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Advancing Women's Voice and Empowerment in the Agrifood Policy Process: Findings and Recommendations from the WEAGov India Pilot Study



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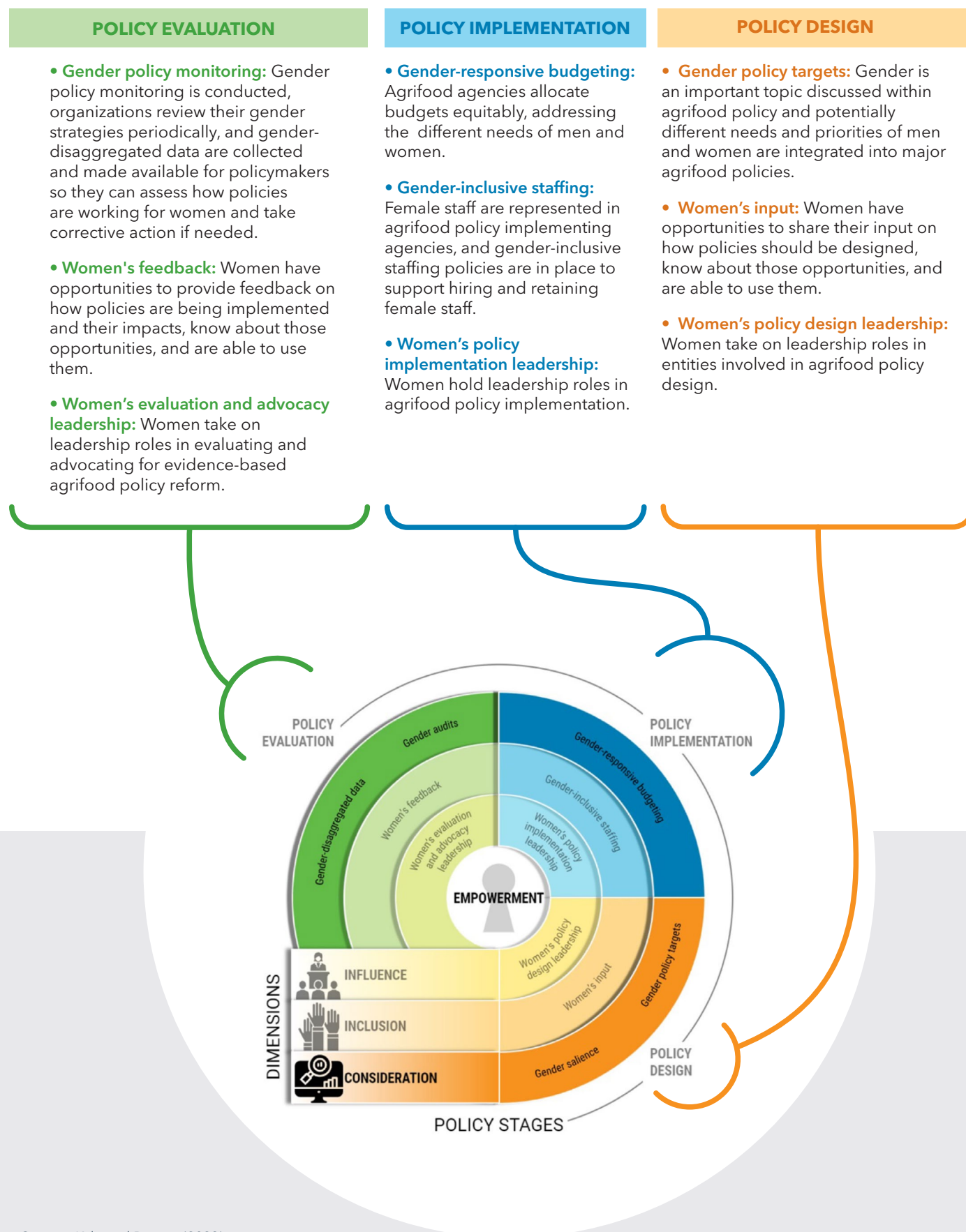
Women's equal participation and leadership in political and public life can boost a country's long-run economic growth, foster social inclusion, and help countries reach the 2030 Sustainable Development Goals. Beyond these important outcomes, women's inclusion in public life is a basic human right: women deserve a role in making decisions, controlling resources, and shaping policies. Yet, globally, only 22 percent of members of parliament and 16 percent of cabinet secretaries are women. Although disproportionately employed in the agrifood system, women lack decision-making power regarding the policies that govern it. And beyond high-level statistics like the share of women in national parliaments, there is a lack of tools for measuring and tracking gender equality in national- and state-level governance (Eldidi et al., 2021; Quisumbing et al., 2023; Ragasa et al., 2022). Yet, achieving meaningful progress on gender equality within governance requires identifying specific gaps and opportunities within a country's policy process.



