

Chapter-10

Ministry of Fisheries and Livestock

1.0 Introduction

1.1 According to Article-18 (1) of the Constitution of Bangladesh, one of the principal functions of the state is to improve the nutritional level and development of public health. Under the purview of the direction of the constitution the Ministry of Fisheries and Livestock of riverine and agricultural Bangladesh, is playing a very important role to meet the animal protein need of the people as well as for the economic development of the country. The aim of this ministry is to increase the production and productivity of fish and livestock sectors and thereby accomplish the animal protein need of the population. These sectors are also playing an undeniable role to create healthy, energetic and talented generation by providing the essential protein and nutrient requirements of the people of the country through increased production of meat, milk and eggs. Besides, these two sectors are contributing significantly to eradicate poverty, generate employment, and to earn foreign exchange by exporting fisheries, leather and leather products. As a part of these, the Ministry of Fisheries and Livestock is working for economic development of the country by increasing the productivity of milk, meat and egg through the preservation of improved fish breeds, production of rapidly growing fish and fingerling, development of beef breed, innovation of new layer poultry breed (white) and cattle development.

1.2 Women's participation in fisheries and livestock sectors is visible and very crucial. They are directly or indirectly involved with different works associated with fisheries and livestock including fish drying, processing, net making, sorting of fingerlings, marketing, producing livestock, feeding them, managing animal waste, taking care of poultry and handle them. The Ministry of Fisheries and Livestock (MoFL) has taken different initiatives to increase women's engagement in these sectors with a view to ensure women's empowerment and therefore, implement the strategic plans of the government to develop gender balance.

1.3 Major Functions of the Ministry include:

- ❖ Formulate, update and implement laws and policies related to fisheries and livestock;
- ❖ Develop different varieties of fish, livestock and poultry; prevent and control diseases;

- ❖ Conduct research and training programmes related to fisheries and livestock; and improve fisheries and animal – nutrition and artificial insemination;
- ❖ Survey of fisheries and livestock and matters related to zoos; development, extraction, conservation and management of marine fisheries including the management of dairy, cattle and poultry farms;
- ❖ Control quality and export fisheries and livestock products and increase production of fish, meat, milk and eggs to achieve self-sufficiency in protein.

2.0 Relevant Policies of the Ministry

- ❖ Environment friendly and sustainable ‘National Fisheries Policy, 1998’ was framed with a view to improving management of fishery. Prime objective of this policy is to increase production of fishery resources through optimum use of existing resources. Provision of encouraging women in fish farming as well as employment generation for both unemployed youth males and females has been given due emphasis in this policy. Women are getting priority in selection of beneficiaries according to water body management rules, micro credit rules, National Shrimp Rules, 2014 and training rules formulated in association with National Fisheries Policy, 1998 and National Fisheries Strategy, 2006 and so on;
- ❖ The National Livestock Development Policy 2007 identifies ten critical policy areas. These are: Dairy Development and Meat Production, Poultry Development, Veterinary Services and Animal Health, Feeds and Fodder Management, Breeds Development, Hides and Skins; Marketing of Livestock Products; International Trade Management of this sector, Access to Credit and Insurance; and Institutional Development for Research and Extension. Besides, the ministry has been ensuring participation of women in programmes/activities of this ministry as stated in the national policies including the National Poultry Development Policy, 2008 and the Microcredit Disbursement Rules, 2011. The programmes/activities being carried out by this ministry include rearing of cattle and poultry, fish cultivation and processing and marketing. This ministry has also been playing pioneering role to ensure women’s due share of the benefit which come out of these activities.

3.0 Ministry Specific National Policy Directives in Relation to Women’s Advancement.

- 3.1 Encouraging women and providing them with equal opportunity in agriculture, fishery, animal husbandry and a forestation is included in article 36.3 in National Women Development Policy, 2011. According to The National Action Plan, 2013, prepared to implement the National Women Development Policy, 2011, assistances have to be provided to women for fishery and animal husbandry; cost free

agriculture, fishery and animal inputs; and providing subsidy to encourage them. According to National Women Development policy, 2011, the 7th Five Year plan and Sustainable Developments Goals, the MoFL has a scope to work in the following areas:

