

# Chapter 5

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## MAINSTREAMING GENDER

### *Status Quo*

Bangladesh's 5<sup>th</sup> Five-Year Plan states that within the public sector:

*“there is a limited understanding of the requirement of a mainstreaming approach. All ministries and agencies of the government have responsibility for women's development. Accordingly, all agencies have responsibilities for ensuring that their policies and programmes respond to the needs and interests of women as well as men and distribute benefits equitably between women and men. These are the basic elements of the mainstreaming approach of government. It seeks to move beyond isolated and marginal programmes for women to consistent and systematic efforts in all sectoral plans, programmes & projects. Thus gender issues are to be addressed cross-sectorally & horizontally” (p. 169).*

DAE does not have an explicit Statement of Intent which focuses on gender although the DAE Mission Statement goes some way towards making a commitment to mainstreaming gender through its focus on addressing the needs of all categories of farmer.

### ***DAE as a Project Implementation Unit***

To pursue the issue of mainstreaming gender the key role of projects must be recognised.

DAE currently implements 26 projects, most of which have been designed to include women farmers as beneficiaries.

For example:

- ❖ The Integrated Pest Management Project targets 35% women farmers through farmer field schools, field days and pest management workshops.
- ❖ Thana Cereals Technology Transfer Identification Project involved women during its initial PRA for project planning. Activities for women have included seed workshops, study tours, and awareness raising for post flood agricultural rehabilitation programmes.
- ❖ The Agricultural Diversification and Intensification Project works with marginal and landless farmers with women constituting 50% of the target group. Activities for women farmers are income generating such as livestock, homestead gardening, fish cultivation, agro-processing and assistance with establishing rural enterprises.

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- ❖ The Crop Diversification Project promoted a range of activities aimed at female farmers (e.g. vegetable production, compost preparation, and food processing and marketing). It sought to develop these activities based on local resources.
  - ❖ The Netroakona Integrated Agricultural Production and Irrigation Management Project formed groups of marginal female farmers. It concentrated on supplying inputs to female beneficiaries.
  - ❖ 50% of the beneficiaries of the Horticultural Development Project are women.
  - ❖ ASSP encouraged DAE to target 30% of its extension activities at women farmers. Also homestead gardening activities funded by ASSP were targeted mainly at women and implemented through contracted NGOs.
  - ❖ The Construction of Rubber Dam Project involved women during its initial PRA exercise.

Because DAE operates as a project implementation unit the numbers and kinds of target groups, whether they be women, landless, marginal, small or big farmers, are dictated by these projects. There is currently no overall service delivery framework incorporating gender. In terms of institutionalising or mainstreaming gender this creates problems in relation to staff training, and optimising the use of DAE's resources, including human resources.

### ***Employment Issues***

As yet not much is known about equity issues within DAE, except that DAE follow Government Policy in terms of recruitment processes. Further research into the experience of female employees is being undertaken. Some initial points for consideration are:

- ❖ Projects often employ their own staff who are not part of DAE. For example, 50% of the Farm to Market Enterprise Development Project staff are female. Twenty five per cent of the Crop Diversification Project staff are female. This raises questions. For example, does this develop DAE's capacity? Does it set a positive example? What will happen to this workforce when projects finish, will these skills be lost? What status of employment do female project employees have?
- ❖ At present there are 452 female Block Supervisors. Preliminary research findings indicate that female employees prefer working with female farmers and male employees prefer working with male farmers. The reasons are mainly social. Preferences aside, male BS are working with female farmers, which by their own admission is a new and positive step. However, they admit that they lack certain skills for working with women. Female BS say they are working with male farmers although it is difficult to measure how successfully.

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- ❖ Field based female employees also have to contend with problems of mobility. However separate research has shown that the experiment of supplying motorbikes to a sample of 50 female BS during 1996 was not successful.
  - ❖ There are fewer female staff at officer level within DAE than at BS level. There is no ban on recruitment of officers and so more opportunities for the gender mix of the workforce at this level to change. For example, Water Management Wing has recently recruited 44 Agricultural Engineers, six of whom are female.
  - ❖ The way in which people are deployed in DAE means that officers are often transferred from one posting to another. There is no prior analysis of the specific skills needed for the new posting including any skill related to gender, poverty or social development issues.