About WEAGov

The Women's Empowerment in Agrifood Governance (WEAGov) assessment framework, developed by IFPRI and partners, is methodologically pluralistic, triangulating information from multiple sources to gain a comprehensive understanding of women's voice and agency in agrifood policy process. WEAGov is theory-based and has been developed and refined in consultations with more than 50 other index developers, policy partners, researchers, donors, and practitioners worldwide. WEAGov adopts a policy process approach, looking at every stage of the policy cycle—design, implementation, and evaluation (Figure 1). Within each of these stages, WEAGov examines whether women are being considered, whether their voices are included, and whether they are influencing actions and decisions within the agrifood system. WEAGov encompasses 9 indicators across three stages of the policy cycle. Each indicator is measured using a variety of credible in-country data sources drawn from local agrifood organizations and local agrifood policy experts, for a total of 44 measurements in the first country pilot (Nigeria) and 54 measurements in the second country pilot (India). Each measurement is scored on a 4-part scale ranging from very weak to strong. However, we want to convey with the scoring the general principle that women's full and equal participation in the policy process ("strong") is not an over-achievement – rather, it should be seen as reaching a target. Thus, we also use the terminology of **1=low, 2=on the way, 3=advancing, 4=at goal.**

Figure 1. Women's empowerment in agrifood governance (WEAGov) framework



Source: Kyle and Ragasa (2023).

For the definitions and scoring, refer to <https://www.ifpri.org/interactive/weagov>.

The WEAGov methodology consists of six steps: (1) a policy landscape analysis of the key national policies, actors, and organizations in a country's agrifood sector; (2) a content analysis of national agrifood policies; (3) survey of the key organizations in the agrifood sector; (4) survey with agrifood policy experts; (5) a technical workshop with local experts to discuss and validate results from and (6)

dissemination workshop and policy dialogue. (1)–(4) (Figure 2). In early 2024, IFPRI partnered with LEAD at Krea University and agrifood policymaking experts in India to pilot the WEAGov assessment framework there. The purpose of this pilot study was both to learn about women's voice and agency in agrifood policymaking in India and to further refine the tool itself. This note presents the results of that pilot study.

Figure 2. WEAGov steps and pilot in India

6 Steps of WEAGov		India Pilot
Agrifood policy & stakeholder mapping		Analyzed content of 30 policies; and tracked 6 major policies in the surveys: • National Policy for Farmers (NPF) • Mahila Kissan Sashaktikaran Pariyojana (MKSP) • National Nutrition Policy (NNP) • Mission POSHAN • National Action Plan for Climate Change (NAPCC) • National Mission for Sustainable Agriculture (NMSA)
Desk review of objective, quantitative indicators		Compiled by LEAD research team from government administrative data and secondary data
Organizations survey		Sampled 133 agrifood organizations (state agrifood ministries and their divisions; parastatals; NGO/CSO; private sector; and universities)
Expert survey		Interviewed 166 organization heads, officers, and gender focal points about their perceptions and observation on women's inclusion and influence in agrifood policy processes
Technical validation workshop		Full-day intensive discussion and validation workshop with 15 national experts in New Delhi (March 20, 2024)
Dissemination workshop and policy dialogue		A total of [number of participants] participants from diverse organizations participated in the workshop (August 28, 2024)

India Results

India has formal policies and laws promoting gender equality, and in recent times there has been considerable emphasis on promoting a women-led approach to development, as reflected in the G20 New Delhi Leaders' Declaration 2023, which focuses on enhancing economic and social empowerment, bridging the gender digital divide, driving gender-inclusive climate action, and securing women's food security, nutrition, and well-being (PIB 2023). Despite significant progress, women's voices remain underrepresented in India's agrifood policy processes.