- ❖ Transforming women into skilled human resources through training;
- ❖ Providing necessary support service to women's development;
- ❖ Preparing integrated action plan and ensuring women's share in budgeting;
- ❖ Inventing and importing women friendly technologies and prohibiting the use of technologies those are against the wellbeing of women;
- ❖ End hunger and ensure access by all people, in particular the poor and people in vulnerable situations to safe, nutritious and sufficient food all year round;
- ❖ By 2030, end all forms of malnutrition by addressing the nutritional needs of adolescent girls, pregnant and lactating women and older persons by the year 2025;
- ❖ By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular, women, indigenous peoples, family farmers, pastoralists and fishers;
- ❖ Ensure secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets;
- ❖ Create opportunities for value addition and non-farm employment.

4.0 Strategic Objectives and Activities of the Ministry in relation to Women's Advancement

Serial No.	Medium-Term Strategic Objectives	Activities
1	2	3
1.	Increased fisheries production and productivity of the fisheries sector	<ul style="list-style-type: none"> ❖ Establish fish sanctuaries ❖ Develop fish habitats ❖ Establish bill-nursery ❖ Release fingerlings in open water bodies ❖ Visit fish farms and provide advices to fish-farmers, fishermen and other beneficiaries ❖ Registration and renewal of fish hatcheries

Serial No.	Medium-Term Strategic Objectives	Activities
1	2	3
		❖ Management of fish sanctuaries
2.	Increased production and productivity of the livestock, dairy and poultry sectors.	<ul style="list-style-type: none"> ❖ Increase Semen production ❖ Extension of Artificial Insemination (AI) ❖ Goat breeding (Natural) ❖ Increasing calf production ❖ Increasing cross breeding calf production ❖ Increasing kid production ❖ Increasing day old chick production
3.	Human resource development and increase employment opportunities	<ul style="list-style-type: none"> ❖ Activities taken to create alternate income generation for the fishermen engaged in development and management of fish habitat ❖ Provide training for fish farmers, fishermen and other beneficiaries ❖ Increase training for fish farmers ❖ Increase establishment of farms (cattle) ❖ Increase establishment of farms (poultry) ❖ Establishing of fodder nursery ❖ Establishment of Biogas plant ❖ Create skilled manpower in navigation and marine engineering for sea trawlers/vessels ❖ Create skilled fishery technologists ❖ Management of marine fish resources, expansion of mariculture in sea, conduct refresher courses and academic research
4.	Prevention and control of fish and livestock diseases.	<ul style="list-style-type: none"> ❖ Conduct field visits and provide exclusive advices to stakeholders for the prevention and control of diseases. ❖ Extension of vaccination ❖ Increase disease diagnosis ❖ Increasing the treatment of animal and poultry ❖ Development of animal food nutrients, improvement of livestock and poultry breed and health management ❖ Provide registration to Veterinary Physicians
5.	Increase export of fish, fish products and livestock products.	<ul style="list-style-type: none"> ❖ Increase of production and Landing of fishes at Kaptai Lake ❖ Capture, landing, preservation and distribution of sea fishes

5.0 Identifying Gender gaps in the activities of the Ministry and Addressing Issues:

5.1 The MoFL could contribute to women's development by fabricating the following ongoing activities as women friendly:

- ❖ Ensuring women's participation in beneficiary's training on modern fish cultivation technology and management;
- ❖ Creating opportunities for women in developing skilled work force in navigation and marine engineering for sea trawlers/vessels;
- ❖ Ensuring the inclusion of women in making skilled fishery technologists;
- ❖ Ensuring participation of women in the management of marine fish resources expansion of mariculture in sea, refresher's courses and academic research;
- ❖ Ensuring participation of women in the production of vaccines and imparting training for the prevention and control of diseases of poultry and livestock;
- ❖ Focusing on the role of women while disseminating information on fisheries and livestock through print and electronic media, seminars and workshops;

5.2 The provision has been made to include 25 to 30 percent women beneficiaries in various development projects from women as part of gender mainstreaming in fish cultivation and management. In 2014-15, Department of Fisheries imparted skill development training to about 1.62 lakh people including development workers working in this sector, of which 17 percent were female. This figure shows that this ministry has considerable scope to work intensively for women development. Hence, the following areas will be prioritized in its future activities related to overall women development:

