in agricultural policy and programming.

Despite the state's avowed commitment to women-led development reflected in the targeted schemes outlined above, agriculture policies largely remain gender-neutral in design, resulting in limited participation and benefit capture by women small-scale producers (SSPs). Critical data gaps—particularly the absence of gender-disaggregated data on land ownership, credit access, productivity, market participation, and decision-making—continue to constrain evidence-based policy reform.

The Gender Responsive Cell (GRC), led by the International Food Policy Research Institute (IFPRI), aims to address these systemic gaps by institutionalizing gender-responsive planning, monitoring, and evaluation mechanisms within the Department of Agriculture and Farmers' Empowerment (DAFE). The GRC will address existing gaps by embedding gender inclusion into upstream as well as downstream functions—including planning, budgeting, program design, and performance review—ensuring that gender is not treated as an add-on but as a core operational principle. It will draw learning from the ongoing work under IFPRI's Gender, Climate and Nutrition Integration Initiative (GCAN), currently under implementation in the state. The GRC also complements Odisha's broader ambition to establish a Center for Women-Led Development (CWLD) under the State Institute for Women and Children, positioning the GRC as a sector-specific pilot for wider reforms.

The Inception Workshop serves as a platform to build shared understanding, clarify roles, align expectations, and establish a collaborative roadmap.

2. Objectives of the Inception Workshop

The workshop will aim to:

- Present the vision, institutional design, objectives, and first-year workplan of the GRC.
- Share evidence on gender gaps in agriculture, including structural transformation trends and feminization of agriculture in Odisha.
- Present findings from the GCAN initiative, particularly on gender, climate stress, nutrition, and intra-household dynamics.

- Facilitate dialogue between policymakers, researchers, and grassroots women leaders.
- Discuss pathways for embedding gender-responsive systems within existing agricultural platforms (e.g., Krushak Odisha, GO-SUGAM, ATMA, Vision 2036 KPIs).
- Build consensus on priority research, monitoring, and evaluation frameworks, including empowerment measurement tools such as Women's Empowerment in Agriculture Index (WEAI) and Pro-WEAI.
- Define the next steps and institutional arrangements for operationalizing the GRC.

3. Proposed Structure

The workshop is structured into four major segments:

I. Inaugural Session: Setting the Vision

The inaugural session will feature keynote perspective and addresses by senior state leadership and distinguished guests from government departments of agriculture, women and child development, statistics, and from the academia.

This session will:

- Articulate Odisha's vision for gender-responsive agricultural transformation.
- Situate GRC within the state's broader women-led development agenda.
- Emphasize interdepartmental convergence between agriculture, women and child development, and statistical systems.

II. Technical Session 1: Gender-Responsive Agricultural Transformation: Frameworks, Evidence and Research Priorities

This session will introduce the GRC—its mandate, structure, and operational roadmap. It will be followed by a research-focused discussion on gender and structural transformation in agriculture, including:

- Feminization of agriculture in Odisha
- Barriers to women's asset ownership, productivity, and market participation
- Moving beyond a "beneficiary" framing toward systemic gender integration
- Measurement frameworks and evaluation priorities

Discussants from research, evaluation, and policy institutions will provide their reflections to strengthen the conceptual and methodological foundations of the GRC.

III. Technical Session 2

This session will bring together evidence, lived experiences and policy insights to examine how climate change and agricultural transitions are reshaping women's leadership and livelihoods. It seeks to ensure that institutional reforms remain anchored in field realities and women's voices.

- **Evidence from GCAN (Gender, Climate Change and Nutrition Integration Initiative):** Climate stress and livelihood transitions; rising drudgery and unpaid care burdens;

- nutrition and intra-household inequalities; access gaps in climate services; and erosion of indigenous food systems and knowledge.
- **Experience Sharing by Women Leaders and FPO Representatives:** Managing collective enterprises, navigating institutional systems, leadership journeys, and challenges in market integration.
 - **Policy and Research Perspectives:** Advancing women's economic empowerment through stronger accountability systems and inclusive agricultural program design.

IV. Way Forward: Institutionalizing Gender within Agricultural Governance

The concluding segment will focus on the next operational steps for the GRC, including:

- Finalizing institutional architecture and reporting structures
- Identifying priority gender indicators
- Aligning with existing digital and administrative systems
- Establishing technical advisory mechanisms
- Defining short-term milestones for the first 12 months
- Reflections from policy institutions and senior departmental leadership will provide guidance for structured implementation.

4. Expected Participants

- Senior officials from DA&FE and Fisheries & Animal Resources Development Department (FARD) directorates
- Representatives from the Women & Child Development Department
- Representatives from the Mission Shakti Department
- Women leaders from Self Help Groups (SHGs), Farmer Producer Organizations (FPOs), and collective enterprises
- Research institutions and universities
- Development partners
- Extension officials and district-level functionaries

5. Expected Outcomes

The Inception Workshop is expected to result in:

- Shared understanding of gender gaps and institutional priorities
- Validation of the GRC mandate and operational roadmap
- Agreement on priority monitoring, evaluation, and empowerment indicators
- Identification of technical advisory and steering mechanisms
- Clear first-year implementation milestones

6. Conclusion

The GRC positions Odisha as a pioneering state in institutionalizing gender-responsive agricultural governance. By integrating measurement tools like WEAI and Pro-WEAI, embedding Monitoring, Evaluation and Learning (MEL) systems, and leveraging existing digital infrastructure, the state can create a scalable model for inclusive agricultural transformation.

The Inception Workshop will mark the transition from commitment to structured implementation—ensuring that gender equity becomes a measurable, managed, and mainstreamed dimension of agricultural policy in Odisha.