### ***Training***

There has been limited gender related training for DAE staff mainly defined as specialty training within particular projects, for example nutrition, vegetable cultivation, and food processing. ASSP delivered a Gender Sensitivity Training module as part of its core courses for all field staff on the REA. This focused primarily on service delivery and did not cover Headquarter level duties such as project planning, project evaluation or management support. External evaluations found little evidence that this Gender Sensitivity Training reached the grassroots extension worker, even though most District level field officers received the training module at CERDI.

ATIs provide limited gender training as part of the BS diploma.

Gender training has not been institutionally focused in that it has not recognised that staff at different levels may require a different understanding of gender in order for them to incorporate this aspect into their normal duties and responsibilities.

### ***WID (Women in Development) Focal Point***

DAE has a designated officer in Planning Wing responsible for reporting to the WID Focal Point within the Ministry of Agriculture. This designation is carried out in addition to normal duties with little support or guidance. The main responsibility attached to the title is the completion of quarterly reports submitted to the Ministry. These reports collate two types of information:

- ❖ Activities carried out on a project by project basis, which target women farmers.
- ❖ Numbers of female staff employed by projects.

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Neither specific training nor a Terms of Reference have been provided for this additional responsibility. The WID Focal Point may therefore be an under utilised and under developed resource.

### ***Knowledge Gaps - National Policies***

National policies and frameworks exist specifically related to women and gender issues. For example, The 5th Five-Year Plan, the National Action Plan for Women's Advancement, and the New Agricultural Extension Policy. These have yet to be interpreted by DAE into a set of specific and measurable targets and associated actions.

### **Strategic Objectives: Gender Issues**

Over the next three years DAE has an opportunity to develop and begin implementing a gender strategy.

The goal of the strategy would be to incorporate gender issues within all DAE activities and provide the necessary managerial support so that DAE is able to provide an equitable service to farmers.

### **Objectives**

- O31** Develop a gender policy for DAE that will guide project preparation and implementation activities as well as mainstream non-project supported service delivery.
- O32** Establish an institutional forum for overseeing and co-ordinating gender policy and monitoring implementation.
- O33** Increase the number of female employees within DAE to meet national policy requirements.
- O34** Examine how gender can be incorporated within current job descriptions and induction programmes.
- O35** Develop a training strategy which recognises that different jobs may require different gender skills. Review the role of ATIs in delivering gender training.
- O36** Network with other government organisations and NGOs that already have gender policies to learn from them as well as sharing DAE's evolving experience e.g. POWER (Professional Organisation for Women in Extension and Research), other Asian Women's networks etc.
- O37** Review how DAE uses media as a tool for gender sensitive service delivery.
- O38** Develop mechanisms to encourage the co-ordination of gender related activities in line with the NAEP at grassroots (T hana) level.
- O39** Determine mechanisms for utilising and supporting the DAE WID Focal Point.
- O40** Develop an understanding of national policy documents which may assist DAE to develop, co-ordinate, implement and monitor a gender strategy.

# Chapter 6

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## MAINSTREAMING THE ENVIRONMENT

### **Status Quo**

*“The GoB is signatory to 22 international conventions, treaties and protocols related to the environment and has accepted that there must be an integrated approach to the environment and development. As such there is a need for integration of environment into development planning and activities” (The Fifth Five-Year Plan p. 181).*

The National Environment Management Action Plan states that

*“It is now recognised that for development to be sustainable environmental concerns have to be integrated into the planning process”  
(p. 1).*

In recognition of the growing emphasis placed upon environmental issues DAE has started to consider how to develop its own environmental strategy. In November 1998 a workshop was held for senior DAE managers to consider how to mainstream environmental concerns in all its activities and to develop its own capacity for environmental assessment.

A major output of the workshop was the agreement of a Statement of Intent by the DAE Management Committee:

*“The Department of Agricultural Extension will discourage environmentally bad practices while encouraging environmentally friendly technologies in order to promote sustainable agriculture and socio-economic development. In recognising that environmental resources and problems are often localised, the DAE will establish partnerships and linkages with other relevant organisations to meet the environmental need of the people and strengthen the capabilities of all environmental stakeholders”.*

This is DAE’s first major step in developing a strategy for mainstreaming environmental issues.

While DAE is already taking some actions there are several issues that need to be addressed in the further development of a strategy.