- ❖ Providing assistance to women in rearing of cattle and poultry;
- ❖ Providing free of cost inputs for rearing of cattle and poultry;
- ❖ Providing subsidy to this sector and encouraging women;
- ❖ Transforming women as skilled human resources through training;
- ❖ Providing necessary support service for the development of women;
- ❖ Eliminating the existing discrimination between man and woman in all areas including education, training and credit support;
- ❖ Providing overall assistance to ensure development of women entrepreneurs;
- ❖ Developing a comprehensive work plan and ensuring women's share in budgeting;
- ❖ Inventing and importing women friendly technology and banning non-women friendly technology;
- ❖ Proper recognition of women's role in social and economic affairs;

- ❖ Create equal opportunity for both men and women for sustaining development efforts.

6.0 Women's Participation in Ministries Activities and their Share in Total Expenditure

6.1 Statistics of males and females working in Department/Office/Organization under the Ministry

Function Description	Officers						Staff					
	2016-17		2015-16		2014-15		2016-17		2015-16		2014-15	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Secretariat	80.32	19.68	82	18	84	16	78	22	79	21	79	21
Autonomous Bodies & Other Institutions	82	18	82	18	84	16	90	10	91	9	93	7
Department of Fisheries	96	4	83	17	84.21	15.79	82	18	88.69	11.31	82.87	17.13
Fisheries Management	96	15	84	16	94	06	90	10	90	10	91	9
Upazilla Offices	90	10	90	10	90.40	9.60	90	10	90.40	9.60	90.93	9.07
Information Office	0	0	100	0	100	0	0	0	95	5	96.43	3.57
Department of Livestock	77.63	22.37	80.41	19.59	79.90	20.10	82.89	17.11	82.86	17.14	81.20	18.80
Divisional Offices	88.13	11.87	93.34	6.66	100	0	88.13	11.87	62.71	37.29	88.10	11.90
District Offices	90.75	9.25	90.43	9.57	90.40	9.60	95.48	4.52	95.08	4.92	95	5
Upazilla Offices	90.11	9.89	93.12	7.88	92.10	7.90	95.57	4.43	95.73	4.27	95.70	4.30
Veterinary Education and Research	73.98	26.22	74.51	25.49	70.20	29.80	89.43	10.57	85.67	14.33	85.60	14.40
Veterinary Hospitals and Dispensaries	91.66	8.34	92.77	7.23	74.50	25.50	96.36	3.64	96.23	3.77	85.60	14.40
Government Dairy Farms	87.87	12.13	90.63	9.37	96.10	3.90	96.30	3.70	95.92	4.08	96	4
Government Poultry Farms	84.28	15.7	85.07	14.93	86.60	13.40	74.49	25.51	88.93	11.07	88.90	11.10
Zoological Survey of Bangladesh	100	0	100	0	100	0	75	25	75	25	75	25
Zoos	100	0	100	0	100	0	100	0	100	0	94.60	5.40

- 6.2 Women represent 10 percent of the total people engaged in fish cultivation. Besides, 80 percent of all the workers employed in fish and shrimp processing factories are women. Women's participation in making fishing nets and other equipment is 45 percent. On the other hand, 17 percent of the trained people in fish cultivation and management are women. Department of livestock nominates 50 percent participants from women in farmers' training programs organized under its development projects.

