## Contents

Executive Summary .................................................................................................................................. 4

WORKSHOP REPORT - INTRODUCTION .......................................................................................... 6

Background to the Workshop .................................................................................................................. 6

Workshop Objectives ............................................................................................................................... 7

Workshop methodology ........................................................................................................................... 7

HIGHLIGHTS FROM THE WORKSHOP PROCESS ................................................................................. 8

Day 1 .......................................................................................................................................................... 8

Introduction to the workshop .................................................................................................................. 8

Plenary: Overview of the Network’s Purpose & Current Opportunities .................................................. 9

Plenary: Mainstreaming policy and practice .......................................................................................... 10

Thematic Break Outs for Concept Briefs: Rationale and Assessment of Four Themes of major significance for cross-program research ................................................................. 15

Meeting of Network Committees on Research and on Joint M&E ....................................................... 15

Day 2 .......................................................................................................................................................... 16

Plenary: Looking Across Themes, Programs and Geography: What is possible? ................................. 16

Theme working groups ............................................................................................................................. 16

Plenary: Joint Monitoring and Evaluation Objectives ............................................................................. 18

Theme working groups ............................................................................................................................. 20

Plenary: Joint Monitoring and Evaluation ............................................................................................ 20

Day 3 .......................................................................................................................................................... 21

Completion of Theme concept briefs ........................................................................................................ 21

Plenary Session: Development of the Network’s Action Agenda ............................................................... 22

Summing Up: Conclusions on the Role of the Network ....................................................................... 24

Workshop Evaluation ............................................................................................................................... 25

Annexes ...................................................................................................................................................... 26
Annex 1 - Full Agenda .............................................................................................................................. 26
Annex 2 - List of participants ................................................................................................................... 30
Annex 3 - Narrative for Concept Brief Templates ....................................................................................... 31
Annex 4 - Network Committees and Task forces ....................................................................................... 34
Annex 5 - Detailed Network Action Plan ................................................................................................. 35
Annex 6 - Participant Evaluation ............................................................................................................. 40
Annex 7 - ISPC Glossary .......................................................................................................................... 44
Annex 8 - Publication of Journal Special Issue: Gender integration across the agricultural development research cycle .................................................................................................................. 45
Executive Summary

In its Strategy and Results Framework, CGIAR has identified gender equity as a cross-cutting theme of relevance to all of its new CGIAR Research Programs formed since 2011. Participation in the CGIAR Gender and Agriculture Research Network, first convened in March 2012, is intended to assist Programs to realize important opportunities for synergy and efficiency in gender research. The Gender and Agriculture Research Network conducted its first workshop from July 25-27, 2012, hosted by the Bill and Melinda Gates Foundation, at which thirty participants, including fifteen designated leaders of gender research in the CGIAR’s new global research programs, analyzed opportunities for cross-program collaboration with the following objectives:

- To identify opportunities for cross-program research on gender and agriculture in the CGIAR Research Programs
- To exchange information and ideas from CGIAR Research Program Gender Strategies
- To identify a shared set of gender-responsive research outcomes that can be jointly monitored to assess progress
- To deepen understanding of critical success factors for mainstreaming gender

As a result of the workshop, the Network formulated two recommendations to strengthen the gender mainstreaming efforts of the Consortium, outlined four concept briefs on collaborative research opportunities, developed an action plan for 2012-2013 with Network task forces formed to follow through on related activities and planned a joint publication.

Recommendations for strengthening gender mainstreaming

1. The Network recommends adoption of a CGIAR Gender Policy that builds on the Consortium System Level Gender Strategy. A Gender Policy is needed to define accountability at different levels of the system, assign responsibilities for achievement of results dependent on changes in gender equity and to provide harmonized protocols and standards for cross-system, portfolio-level performance monitoring of gender research.

2. The Network recommends CGIAR to formulate a new, gender-responsive, System Level Outcome that explicitly addresses gender equality to ensure the effects of gender disparities are taken into account in the definition and assessment of CGIAR outcomes and impacts.