The analyses presented in this brief are mainly based on the results of the WEAGov assessment framework process, conducted in India from January to March 2024 and reported fully in Ragasa et al. (2024). Table 1 presents the count of the measurements per scale; Table 2 summarizes the main results per indicator; Table 3 presents the WEAGov scores for India; and Table 4 summarizes the indicators for the six major agrifood policies assessed. These results tables provide a diagnostic of women's voice and empowerment in the agrifood policy processes as of March 2024.

Table 1. Scoring scale, definition, and results for India

Scale	Definition	Implication	Count for India (out of 54 measurements)
1.	VERY WEAK	LOW	5
2.	WEAK	ON THE WAY	25
3.	MODERATE	ADVANCING	17
4.	STRONG	AT GOAL	7

Source: Authors' calculations.

Overall, the WEAGov pilot study shows fairly strong consideration and inclusion of women in India's agrifood policy process but also shows that many areas need major improvements. Out of 54 measurements for WEAGov, India achieved a high score (score=4) in 7 and a medium score (score=3) in 17. Several areas of strength stand out from the results. First, there exists strong consideration to gender in agriculture, nutrition, and climate policies and there is fairly strong gender salience in prime ministerial and budget speeches, reflecting India's broader commitment to gender equality. Second, there is a formal procedure and legal framework for citizen's consultation and inputs into policy formulation; and certain policies show women's input and influence, notably NPF and MKSP. Although the NPF was repealed, local experts recognized efforts to include women's perspectives during its design. Third, MKSP and Mission Poshan 2.0, two of the six major agrifood policies reviewed in the pilot study, go beyond formal consideration of gender in policy and show progress in incorporating gender into the budgeting process and in monitoring and tracking gender targets.

Fourth, there is strong women's leadership in NGOs involved in agrifood sector that can be further integrated as champions for women's and gender issues in policy processes. Fifth, women are also well represented in managerial and nonmanagerial staff in agrifood policy implementation in government and nongovernment.

In contrast, India achieved a very low score (score=1) in 5 areas and a low score (score=2) in 25 areas, indicating very weak and weak voices and empowerment of women in those areas, respectively. Several areas stood out as key opportunities to secure a meaningful voice for women in agrifood policy making in the country. First, ordinary citizens more generally and

women in particular have opportunities to provide input into policy design and to provide feedback on how policy implementation is working for them in practice. However, experts emphasized that few know about these opportunities or how to engage in policy consultations. Women and other marginalized voices are frequently sidelined. Women's inputs and influence in policy design were particularly weak in the nutrition and climate policies. Second, while gender targets and budget are specified in the national development plan and well-documented and gender budget was high in the Ministry of Rural Development (MoRD) (60% of total ministerial budget), gender budget was very low in the Ministry of Agriculture and Farmer Welfare (MoAFW) (<2%) and experts perceived very low budget in 4 major policies (NPF, NNP, NAPCC, and NMSA). Third, while data system with gender-disaggregated data for many development indicators are included in National Family Health Survey (NFHS), agriculture census, and periodic labor force survey (PLFS) and are available publicly, limited data available on intra household dynamics, control over income, ownership of land and other assets, agency, and empowerment; and monitoring gender targets for most agrifood policies is weak. Finally, women's presence in formal leadership in parliament and in agrifood cabinet ministries is weak as of June 2024. The reservation of one-third of all seats in lower and upper legislative assemblies to women is a great development toward getting more women into highest level policymaking and implementation. This effort needs to be enforced and monitored to ensure that women are supported with capacity and an environment that enables them to take on and effectively run and manage leadership positions (such as cabinet secretary) in agrifood ministries..