6.3 Statistics of men and women beneficiaries in the activities of the Ministry

6.3.1 Department of Fisheries

Sl. No.	Project List	Unit	2013-14		2014-15		2015-16	
			Female	Male	Female	Male	Female	Male
1	Poverty Reduction & Livelihood Security for the People of Economically Depressed Area.	Person	4430	17720	1429	5322		
2	Aquaculture Development Project in Greater Faridpur District	Person	2342	7025	18295	32910		
3	Aquaculture & Fisheries Management project in Haor Area	Person	32180	96540	31152	29998		
4	Rehabilitation and development of fisheries infrastructure to increase production of quality fish seed and fingerlings	Person	-	-	560	2240		
5	Fishermen Registration and Issuing of Identity Card Project	Person	-	-	750	102000	37000	133000
6	National Agricultural Technology Project (2nd phase)	Person	-	-	-	-	29176	76024
7	Fresh Water Prawn Culture Extension Project (2 nd Phase)	Person	-	-	726	4149	0	76
8	Aquaculture Development and Extension Project in Chittagong Hill Tracts (3 rd Phase)	Person	-	-	288	1152	350	700
9	Establishment of Beel Nursery and Fingerling Stocking in Inland Open Waters	Person	3502	14010	41085	119265	3075	17425
10	Nimgachi community based Aquaculture Development Project	Person	963	6941	1478	6790	736	3349
11	Fisheries Development Project in Rangpur Division	Person	300	800	100	2270	1272	3148
12	Brood Bank Establishment Project (3 rd Phase)	Person	-	-	720	1780	1358	3777
13	Culture of Cuchia and Crab in the selected areas of Bangladesh and Research project	Person	-	-	200	1480	3174	7406
14	Expansion of Aquaculture Technology Services up to 15 Union Level Project (Phase-II)	Person	-	-	382	6761	3507	19873
15	Greater Comilla District Fisheries Development Project	Person	-	-	957	4244	744	9367
16	Fisheries production increase project through water improvement	Person			0	0	523	2088
17	Strengthening of Fishery and Aquaculture Food Study and Quality Management System in Bangladesh	Person	165	385	50	254	417	3803
18	Climate Resilient Ecosystems and Livelihoods Project	Person	-	-	8633	3070	548	4146
19	Enhanced Coastal Fisheries (Echofis BD)	Person	00	00	-	-	1302	2742

Sl. No.	Project List	Unit	2013-14		2014-15		2015-16	
			Female	Male	Female	Male	Female	Male
20	Regional Fisheries and Livestock Development Project (Barisal Component)	Person	00	00	-	-		
21	Greater Pabna Fisheries Development Project (January, 2009-June, 2014) (Finished)	Person	00	00	-	-		
22	Emergency 2007 Cyclone Recovery and Restoration Project (ECRRP) (DOF Part) (Finished)	Person	00	00	-	-		
23	Jatka Protection Alternative Livelihoods and Research Project (DOF Part) (Finished)	Person	00	10559	-	-		
24	Fish Culture Technology Extension Project in Union Level ((Finished)	Person	00	00	-	-		
25	Fisheries development project of greater Jessore district	Person	00	00	-	42.87	954	4287
Total:					115609	337270		

6.3.2 Department of Livestock Services

SL.	Project List	Unit	2013-14		2014-15		2015-16	
			Male	Female	Male	Female	Male	Female
1	Integrated Agricultural Productivity Project (IAPP)	person	10085	1375	8690	1070	0	0
2	Conservation and improvement of Native Sheep Through community Farming and Commercial Farming (Component-B)(2 nd phase)	person	2800	1200	1280	1290	80	120
3	Expansion of Artificial Insemination Programme and Embryo Transfer Technology Project(2 nd Phase)	person	0	0	0	0	114	2256
4	Buffalo Development Project(DLS Component)	person	0	0	23	427	0	0
5	Animal Nutrition and Technology Transfer Project (2 nd Phase)	person	0	0	915	2135	610	2440
6	Livestock Development Project in South-West Region	Person	-	-	-	-	800	3200

6.4 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2017-18			Revised 2016-17			Budget 2016-17		
	Budget	Women Share		Revised	Women Share		Budget	Women Share	
		Women	percent		Women	percent		Women	percent
Total Budget	400266	112019	27.99	317174	86586	27.3	340605	92781	27.24
Ministry Budget	1929	673	34.88	1662	546	32.86	1802	535	29.67
Development	1015	567	55.88	822	447	54.43	810	435	53.63
Non-Development	914	106	11.56	841	99	11.76	992	100	10.1

Source: RCGP database

7.0 Key Performance Indicators (KPIs) of the Ministry in relation to Women's Advancement and Rights

Indicator	Unit	Actual			
		2012-13	2013-14	2014-15	2015-16
1	2	3	4	5	
Women's participation in trainings on control and prevention of diseases of poultry and livestock	Person (in lakh)	-	4.98	5.10	5.15
Women's employment in pisciculture sector	Person (in lakh)	-	14.184	14.449	15.228