### **The Environment: An Integral Part of Project Planning**

Environmental concerns are of relevance to all DAE projects. Some have explicit environmental objectives and activities. For example:

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- ❖ The FAO Integrated Pest Management project promotes pest management practices to significantly reduce the application of pesticides.
  - ❖ The Soil Fertility and Fertiliser Project seeks to increase food production through improved soil management and fertility practices.
  - ❖ The Agricultural Support Services Project has included training to raise levels of environmental awareness.

There is no overall environmental strategy linking projects together and DAE does not at present have the capacity to assess the environmental impact of projects during project preparation. This is a major weakness as the Planning Commission now requires that all pipeline projects be assessed for potential impacts on the environment (Fifth Five Year Plan, p. 186 and NEMAP).

In light of this, the DAE Environmental Workshop considered how best to develop capacity in environmental impact assessment. It proposed the establishment of a separate environmental cell. However this approach is not yet finalised and may be inappropriate as it may marginalise environmental issues rather than mainstreaming them throughout the organisation. A more sustainable approach might be to develop a strategy for enabling and encouraging all DAE staff to address environmental concerns as part of their normal duties and responsibilities. This approach would require DAE to consider human resource, training and management issues for all staff rather than concentrating efforts on developing a separate cell.

### ***Training***

While a considerable amount of training related to the environment has been conducted this has been mainly concerned with specific technical aspects (e.g. IPM). This specific training is of great value but needs to be supplemented by more general awareness raising of environmental issues, legal requirements the policy framework and how particular roles and responsibilities throughout DAE are impacted by an acceptance of the need to mainstream the environment.

For example:

- ❖ Planners need to develop skills enabling them to propose a range of alternative programmes.
- ❖ Regional staff need to develop the capacity to enable ATCs to provide a forum for environmental screening of technologies.
- ❖ Technical wings require specific skills, as they are responsible for developing extension messages and activities.

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- ❖ Block level field staff require a different approach incorporating a social and economic dimension. For example, one that enables staff to understand why farmers act in ways which damage the environment and what can be done to change or promote different types of behavior.

ATIs and CERDI may have an important role in implementing training programmes and the environmental strategy should consider how they could be utilised and strengthened for this purpose.

### ***Integration***

Environmental issues within agriculture have traditionally been perceived as relating to natural resources like, water quality, loss of habitats and biodiversity, soil degradation, pollution and contamination. More recently these perceptions have evolved to incorporate social and economic dimensions. Bangladesh, as a signatory to the Rio Declaration and Agenda 21, has recognised this. During the environment workshop DAE senior managers discussed the environment in terms of linking the biophysical with social and economic dimensions. Mainstreaming the environment requires DAE to examine these dimensions more closely in terms of integrating extension services. It is therefore fully consistent with the various partnership development activities described in Chapter 4 and the pilots in integrated extension, farmer led extension and collaborative activities to be undertaken with support from the ASIRP project.

### ***Networking / Partnership Building***

Important lessons can be learnt from other organisations which already have environmental strategies in place. Part of the process of mainstreaming the environment may be to network with other departments and organisations to find out what is going on, who is doing what, how successful various initiatives have been and to establish ways of keeping up to date and sharing experience.

The strategy for improving research - extension linkages is also important from an environmental standpoint. For example, how do research institutes screen new technologies? What kinds of environmentally sound technologies are being promoted by ARIs and NGOs, and is there scope for DAE to adopt these methods?

At present DAE does not have any guidelines for screening technologies. Developing screening skills may form part of the environmental mainstreaming process. This could involve developing close co-operation with research institutes and the Department of the Environment (DoE). Collaborative project guidelines could include screening or environmental checklists for District and Thana staff.

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## **Monitoring**

Monitoring procedures also need to be cross cutting within DAE. For example, monitoring the impact of extension services might be the responsibility of field staff, Field Services Wing and other technical wings. Monitoring the quality of project preparation, or monitoring the success of training requires different systems and procedures.

## **Strategic Objectives: Environmental Issues**

Over the next three years DAE has an opportunity to develop and begin to implement an environmental strategy. The objectives of the strategy would be to enable DAE to meet the requirements of its Statement of Intent.