Policy Implications

- **Reframe and redefine women as farmers and key value chain actors.** A fundamental issue of exclusion of women in policy processes and budget allocations is how a farmer is defined, how women are considered, and how their roles are valued. Women are mostly left without any title of land in their names and often not considered as “farmers”, and their status is confined to that of mere helpers or laborers (IDR 2018; Jain et al. 2023). This has major implications on their exclusion in policy processes, budget planning and allocation, and beneficiary targeting in agricultural projects and schemes as land ownership is an eligibility condition for many these processes, projects, and schemes. This implies the need to strengthen women’s land rights and to reframe, redefine, and recognize the crucial role of women in agrifood and value chains in policy discourse and frameworks, and not base provision targeting mainly on land ownership.
- Several initiatives have been in place to enhance women’s land rights, such as a reduction in stamp duties on property registration by women, spousal ownership provisions, or in heritance laws, with limited effectiveness; and the reasons are the lack of proper implementation, prevailing social attitudes and customs, and lack of education and awareness of legal rights, which makes women more open to exploitation while limiting their opportunities (Jain et al. 2023). It is imperative to create greater awareness through community involvement and educating both rural women and men and making them aware of women’s land rights, other rights, and other important provisions in policies and laws. At the same time, it is equally important to translate these laws and provisions into a simple local language, as ordinary people do not understand the legal language and remain ignorant about it.
- The government and its development partners need to take a critical look at and rethink these definitions and frameworks, with better recognition of women as farmers and key value chain actors so that women are not excluded but become central in policy consultations, discussions, implementation, evaluation, and budget allocations.
- **Ensure that opportunities for policy input and feedback reach a wide audience, including women and those from disadvantaged backgrounds.** While we heard from local experts that public consultations are often held in India before a policy is implemented—and there is a legal requirement to do so through the Pre-Legislative Consultation Policy—many experts cited significant gaps in the inclusion of women and marginalized voices in consultations. We identify several key actions that agrifood ministries can take to advance this goal:
 - **Promote awareness of existing consultation processes.** Even when pre-legislative policy consultations are held, experts emphasized that citizens often do not know about these opportunities or how to engage in them productively. Media campaigns and grassroots campaigns working through CSOs (Civil Society Organizations) with strong local networks could work in tandem to reach a broader cross-section of the population. During outreach, efforts to engage with grassroots organizations that can effectively reach women and marginalized groups can help to ensure that these groups learn about opportunities to participate in consultative processes.
 - **Leverage alternative channels for participation.** Given that women often have mobility constraints and limited access to information and face restrictive norms against their participation in public spaces, nontraditional participation channels are a promising way to enhance their voice and participation. For example, providing virtual participation options and/or financial and logistical support for participants to attend consultations could diversify participation.
 - **Combine consultation opportunities with trainings.** Because women may have limited experience with providing inputs into the policy process, it is important to provide trainings on how to engage effectively to SHGs and other grassroots organizations that want to weigh in on policy consultations. For example, these groups

may not know that they are allowed to engage, when and where to do so, or what types of feedback on policies are most valuable and likely to have influence while policymakers design policy.

- **Elevate women from management roles to leadership roles.** The strong presence of women in managerial roles within agrifood government agencies and NGOs can be leveraged to fill top positions in legislation, policy implementation, and policy evaluation. We found significant gaps between the presence of women in managerial roles—which was relatively strong if not yet gender-equal—and perceptions that women were influencing policy outcomes—which was relatively low. This suggests that even when women are taking on leadership roles within agrifood organizations, they are not being recognized publicly as influential leaders in the policy space. Elevating women into highly visible roles at the cabinet or ministerial level within key agrifood ministries could enhance the prominence of women’s influence in the sector. Women have gained prominence in India in other sectors, such as health, labor, and child welfare as ministers and permanent secretaries. Similar progress should be pursued in the agriculture sector. Beneath the level of cabinet member and permanent secretary, women can be appointed with greater frequency to policy and other steering committees, which provide opportunities to translate management experience and skills into influence over outcomes. The cohort of female leaders can also be increased over time by providing targeted capacity-building and trainings designed to prepare women for higher levels of leadership.

- **Implement and monitor gender policy targets.** High-level gender commitments in agrifood policies often lack consistent budgetary support, implementation, and evaluation. To address this lack:

- **Establish robust monitoring frameworks.** From the high-level speeches already being made on gender goals and targets in the agrifood sector, civil society actors can develop online platforms to hold government accountable for progress toward targets. Think tanks and research institutes in India already do this in many cases, taking

publicly available budget data and analyzing expenditure patterns and advocating for greater participation in budgetary processes. Similar approaches could be taken up with a focus on gender and the agrifood sector explicitly.

- **Conduct public reporting on progress toward gender goals.** For government ministries, experts recommended more frequent and transparent public reporting on reaching gender goals and targets.
- **Build in gender budgeting and monitoring from the beginning.** While many states and ministries use gender-responsive budgeting, this process is often done after budgets have been allocated as an exercise to analyze expenditures. However, gender budgeting should be conducted during the policy design process to ensure that budgetary outlays can meet the targets set. Unlike most of the agrifood policies that we analyzed, experts perceived strong budgetary and implementation support for Mission Poshan; this can provide a model for other policies and programs to follow.