Concept briefs on collaboration in gender research

Opportunities for collaboration in gender research were outlined with respect to four themes with broad relevance for all the CGIAR Research Programs: (a) Methods for gender analysis in value chains, (b) Development and testing of transformative gender approaches, (c) Adoption of innovations, and (d) Improving the gender lens on nutrition outcomes. The development of each concept brief involved analysis of expected outcomes, products and activities for gender research on the theme; potential for shared research sites; monitoring and evaluation within and across themes and estimated resource
requirements for proposed activities. The concept briefs will be used by the Network to shape the direction of the Consortium’s proposed Gender Performance Fund and to plan future joint research activities.

Priority points from the Network Action Plan for 2012-2013

1. A Network task force on System Level Gender Outcomes was formed to follow up with the Consortium on the Network’s two recommendations and provide input to the Consortium’s Strategy and Results Framework Action Plan, currently under development.

2. Concept briefs drafted in the workshop will be finished and used to inform the design of the Consortium’s proposed Gender Performance Fund and future gender research work plans.

3. An expert advisory panel is to be formed for the Network, as a mechanism to engage more systematically with gender experts from outside CGIAR.

4. A Network task force was formed on Shared Standards for Gender Research to propose a strategy for how the Network will work to define standards for gender research and to develop practical ways for sharing data collection and analysis.

5. The Network Committee on Joint Monitoring and Evaluation will proceed with a proposal for joint work on development of a set of cross-cutting gender outcomes and finalize an agreement with SIDA.

6. The senior gender advisor and the fifteen program lead gender researchers will consolidate proposed outcomes from Theme concept briefs to assess the potential for integration of some of these outcomes into (a) Program Gender Strategies and (b) the Consortium’s Portfolio of Intermediate Development Outcomes.

7. The Network Research Committee will publish a special issue of a peer reviewed journal bringing together the evidence on closing the gender gap in agriculture generated by the CGIAR Programs’ gender research.
WORKSHOP REPORT - INTRODUCTION
The CGIAR Gender in Agriculture Research Network conducted a workshop from July 25-27, 2012, hosted by the Bill and Melinda Gates Foundation, at which thirty participants, including fifteen designated leaders of gender research in CGIAR’s new global research programs, identified opportunities for cross-program collaboration to enhance CGIAR’s contribution to reducing gender inequities that impede agricultural development.

Background to the Workshop
CGIAR has identified in its Strategy and Results Framework attention to gender equity in agriculture as critical for achievement of its expected impact on poverty reduction, improved food security, nutrition and sustainable resource management. Gender is defined as a cross-cutting research area to be addressed in all of CGIAR’s new global research programs. As a result, in 2012 the Consortium formed the Gender and Agriculture Research Network and appointed a senior gender advisor as network facilitator. The Network’s purpose is to promote the integration of gender into research of all the new CGIAR Research Programs to ensure these programs realize concrete benefits for poor rural women. The Network will promote and support cross-program research, methodology development and knowledge-sharing to increase the efficiency of gender research undertaken in the Programs. These Programs now share a common Consortium Level Gender Strategy which commits them to develop agricultural technologies, farming systems and policies that support rural women in their essential roles in improving agricultural productivity and livelihoods. In addition, each Program is developing its own Gender Strategy that lays out the Program’s objectives, impact pathways, intermediate development outcomes, activities and financial commitments to gender in research.

This workshop was organized to capitalize on emerging opportunities for collaboration in gender research framed by three recent developments in CGIAR and the Network:

- the formulation of Program Gender Strategies initiated in 2012
- the decision of the Network at its first meeting in March, 2012, to undertake joint monitoring and evaluation of a set of gender-related, research and development outcomes of broad relevance across all Programs
- the Consortium’s proposal to launch a Gender Performance Fund, formulated in July 2012, to ensure excellence in gender research and in the integration of gender analysis into its whole research agenda.


3 Reference the concept note for the Gender performance Fund
Participants
The Network was formed at the beginning of 2012 with the nomination by each CGIAR Research Program of a lead gender researcher who will coordinate the relationship between the Program and the Network. These fifteen researchers met at this Workshop together with selected colleagues from their programs and several experts in the field from other organizations. All CGIAR Research Programs were represented. The list of participants and their institutions is given at the end of this report.