### **Objectives**

- O41** Promote environmentally sound agricultural practices whilst actively discouraging damaging or hazardous practices.
- O42** Monitor the impact of agricultural practices and use these findings to stimulate a continuous improvement of agricultural technologies.
- O43** Provide quality environmental management support to extension programmes and staff.
- O44** Establish mechanisms for ensuring that all projects are continuously assessed throughout preparation, planning, implementation and evaluation.
- O45** Establish an institutional forum within DAE for overseeing and co-ordinating environmental policy which cuts across all projects and all wings.
- O46** Examine, as part of DAE's environmental strategy development, how the environment can be incorporated within current job descriptions and induction programmes.
- O47** Develop a training strategy which recognises that different jobs may require different environmental skills. Review the role of CERDI and ATIs in delivering and supporting environmental training.
- O48** Network with other government organisations and NGOs that already have environmental policies and screening procedures to learn from their experiences as well as sharing DAE's experiences as it develops its own approach.
- O49** Examine how DAE uses media as a tool for promoting environmentally sound agricultural practices and improve this process.
- O50** Develop a mechanism to encourage the co-ordination of environmentally related activities in line with the NAEP and NEMAP at the grassroots (Thana) level.
- O51** Develop an understanding of national policy documents which may assist DAE with developing, co-ordinating, implementing and monitoring its environmental strategy.



# Chapter 7

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## HUMAN RESOURCE MANAGEMENT

### *Status Quo*

Human Resource Management (HRM) is an approach to management that recognises the value of employees as the principle resource through which the objectives of the organisation will be achieved. This is particularly the case for a service based organisation like DAE for which the vast majority of the Revenue and a significant proportion of the Development Budget are made up of staff costs. DAE has over 20,000 employees, the majority of whom are based within the 468 Thanas of Bangladesh. Despite the importance of these resources to effective service delivery, HRM within DAE has been piecemeal. Administration and training are supervised by respective wings, but until recently there have been few interventions intended to improve employee performance. DAE's lack of authority to control many aspects of its staffing, for example organisational numbers or pay structures, has traditionally limited action in this area.

DAE has, however, made an explicit commitment to practice HRM. The following 'Statement of Intent has been agreed by DAE Management Committee:

*'DAE will develop a committed and competent workforce, and ensure its utilisation in an efficient and effective manner, to achieve the organisational mission'.*

Plans have also been drawn up for the creation of a co-ordinated approach to HRM. These are both realistic and creative. They aim to ensure that DAE takes a holistic view of HRM, and yet do not rely on any major structural change or recruitment which would be difficult to achieve over the lifespan of the Strategic Plan.

The strategy for the future of HRM within DAE has been translated into an action plan by a small team of DAE senior staff. As part of this plan a permanent HRM Committee, which is a sub committee of the DAE Management Committee, has been established. This committee will:

- ❖ co-ordinate and monitor HRM activities;
- ❖ oversee the production and analysis of information on all sectors of the workforce;
- ❖ develop initiatives and interventions to continuously improve employee and organisational performance; and
- ❖ promote good management.

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HRM is broadly about improving individual and organisational performance. Progress in this area has already been made in the following ways.

### ***Performance Management***

A focus on performance management has led to improvements in both motivation and supervision.

*Motivational initiatives* have included:

- ❖ Work Programming: the new system of work planning and assessment that provides BSs with increased responsibilities.
- ❖ The BS Award Scheme: an annual award to recognise the highest performing BS in each Thana.
- ❖ Staff Appreciation Events: events held in every district to inform staff of changes in DAE and recognise the importance of staff to the organisation.

Initiatives aimed at *improving supervision* have included:

- ❖ Work Programming.
- ❖ Technical Audit: the procedure whereby the quality of District and Thana extension activities are monitored.
- ❖ TAO Management Skills Programme: a training programme to improve the management ability of TAOs through a process of 'learning-by-doing'.
- ❖ New job descriptions: which contain guideline performance indicators so that tasks can be assessed.

Evidence suggests that these interventions have been a success but much more needs to be done to build on the initial progress.

### ***Structure and Staffing***

There has been less progress in the field of 'structures and staffing'. DAE has considered a number of very difficult staffing issues, and the debate on these issues has been positive and encouraging. However, whilst problems and weaknesses have been identified, solutions have proved more difficult to find. DAE has yet to make decisions regarding fundamental issues of staffing and structure for the long-term development for the organisation.

Although there has been no change to the basic structure or size of DAE, roles and responsibilities have been redefined. Comprehensive sets of new job descriptions have been approved by the Management Committee and are in the process of dissemination.

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These job descriptions reflect the changes that have taken place within DAE. They provide a full and co-ordinated list of the tasks to be undertaken by individual staff. They also contain other information that is important to both the post holder and their manager, such as a list of persons with whom to maintain regular contact.