- **Implement a comprehensive gender strategy to guide gender-responsive budgeting.** India has made major efforts to institutionalize gender-responsive budgeting within its government structures. To strengthen the gender-responsive budgeting implementation and impact, the government and development partners need to implement a comprehensive strategy that includes careful in-depth gender analysis, identification of priority action areas based on identified major gender gaps and inequalities, proper planning, and setting of short- and long-term goals. Collecting, analyzing, and publicizing gender-disaggregated data must be strengthened, along with greater recognition of women as farmers and key value chain actors and integration of the data with the budgeting process. Budget allocation should be the culmination of such efforts and based on data and evidence.

- **Standardize evaluation processes across policies.** Inconsistencies in policy evaluation across policies and over time hinder progress toward gender targets. The DMEO (Development Monitoring and Evaluation

Office) under the NITI Aayog oversees the evaluation of government programs in India. Previously, the PEO (Program Evaluation Office) was the independent government agency responsible for this task. However, we found that both institutions have struggled to establish a structured evaluation system as well as ensure accountability (Mehrotra 2013). While experts reported strong auditing for some policies, such as Mission Poshan, they reported weaker auditing for many other agrifood policies, especially those related to climate. Developing an online management information system for agrifood ministries to feed into in real time with progress updates could enable continuous monitoring of gender targets and facilitate coordination across ministries toward reaching those targets. It could also allow agrifood ministries to coordinate more around data collection and monitoring. Relying solely on periodic evaluation studies, which are inherently infrequent, may not yield sufficient actionable insights (Agarwal, Rao, and Nandi 2023). Prioritizing regular evaluations for all agrifood-related policies and continuous progress monitoring in real time would improve the granularity and effectiveness of policy evaluation in the sector.



Table 2. Scoring scale, definition, and results for India

Policy design	Gender policy targets	Three measures were used to track gender considerations in policy discussions and documents and were scored as 2-4 (weak to strong). The first measure focuses on the Prime Minister's Independence day speech, which was scored as 4 (strong or "at goal") due to its clear gender targets and strategies. The second measure is a perception measure from the expert survey, in which sample experts reported that gender was not frequently discussed in high-level agrifood policy discussions; and gender salience in these policy discussions was scored as 2 (weak). The third measure is scored gender content from the review of 30 agrifood policy documents. Focusing on the six most important agrifood policies, 5 have strong gender consideration (score 4) and 1 has a moderate score (score 3). Two major agricultural policies - NPF and MKSP - emphasize promoting enhanced income for women farmers and were scored as 4 (strong or "at goal"). Two major nutrition policies - NNP and Mission POSHAN - were also scored 4 (strong or "at goal") primarily for the clarity on goals and stakeholders' inclusion in various dimensions. Two major climate policies - NMSA and NAPCC were scored as 4 and 3, respectively. NMSA was scored as 4 (strong or "at goal"), which specifies that out of the 50% of the budgetary allocation is for small and marginal farmers and at least 30% beneficiaries must be women. NAPCC, on the other hand, lags in clarity on achieving gender targets and was hence scored as 3 (moderate). Of the other 24 policies reviewed, 50% of agricultural policies, 30% of nutrition policies, and 30% of environment or climate policies reviewed have weak or very weak gender considerations (score 1 or 2). Overall, there are fairly strong gender considerations and targeting in the major agrifood policies and the prime minister's speeches. However, greater gender consideration needed in some agrifood policy documents and public discussions on agrifood policy issues.
	Women's input	Three measures were used to assess women's input in agrifood policy design: 1 objective measure on the presence of formal processes for citizen's inputs into policy design; 1 perception measure on women's involvement in policy design in general; and 1 perception measure on women's inputs in the 5 major policies tracked (1997 NNP was not tracked for its design). While there is a legal framework and formal processes for getting citizens' inputs in policy formulation (score=4), in practice few women have opportunities to provide meaningful inputs into agrifood policy design (score=2). This is more serious in rural areas and for grassroot organizations and marginalized groups. Across the five policies tracked, ratings were moderate (score 3) in women's inputs in the design of agricultural policies (NPF and MKSP), very weak (score 1) to weak (score 2) in the design of climate policies (NAPCC and NMSA), and weak (score 2) in the design of Mission POSHAN. Sample experts suggest the need for strong awareness campaigns that can acquaint citizens, especially in rural areas and among marginalized groups, with these policy processes.
	Women's policy design leadership	Three measurements were used: female parliamentarians; female members to agricultural committees in the parliament; and perceptions on women's influence in 5 major policies. These show very weak to weak women's leadership in policy design processes. As of March 2024, only 13% of upper and lower houses' MPs are women (score 1, very weak) and only 7% of agriculture-related committees in the upper and lower houses are women (score 1, very weak), but 39% of heads of sample non-government organizations were women (score 3, moderate). Across the five policies tracked (1997 NNP was not tracked for its design), ratings were moderate (score 3) in women's influence in the design of agricultural policies (NPF and MKSP), very weak (score 1) to weak (score 2) in the design of climate policies (NAPCC and NMSA), and weak (score 2) in the design of Mission POSHAN. The good news is that the reservation of one-third of all seats of lower and upper legislative assemblies to women was passed in 2023. This reservation policy needs to be enforced, coupled with capacity building for women leaders to effectively lead policy and legislature-making processes.