8.0 Success of the Ministry in Promoting Women's Advancement

- 8.1 Women's employment has increased significantly given the fact that participation of women in income generating activities like fish cultivation has been given due priority. Moreover, due to the introduction of community based fisheries management system, women's participation has also been increasing in the fish cultivation and management of fisheries and in fish processing factories. This system has a provision to lease out *Khas* land, canal, *Beel*, pond, *Digi* to women for cooperative based farming. At present, about 14 lakh women are engaged in different activities in this sector. This ministry has also taken initiative to ensure women's spontaneous participation in diversified trainings, meetings, seminars, workshops, committee meetings and in various development projects and programs. These initiatives have further strengthened their empowerment. Women in our country have long been involved in livestock rearing. Their participation in the economic activity is gradually increasing which also empowers them as well as scaling up their social status. Already 89 thousand poultry farms have been established in the country. For the first time since the Marine Fisheries Academy 2010-11 academic year, 08 students have been included in the cadet and currently there are 25 female cadets are taking part in the training programmes.
- 8.2 **Integrated agricultural productivity project (Livestock component):** Project Implementation Period is from 01/07/2011-31/12/2017. Total beneficiaries of the project are 60000 where 53352 are women beneficiaries (89 percent) and numbers of male beneficiaries are 6648(11 percent). In 2015-16, number of total beneficiaries are 9760 where 8690 are women (89 percent). Women empowerment and employment generation has been created from this project through training, animal vaccination; de worming, artificial insemination, housing, and HYV fodder cutting distribution.
- 8.3 **Indigenous sheep development and conservation in the commercial farm project (Component B- 2nd Phase):** The project is being implemented in the 01/07 / 2012-30

/ 06/2018 period. The number of beneficiaries till date is 10860 people, out of which 4300 (40 percent) are women. In the fiscal year 2015-2016, the number of total beneficiaries is 3200, among which female beneficiary are 1280 (40 percent). Through this project, the farmers have been playing an important role in improving the livelihoods of women by providing training to the sheep in modern methods, distributing sheep food, providing assistance to the poor farmers in the form of shade, reward for successful farming etc.

- 8.4 **Expansion of Artificial Insemination Programme and Embryo Transfer Technology Project (3rd Phase):** Project Implementation Period is from 01-01-2016 to 31-12-2020. In FY 2015-16, number of total beneficiaries are 280 numbers. These beneficiaries got training on artificial insemination. Women empowerment and employment generation has been created from this project through this artificial insemination in the rural area over the country.
- 8.5 **Buffalo Development Project (DLS Component):** The project is being implemented from the 01/01 / 2010 to 30 / 06/2017. From the beginning of the project, there are a total of 2790 beneficiaries out of which 140 women (5 percent). The number of beneficiaries under this project is 450 in the fiscal year 2015-16, in which the number of female beneficiaries is 23 (5 percent). Beneficiaries received training in buffalo rearing, buffalo variety development and initial medical training. Empowerment of women and employment generation through the training of this project has been created.
- 8.6 **Animal Nutrition and Technology Transfer Project (2nd Phase):** The project is being implemented from the 01/01/2016 to 31/12/2017 period. In the FY 2015-2016, , a total of 3050 beneficiaries have been trained under this project on transfer of veterinary and technology, among them which 915 (30 percent) female beneficiaries were benefitted.
- 8.7 **The tale of a self-reliant successful woman**

Rokeya Begum (age 55), husband-Md. Abul Kalam Matabbar, ward-7, village-Aminabad, Upazila-Charfashion, District-Bhola. In the family, she has seven children and husband with very poor income. Considering the future of the children and to increase the income of the family she has started poultry. Consequently, she started cow and goat farm. Her journey of self-reliance has been started before 20 years. By selling duck, chicken, eggs, milk of cow and goat she managed to educate her children. In case of necessity she also used to sell bulls or milking cows. Now her elder daughter is teaching in a primary school after completion of master degree, younger daughter has been

admitted in masters, elder son is looking for job after completing his master degree and helping his mother for farming as well. Among other sons, one is waiting for admission at master's level after completing honours in English, another one is a last year student of agricultural diploma and the youngest son is an examinee of S.S.C exam. Thus, Rokeya Begum shouldered the huge expenditure of the family by running poultry and dairy farms. Though she started her effort informally, now she is a registered dairy farmer. At present she has 8 high breed cows, 12 goats and 85 ducks and hens altogether. She has become trained by participating in the entrepreneur development training programme of livestock department, grass farming training of animal nutrition projects and other trainings organized by different organizations. For her success, she was nominated as the sole female entrepreneur from Bhola district in 2014 and received an award of special recognition in a training of three days organized by "National Training Workshop for Women Leaders on Animal Production and Agriculture" in Dhaka. Being a successful female farmer, presently she is getting handsome remuneration as a resource person by taking part in the livestock and agricultural training programmes of different NGOs.