AGENDA

09:30 – 10:00	Registration
10:00 – 11:15	INAUGURAL SESSION
10:00 – 10:05	<p>Welcome & Setting Context</p> <p>Dr. Mamata Pradhan <i>Senior Research Coordinator, International Food Policy Research Institute (IFPRI)</i></p>
10:05 – 10:15	<p>Opening Remarks</p> <p>Dr. Shahidur Rashid <i>Director - South Asia, International Food Policy Research Institute (IFPRI)</i></p>
10:15 – 10:30	<p>Keynote Address</p> <p>Prof. Pravat Kumar Roul <i>Vice Chancellor, Odisha University of Agriculture & Technology (OUAT)</i></p> <p>Dr. Mrinalini Darwal, IAS <i>Commissioner cum Secretary to the Government, Women and Child Development Department, Government of Odisha</i></p> <p>Sri Sachin Ramchandra Jhadav, IAS <i>Commissioner cum Secretary to the Government, Department of Agriculture & Farmers' Empowerment, Government of Odisha</i></p>
10:30 – 10:40	<p>Remarks by Special Guest</p> <p>Sri T. Nanda Kumar, IAS (Retd.) <i>Former Secretary to the Government of India</i></p> <p>Dr. Arabinda Kumar Padhee, IAS <i>Additional Chief Secretary to the Government, Revenue and Disaster Management Department, Government of Odisha, Government of Odisha</i></p>
10:40 – 10:50	<p>Felicitation of Community Leaders for Their Contributions to the Agricultural Sector</p> <p><i>Dr. Raimati Ghiuria, Custodian Farmer and Farm School Facilitator</i> <i>Smt. Rina Behera, Secretary – Manasa SHG, Matrugram Sri Aurobindo Ashram</i></p>
10:50 – 11:05	<p>Remarks by Guest of Honor</p> <p>Smt. Pravati Parida <i>Hon'ble Deputy Chief Minister, Minister of Women & Child Development, Mission Shakti, and Tourism, Govt. of Odisha</i></p>

	<p>Remarks by Chief Guest</p> <p>Sri Kanak Vardhan Singh Deo <i>Hon'ble Deputy Chief Minister, Minister of Agriculture & Farmers' Empowerment and Energy, Govt. of Odisha</i></p> <p>Vote of Thanks</p> <p>Sri Shubhranshu Mishra, OAS <i>Additional Secretary to the government, DA&FE, Government of Odisha</i></p>
11:05 – 11:30	Group Photo and High-Tea
11:30 – 12:40	<p>TECHNICAL SESSION 1: Gender-Responsive Agricultural Transformation: Frameworks, Evidence and Research Priorities</p> <p>Chair: Prof. C.S.C Shekhar <i>Professor, Institute of Economic Growth</i></p>
11:30 – 12:30	<p>Gender and Structural Transformation in Agriculture</p> <p>Dr. Devesh Roy, <i>Senior Research Fellow, IFPRI</i></p> <p>Discussants:</p> <p>Dr. Arun Kumar Panda <i>Principal Scientist & Head of GFCS Division, Central Institute for Women in Agriculture-ICAR</i></p> <p>Dr. Pallavi Choudhuri <i>Senior Fellow & Deputy Director (NDIC), National Council of Applied Economic Research (NCAER)</i></p> <p>Dr. Somabha Mohanty <i>National Lead – Gender Resilience and DRR, UN-Women</i></p> <p>Dr. Manjula Menon <i>Teaching Faculty at School of Development, Azim Premji University</i></p> <p>Prof. Vijay Laxmi Pandey <i>Professor, Indira Gandhi Institute of Development Research</i></p>
12:30 – 12:40	Discussion and Q&A
12:40 – 12:45	Bio Break

12:45 – 13:30	TECHNICAL SESSION 2: Voices from the Field: Women’s Experiences in Leadership, Enterprise and Policy Practice <i>Chair: Sri T. Nanda Kumar, IAS (Retd.) Former Secretary to the Government of India</i>
12:45 – 12:55	Evidence from GCAN – Gender, Climate Change & Nutrition Integration Initiative Smt. Somyashree Tripathy <i>Senior Programme Officer, Watershed Support Services and Activities Network (WASSAN)</i>
12:55 – 13:15	Driving Transformation from the Ground: Insights from Community Leaders Dr. Raimati Ghiuria, <i>Custodian Farmer and Farm School Facilitator</i> Smt. Rina Behera, <i>Secretary – Manasa SHG, Matrugram Sri Aurobindo Ashram</i>
13:15 – 13:25	Bridging the Gender Gap in Climate-Resilient Agricultural Practices Smt. Mamta Borgoyary <i>Consultant-W plus Measurement, Professor of practice, Woxen University, School of Arts & Design</i>
13:25 – 13:35	Designing Inclusive Agricultural Policies and Programs Dr. Ranjitha Puskur <i>Lead, Evidence Module, CGIAR Gender Impact Platform, Principal Scientist-Gender and Livelihoods, International Rice Research Institute (IRRI)</i>
13:35 – 14:00	WAY FORWARD
13:35 – 13:45	Next Steps & Key Reflections Dr. Muzna Alvi <i>Research Fellow, International Food Policy Research Institute (IFPRI)</i>
13:45 – 13:55	Remarks by Special Guest Dr. Arabinda Kumar Padhee, IAS <i>Additional Chief Secretary to the Government, Revenue and Disaster Management Department, Government of Odisha, Government of Odisha</i>
13:55 – 14:05	Closing Remarks Dr. Mamata Pradhan <i>Senior Research Coordinator, International Food Policy Research Institute (IFPRI)</i>
14:05 – 14:10	Vote of Thanks Dr. Sangram Kesari Pattanaik <i>Joint Director of Agriculture, DA&FE, Government of Odisha</i>

14:10 Onwards	Lunch
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