Gender-responsive budgeting

Three measures were used - scored gender content of the finance budget, gender budgeting process in the core agrifood ministries, and expert perception on gender budgets in the 6 major policies tracked. Despite the government's initiatives and efforts to push the agenda of women's empowerment through various means, the gender-responsive budgeting across different agrifood organizations remains weak to moderate and inconsistent. First, the 2023-24 finance minister's budget speech, rated based on its gender content or gender targets, was scored as 3 (moderate).

Second, the budget on gender appears to be well-documented across the ministries, with 35% of Ministry of Rural Development (MoRD)'s budget and <2% of Ministry of Agriculture & Farmers' Welfare (MoAFW)'s budget going to gender activities in FY 2024-25. For other ministries such as Education, Women and Child Development, Housing and Urban Affairs, Health and Family Welfare, and Jal Shakti, the allocation for gender-specific initiatives fluctuates between 5% and 12% of their respective budgets. However, the gender budget in several other ministries remains considerably low (<1% of the total budget). State-level ministries are also not reporting gender-responsive budgeting, and there may be a need to explore this further and consequently conduct capacity-building on gender-responsive budgeting at the state level. This was scored as 3 (moderate).

Third, across the six policies tracked, sample experts reported diverse experiences and varying feedback: score 3 (moderate) for MKSP and Mission POSHAN; and score 2 (weak) for the other four policies (NPF, NNP, NAPCC, and NMSA). This suggests a potential gap in understanding and awareness of the effectiveness of these policies. This might also reflect the differing implementation efforts, and there is a need to look at areas where/ when/ how these policies are performing well and not well and document and share lessons.

Gender-inclusive staffing

Three measures are used for this indicator. Data show some progress has been made, but ratings remain weak to moderate. On average, sample organizations have 35% of staff who are women (score 3, moderate). However, organizational gender policies and gender-sensitive activities for women staff are less common among organizations (score 2, weak). A total of 43% of the sample organizations have an organizational gender policy or strategy; 29% have leadership training for women employees; 26% have committees focusing on gender equality; and 46% have established gender diversity committees.

Women's policy implementation leadership

Three measures are used for this indicator, and the rating is from very weak to weak (scores 1 or 2). Although 39% of women are in management positions in sample organizations, only 1 female minister is in the core agrifood ministries (13%); 33% are female heads of these core agrifood ministries, and 13% are female state ministers. This measurement was scored as 1 (very weak).

Gender policy monitoring

Four measures show a weak data system with limited sex-disaggregated data and weak monitoring of gender targets in general and in specific policies. The first measure - availability of gender-disaggregated national food statistics - was scored as 2 (weak). Even though the government collects gender-disaggregated individual data through multiple surveys such as NFHS data, Agriculture census, and PLFS, these data have various limitations for policy use. These limitations are mainly due to the mismatch between data collected and the information required for effective gender-responsive policymaking, especially for rural India (Shah 2022).