8.8 **Women's unpaid labour in fishery and livestock sector:** Women are directly or indirectly involved in raising and feeding of animals and poultry, animals and poultry waste management, fisheries management and processing and marketing of animal, poultry and fishery products. Like other sectors, women remain unpaid for these kind of works; Hence, proper attention should be given to improve this situation. The MoFL will duly recognize women's role through wide publicity.

9.0 **Obstacles to achieve targets related to Women's Advancement and Rights.**

- ❖ Social barriers to allow women in co-training;
- ❖ Lack of initiatives to select women beneficiaries;
- ❖ Lack of opportunity as well as awareness to participate in the development activities;
- ❖ Absence of specific allocation for women;
- ❖ Lack of gender responsive policies as well as lack of awareness to apply the gender responsive policies that exist;
- ❖ No specific incentives for widows, divorcees, ultra poor and jobless women to improve their socioeconomic status through rearing poultry and livestock.

10.0 Progress on Recommended Activities in the Previous Year

Sl. No.	Recommendations	Progress
1	2	3
1.	Form women groups consisting of widows/divorcees and poor women at union levels and provide short-term training on fish farming, livestock and poultry rearing, disease prevention and support them with low-interest credit and materials to establish farms;	Short-term trainings on fish farming, livestock and poultry rearing, disease prevention and low-interest credit and materials to establish farms are being ensured by forming groups consisting of widows/divorcees and poor women at union levels through different projects under the ministry.
2.	Distribute fingerlings and fish spawns, chicks and ducklings, vaccinations, and other materials produced in the public farms at a low price to female farmers (family/group);	Fingerlings and fish spawns, chicks and ducklings, vaccinations, and other materials produced in the public farms are being distributed at a low price among female farmers (families/groups)
3.	Improve the socioeconomic condition of marginalized women of the country's <i>haor</i> , saline, and coastal areas through training, microcredit and materials related to fish farming, livestock and poultry rearing.	Trainings, microcredit and materials related to fish farming, livestock and poultry rearing are being provided to improve the socioeconomic condition of marginalized women of the country's <i>haor</i> , saline, and coastal areas .
4.	Distribute cards for input support to destitute women; giving them the opportunity to open bank accounts with minimum deposits and providing credit for livestock/poultry; develop and expand women-friendly environment at market places for them to sell their products (for example, a separate corner for women);	Activities such as providing cards for input support to destitute women, giving them the opportunity to open bank accounts with minimum deposits and providing credit for livestock/poultry are continuing. Initiatives have been undertaken to expand women-friendly environment at market places to sell their products

Sl. No.	Recommendations	Progress
1	2	3
5.	Ensure involvement of the destitute rural women in social fish cultivation in floodplains.	Steps have taken to ensure involvement of the destitute rural women in social fish cultivation in floodplains.
6.	Provide trainings, low-interest credits and employment for women to involve them (individuals/groups) in the fish processing activities	Trainings and low-interest credits are being provided and employment opportunities have been created for women to involve them (individuals/groups) in the fish processing activities.
7.	Expand SMEs for rural women (small and medium entrepreneurs)	SMEs for rural women (small and medium entrepreneurs) are being gradually expanded.

11.0 Recommendations for future activities:

The Ministry of Fisheries and Livestock has the opportunity to work in the following areas for women's development:

- ❖ provide training to women to develop them as skilled human resources;
- ❖ create suitable environment in fisheries and livestock sectors to increase women's participation;
- ❖ provide necessary support services to the women involved in fisheries and livestock sectors ;
- ❖ prepare integrated work plans and ensure women's share in the budget for inclusive participation of women in these sectors;
- ❖ ensure the economic valuation of women's work;
- ❖ Innovate and import women's friendly technologies and prohibit the use of technologies obstructive to women.