The creation of a personnel database is also well advanced. This will enable DAE to take a more analytical view of staffing.

## **Human Resource Development**

Training Wing manages CERDI, some project training and ATIs. However, the Wing is not involved in planning and managing training under most projects and Wings. Nevertheless, it successfully managed all ASSP in-service training, and facilitates the implementation of foreign training for other projects. The Wing also produces a DAE Master Training Plan. This provides an inventory of all training scheduled within the organisation. DAE does not however have a co-ordinated approach to Human Resource Development in the same way as achieved for extension through the Revised Extension Approach. The need to develop a strategy for the co-ordinated and comprehensive management of staff development is now realised.

There is also a need for the review and further development of the District and Thana Training System implemented under the REA. This will provide DAE with the ability to be responsive to the training needs of all staff, particularly at local level.

## **Strategic Objectives: Human Resource Management**

Over the next three years DAE will seek to build on the solid foundations that have already been established to create a sustainable Human Resource Management function. The following objectives were developed through a workshop held with a group of senior DAE staff with HRM experience. They have been endorsed by the Management Committee.

### **Objectives**

- 052** Establish an HRM Committee to oversee and co-ordinate HRM activities across all wings.
- 053** Make a clear commitment to the principles of Human Resource Management.
- 054** Focus DAE's Human Resource Management capacity in Training Wing, but ensure all DAE managers are Human Resource managers.
- 055** Allocate responsibility for specific HRM type tasks to Training Wing, Personnel and Administration Wing or Planning and Evaluation Wing.

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- O56** Develop the capacity to undertake Human Resource Planning, particularly focussing on the need to develop and retain specialists within a number of disciplines.
  - O57** Continue to develop initiatives to improve the performance of individual teams and of the organisation as a whole.
  - O58** Ensure that employees are performing job tasks according to the revised job descriptions for their post, and that the output of those tasks is in line with the stated 'performance indicators'. Ensure job descriptions are regularly updated.
  - O59** Develop and implement a 'Revised Training Approach', bringing the training and development activities of all projects and Wings into a common and co-ordinated programme, based on real training needs.
  - O60** Ensure that training is meeting local needs through the development of the District and Thana Training System.

# Chapter 8

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## INFORMATION SYSTEMS STRATEGY

A Management Information System (MIS), is a system for collecting, storing and analysing information needed by an organisation to support its activities. DAE is in the process of establishing an improved MIS.

During the last 3 years MIS development activities in DAE have focussed on information needed directly for managing and monitoring core extension activities.

The focus has been on:

- ❖ raising DAE's capacity to collect and handle data;
- ❖ improving essential MIS related competencies;
- ❖ providing new or upgrading computer hardware,
- ❖ developing software programmes appropriate to DAE's specific management needs.

Experience gained during previous attempts to improve MIS indicates that the strategy should be a cautious one concentrating on these essential aspects. Weaknesses in previous attempts included:

- ❖ absence of overall system control;
- ❖ lack of 'ownership' of systems developments within DAE which were largely project driven;
- ❖ lack of skilled manpower or adequate financial resources to ensure systems sustainability.

DAE's Information Systems Strategy is based on two key premises.

- ❖ The system should be as simple as possible and consistent with the needs of users.
- ❖ Key elements of the system should be soundly established and understood before new development is undertaken.
- ❖ DAE recognise that if essential elements of a system are not firmly in place more complex developments, such as the full integration of system components and the management of large amounts of data will not be sustained. Information requirements should therefore be divided into separate components that can be developed and implemented individually ensuring that the establishment of each is not subject to the speed of development of the slowest MIS component.

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## Strategic Objectives: Information Systems Development