The second measure - gender analysis in the major agriculture report published by the MoAFW - was scored as 2 (weak). The annual report includes a distinct section, "Gender Perspective on Agriculture," which outlines goals and targets specifically tailored for women within each policy or scheme. However, it lacks detailed descriptions, offering only minimal information, such as gender considerations in program design (if any) and basic statistics on female beneficiaries or those trained. Unfortunately, it provides no insight into the actual impact of these policies on women in agriculture.

The third measure shows that 34% of organizations in the sample conducted gender audits, and this measure scored as 2 (weak). The fourth measure—expert perception on monitoring gender targets in the six major policies tracked—was scored as 2 (weak). Four policies (NPF, NNP, NMSA, and NAPCC) were consistently rated scored as 2 (weak), while MKSP and Mission Poshan were scored as 3 (moderate). Further, the majority of experts highlighted insufficient tracking and monitoring of gender goals and policy targets across the board.

Women's feedback

Two measures were used in this indicator and were rated as very weak to weak (score 1 or 2). Institutionalized, systematic, or formal feedback mechanisms for citizens and women in India are weak. Ordinary citizens and women have few opportunities to provide feedback to policy implementation.

Women's evaluation and advocacy leadership

Three measurements were used for this indicator and rated weak to moderate (scores 2 or 3). The share of women in managerial positions in governmental and non-governmental organizations involved in policy evaluation was 38% on average (score 3, moderate). Across the 6 major policies tracked, the majority of sample experts rated women's influence in monitoring the national agriculture, climate change, and nutrition policies as 2 (weak), except for Mission POSHAN, which was scored as 3 (moderate).

Table 3. All scores for WEAGov India pilot

Indicator	Measurement	Score
Policy design	Scored gender content in prominent presidential or budget speech	AT GOAL
	Gender attention in prioritized agrifood policy issue*	ON THE WAY
	Scored gender content in national agriculture policy	
	NPF	AT GOAL
	MKSP	AT GOAL
	Scored gender content in national climate policy	
	NAPCC	ADVANCING
	NMSA	AT GOAL
	Scored gender content in national nutrition policy	
	NNP	AT GOAL
	Mission POSHAN	AT GOAL
	1. Gender policy targets	
	Formal process for collecting citizens input in agrifood policy making process	AT GOAL
	Opportunities for women to provide inputs in policy design*	ON THE WAY
	Women's inputs in national agriculture policy*	
	NPF	ADVANCING
	MKSP	ADVANCING
	Women's inputs in national climate policy*	
	NAPCC	LOW
	NMSA	ON THE WAY
	Women's inputs in national nutrition policy*	
	Mission POSHAN	ON THE WAY
	2. Women's input	
	Share of women in parliament	LOW
	Share of women in parliamentary agricultural committee	LOW
	Share of women leaders in non-government sector involved in agrifood policy design+	ADVANCING
	Women leading and influencing deliberations on the national agriz-iculture policy*	
	NPF	ADVANCING
	MKSP	ADVANCING
	Women leading and influencing deliberations on the national Climate policy*	
	NAPCC	LOW
	NMSA	ON THE WAY
	Women leading and influencing deliberations on the national nutrition policy*	
	Mission POSHAN	ON THE WAY
	3. Women's policy design leadership	

	Indicator	Measurement	Score
Policy Implementation		Gender targets and budget are specified in the national development plan	ADVANCING
		Gender-responsive budgeting in agrifood ministries	ADVANCING
		Perceived budgetary support and implementation of gender targets in national agriculture policy*	
		NPF	ON THE WAY
		MKSP	ADVANCING
	4. Gender-responsive budgeting	Perceived budgetary support and implementation of gender targets in national climate policy*	
		NAPCC	ON THE WAY
		NMSA	ON THE WAY
		Perceived budgetary support and implementation of gender targets in national nutrition policy*	
		NNP	ON THE WAY
		Mission POSHAN	ADVANCING
	5. Gender-inclusive staffing	Average share of female in total staff in agrifood policy implementing agencies+	ADVANCING
		Gender-sensitive staffing policies among agrifood policy implementing agencies+	ON THE WAY
	6. Women's policy implementation leadership	Share of female agrifood ministers and permanent secretaries	LOW
		Share of female in managerial positions in agrifood policy implementing agencies+	ADVANCING
Policy Evaluation	7. Gender policy monitoring	Scored availability of gender disaggregated national agrifood statistics	ON THE WAY
		Scored gender disaggregated data included in agrifood performance public reporting	ON THE WAY
		Agrifood policy implementing agencies conducting gender audits+	ON THE WAY
		Tracking and monitoring of gender goals National Agriculture Policy*	
		NPF	ON THE WAY
		MKSP	ADVANCING
		Tracking and monitoring of gender goals National Climate Policy*	
		NAPCC	ON THE WAY
		NMSA	ON THE WAY
		Tracking and monitoring of gender goals National Nutrition Policy*	
		NNP	ON THE WAY
		Mission POSHAN	ADVANCING

