

Over 70% of the farm workers are women; **most of whom are usually overlooked and highly marginalized**. So, as part of a multi-country partnership, Sohail Inc worked on designing and delivering investments to improve working conditions, livelihood and value for time for female women farm workers in Pakistan.

Nature of investments:

- Direct train of women to do better in their existing on-farm worker roles such as seed sorting, picking and/or cleaning of the crop
- Preparing women to take-up work in new vertical and horizontal roles including supervisory and office-based tasks
- Development of inclusive farm-infrastructure such as day-cares, female only- washrooms, rest-areas and availability of clean drinking water for all workers.
- Cultivating financial literacy, health and hygiene skills amongst women workers
- Helping male farmers and workers to see the value of supporting women on farm

Early results have been phenomenal in Pakistan and across the partnership countries, for both farmers and workers. For instance, farm businesses have reported:



Improved crop quality and reduced post-harvest damages

Result: Across the partnership countries, 67% of partner farmers reported improvement in crop quality. One farmer in PK reported 50% reduction in rejection levels.



Reduced rework time and operational cost

Result: With on-farm facilities available, women workers express a preference for working at partner farms; implying better retention of trained labor, reducing cost of recruitment, training and re-work. Also, women workers reported their ability to do more in less time, freeing them to either earn more or spend more time with their family at home.



Higher yield

Result: Across the partnership countries, crop yield increased by 50% across partner farmers.