### Objectives

- O61** Incorporate all DAE activities whether project or non project related, within a common Management Information System
- O62** Develop the system and operational methods on an incremental basis, wherever possible using existing working systems and ensuring, as far as practical, that they can be operated either by computer or manually.
- O63** Use common code sets for: location, type of extension event, crop, technology, funding source etc. which enable components to be linked in due course into a major Departmental database. The Extension Planning System (EPS) and the Seasonal Extension Monitoring System (SEMS) are likely to be the first systems to be linked.
- O64** DAE officials to accept responsibility for all stages of design, establishment and operation. Most notably staff and officers in the Planning and Evaluation Wing's MIS Section, Administration and Personnel Wing, Training Wing and Field Service Wing's monitoring and extension sections.
- O65** Train staff and officers to raise the standards of a range of core MIS related competencies. Specifically training should focus on data handling methods, the understanding of key elements of extension planning and monitoring, the maintenance of core databases and computer hardware and software programmes.
- O66** Allocate specific responsibility for individual components to positions in the Wing and Section that is the prime user of the information produced by the system.
- O67** Establish overall responsibility for MIS system management, technical support, programme development and maintenance of the central database within the Planning and Evaluation Wing's MIS Section. This should be located under a Joint Director (MIS) supported by specialist dedicated MIS/computer staff at headquarters and regional offices.
- O68** Utilise support provided by the Reforms in Expenditure and Budgetary control project (RIBEC) to upgrade the capacity of DAE in the field of financial systems and fina

# Annex A

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## DAE in a Nutshell – Organisational Profile

The organisational structure of DAE and how its various Wings support DAE extension activities is briefly described in this annex.

### ORGANISATIONAL AND MANAGEMENT STRUCTURE OF DAE

DAEs front line staff are Block Supervisors (BS). Block Supervisors form the interface between the rest of DAE and farmers. There are approximately 10,500 BS stationed in the 468 Thanas of Bangladesh. They are educated to diploma level in agriculture and trained to identify farmers' problems.

The BS are supported by up to five officers based in the Thanas. Each Thana is managed by a Thana Agricultural Officer (TAO). Two Agricultural Extension Officers (AEO) provide the TAO and BS with technical support.

The Thana offices are managed and coordinated from the Districts. There are 64 District offices, each of which is under the direction of District Deputy Director. The Deputy Director is supported technically by between two and three District Specialists, and by a District Training Officer.

Nine Regional offices, each headed by an Additional Director, oversee and coordinate the work of the Districts. These Regional Additional Directors report directly to the Director Field Services Wing in Head Office.

The Head Office of DAE is based in Khamarbari, Dhaka. It is comprised of eight wings as illustrated in the diagram below. Four of these Wings are responsible for the provision of technical support to extension staff in issues related to Water Management and Agricultural Engineering, Food Crops, Cash Crops and Plant Protection.

Field Services Wing is responsible for the actual provision of extension services through the network of field staff already described.

The other Wings provide support services. Training Wing provides training services that equip extension staff with the skills necessary to provide a high quality service. Planning and Evaluation Wing is responsible for project preparation and on-going monitoring of projects, the Management Information System (MIS), and the evaluation of extension programmes. Administration and Personnel Wing is responsible for human resource and financial management.

Training Wing is also responsible for 11 Agricultural Training Institutes (ATIs), as well as the Central Extension Resources Development Institute (CERDI) at Joydebpur. There are ?? Horticultural Centres managed by Food Crops Wing and 6 Plant Quarantine Stations operated by Plant Protection Wing.

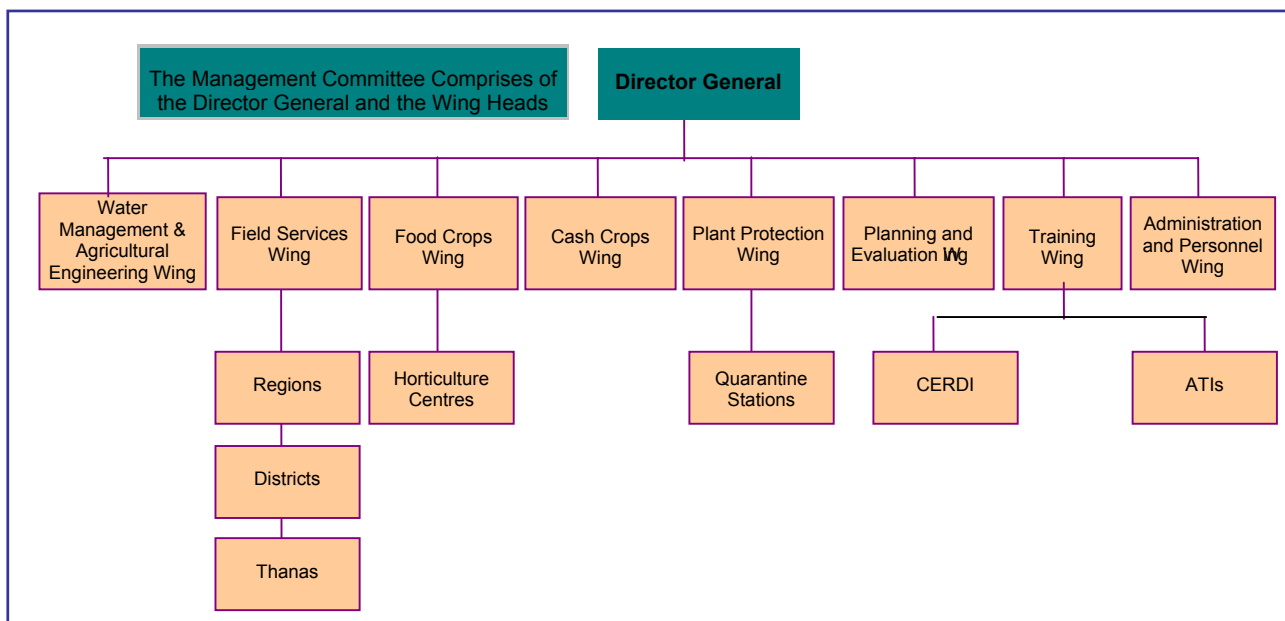
Further information about the roles of each of eight Wings is described in the latest edition of the Extension Manual.