Policy Evaluation	8. Women's feedback	Formal mechanism for providing feedback on policy implementation	ON THE WAY
		Perceived opportunities for women to provide feedback*	ON THE WAY
	9. Women's leadership in evaluation and advocacy	Share of women leadership in government involved in policy monitoring and evaluation+	ADVANCING
		Share of women leadership in non-government sector involved in policy evaluation and advocacy+	ADVANCING
		Women's perceived leading role in monitoring and review of the National Agriculture Policy*	
		NPF	ON THE WAY
		MKSP	ON THE WAY
		Women's perceived leading role in monitoring and review of the National Climate Policy*	
		NAPCC	ON THE WAY
		NMSA	ON THE WAY
		Women's perceived leading role in monitoring and review of the National Nutrition Policy*	
		NNP	ON THE WAY
		Mission POSHAN	ADVANCING

Note: +Estimates based on the IFPRI/LEAD organization survey (2024). *Indicates perception measurement collected through the IFPRI/LEAD expert survey (2023). Scoring is based on 4-point Likert scale with 1 being the weakest and 4 being the strongest. Color codes mean: **1=very weak**, **2=weak**, **3=moderate**, **4=strong**. We also want to convey with the scoring the general principle that women's full and equal participation in the policy process ("strong") is not an over-achievement, but rather should be seen as reaching a target. Thus, we also use the terminology of **1=low**, **2=on the way**, **3=advancing**, **4=at goal**.

Table 4. Scores by policy area for WEAGov India pilot

	National Policy for Farmers	MKSP	National Nutrition Policy	Mission POSHAN	National Action for CC	National Mission for SA
Scored gender content in policy document	AT GOAL	AT GOAL	AT GOAL	AT GOAL	ADVANCING	AT GOAL
Women's inputs into policy design*	ADVANCING	ADVANCING	Old 1993 policy; design processes were not tracked	ON THE WAY	LOW	ON THE WAY
Perceived women's influence in policy design*	ADVANCING	ADVANCING	Old 1993 policy; design processes were not tracked	ON THE WAY	LOW	ON THE WAY
Perceived implementation of gender targets*	ON THE WAY	ADVANCING	ON THE WAY	ADVANCING	ON THE WAY	ON THE WAY
Perceived adequacy of funding*	ON THE WAY	ADVANCING	ON THE WAY	ADVANCING	ON THE WAY	ON THE WAY
Tracking and monitoring of gender targets*	ON THE WAY	ADVANCING	ON THE WAY	ADVANCING	ON THE WAY	ON THE WAY
Perceived women's leading role in policy review*	ON THE WAY	ON THE WAY	ON THE WAY	ADVANCING	ON THE WAY	ON THE WAY
	Strong gender content; moderate score in women's input and influence in policy design; but weak in all other indicators	Strong gender content; moderate score in implementation, budget, and monitoring of gender targets; but weak in women's inputs and leadership in design and review	Strong gender content; but weak in all other indicators	Strong gender content; moderate score on budget, implementation, and monitoring gender targets and in women's influence in policy review; diverse perceptions from experts, perhaps due to differing implementation efforts	Moderate gender content in the policy, but weak to very weak in all other indicators	Strong gender content, but weak in all other indicators

Note: *Indicates perception measurement collected through the IFPRI/LEAD expert survey (2024). Scoring is based on 4-point Likert scale with 1 being the weakest and 4 being the strongest. Color codes mean: **1=very weak, 2=weak, 3=moderate, 4=strong**. We also want to convey with the scoring the general principle that women's full and equal participation in the policy process ("strong") is not an over-achievement, but rather should be seen as reaching a target. Thus, we also use the terminology of **1=low, 2=on the way, 3=advancing, 4=at goal**.

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