As indicated in the Strategic Plan, project implementation is an important means for DAE to move towards the achievement of its mission. DAE currently implements 26 projects with others in the pipeline. Projects impact on all wings and range from those with a narrow technical or geographical focus to those effecting the whole organisation.

The following is a summary of the DAE Revenue and Development Budgets:

	<b>Revenue Budget</b> (Thousands Tk)	<b>Development Budget</b> (Thousands Tk)
1999-2000	-	847400
1998-99	1559151	806600
1997-98	1363465	634400

### ORGANISATIONAL STRUCTURE OF DAE





**Annex B-2**

Acreage, production and yield rate of major agricultural crops																								
Year	Rice			Jute			Sugarcane			Tea			Pulses(a)			Oilseeds(b)			Condiments & spice(c)			Tobacco		
	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg	Acreage '000'	Production '000' ton	Yield per acre in kg
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1990-91	25786	17852	692	1442	947	668	472	7682	16	118	45880	390	1799	523	291	1407	448	319	364	319	877	94	34	359
1991-92	21314	18251	856	1453	941	658	463	7446	16	118	45230	383	1783	519	291	1334	440	330	356	322	903	91	34	375
1992-93	25151	18340	729	1236	892	722	456	7507	16	118	48930	415	1707	502	294	1319	449	341	355	320	901	89	36	404
1993-94	24664	18042	732	1182	806	682	447	7111	16	118	50515	428	1752	530	303	1380	472	342	355	325	915	91	38	417
1994-95	24517	16833	687	1383	963	696	445	7446	17	118	51650	437	1755	534	304	1381	480	348	354	318	898	89	38	423
1995-96	24567	11188	455	1133	739	653	431	7165	17	119	47675	401	1725	524	304	1370	471	344	353	313	887	90	39	440

Notes: (a) Pulses include masur, moong, gram, mash kalai, arhar, etc (b) Oilseeds include rape and mustard, till, linseed, groundnut, cocoanut, castor, etc. (c) Condiments and spices include chillies, onion, garlic and others (d) For detail please see Statical Yearbook of Agriculture. Source: Agriculture Statistics Wing, BBS.

Acreage and production of minor cereals												
Year	Wheat		Barley		Jowar		Bajra		Maize		Others	
	Acorage '000'	Production '000' ton	Acorage '000'	Production '000' ton	Acorage '000'	Production '000' ton	Acorage '000'	Production '000' ton	Acorage '000'	Production '000' ton	Acorage '000'	Production '000' ton
1988-89	1384	1022	46	11	4	1	2	0.4	8	3	223	66
1989-90	1463	890	46	12	3	0.50	1	0.31	8	3	222	63
1990-91	1480	1004	44	11	1	0.49	0.46	0.12	8	3	222	66
1991-92	1420	1065	40	10	1	1	0.34	0.80	7	3	170	50
1992-93	1574	1176	30	8	1	1	0.18	0.55	7	3	166	48
1993-94	1520	1131	25	6	1	0.46	0.15	0.04	7	3	162	48
1994-95	1580	1245	23	6	1	0.45	0.15	0.05	7	3	202	61
1995-96	1732	1369	23	6	1	1	0.14	0.05	7	3	199	60

Notes: Others include cheena, other cereals etc.