Workshop Objectives
In its Strategy and Results Framework CGIAR has identified research on gender as a cross-cutting theme of relevance to all of its new CGIAR Research Programs. The expectation is that Programs will realize important opportunities for synergy and efficiency by identifying research topics related to gender that can be addressed by more than one Program, including methodologies, data collection and sites that can be shared.

This workshop, the first conducted by the Network to explore opportunities for conducting cross-program research together, was organized with the following specific objectives:

1. To identify opportunities for cross-program research on gender and agriculture in the CGIAR Research Programs
2. To exchange information and ideas from CGIAR Research Program Gender Strategies
3. To identify a shared set of gender-responsive research outcomes that can be jointly monitored to assess progress
4. To deepen understanding of critical success factors for mainstreaming gender in the CGIAR Research Programs, share good practices that promote mainstreaming and flag key measures needing attention

Workshop methodology
The Workshop was guided by a professional facilitator so that work in groups could be guided by and exchanged in alternating plenary and working group sessions. The group used discussion of four promising cross-cutting themes for gender research as a vehicle for exchanging focused information about ongoing research and plans included in Program Gender Strategies and for exploring opportunities for cross-Program collaboration. Themes were selected by the gender advisor from several discussed at the Network’s meeting in March, 2012 and circulated to the Network for comment prior to the workshop. These were:

4 Reference meeting report from March 2012
**Theme 1.** How can we collaborate cross-program on methods and tools for addressing the implications of gender for more efficient and equitable value chains?

**Theme 2.** How can we collaborate to use and assess gender transformative approaches to agricultural research and development in the CGIAR Research Programs?

**Theme 3.** How can we collaborate cross-program on research to monitor, interpret and make visible the gender dimensions of the acceptability of technology and its eventual adoption?

**Theme 4.** How can we collaborate to help the CGIAR Research Programs use a gender lens to understand the nutrition implications and outcomes of their innovations?

The products of discussion in working groups focused on a Theme were synthesized in brief concept briefs designed to build on and help sharpen the research objectives, outcomes and activities in the Program Gender Strategies for which network members are responsible. This approach was designed to facilitate consolidation of some shared gender-responsive research and development outcomes and to enable the group to explore prospects for joint M&E as one way to increase the visibility and accountability of CGIAR gender research. The concept briefs and conclusions from the workshop discussions will be used to inform and shape planning by the Consortium for the design of the proposed Gender performance Fund to strengthen gender research and its integration into the Programs in 2013.

Points for further action arising from discussion were collected on a separate flipchart by the workshop facilitator to provide a list for prioritization and then development of an action plan on the final day.

**HIGHLIGHTS FROM THE WORKSHOP PROCESS**

This section of the report summarizes the process of exchange, analysis and concept development undertaken during the three day workshop to provide the context for the Network’s action plan that was defined at the end of the process.

**Day 1**

**Introduction to the workshop**

Day One saw the group welcomed by BMGF’s Prabhu Pingali, Deputy Director, Agricultural Development, member of the CGIAR Fund Council, and Haven Ley, Senior Program Officer, Agricultural Development, affirming the context and importance of gender in agricultural research.
Plenary: Overview of the Network’s Purpose & Current Opportunities

The Consortium senior gender advisor, Jacqueline Ashby, set the context for the groups work, noting the convergence of a number of significant processes underway in CGIAR, including implementation of the Consortium Level Gender Strategy and the ongoing drafting of the CGIAR’s Strategy and Results Framework Action Plan. For development of the Consortium’s Performance Monitoring System and the proposed Gender Performance Fund, the Network has a significant role to play in ensuring gender relevance of the portfolio of intermediate development outcomes being defined by the Consortium and the CGIAR Research Program. CGIAR’s objective to define and prioritize a shared set of intermediate development outcomes at the system level converges with the Network’s proposal to monitor progress on a joint set of gender-responsive research outcomes. In addition, by 2014 the Consortium expects the Network to have established agreed standards for gender research in the Programs. Taken together, these aspects of the ongoing CGIAR renewal and reform accentuate the importance for the Network of refining its role in mainstreaming and integrating gender into research.

Conclusions from the discussion: Functions identified for the Network

The plenary discussion identified important functions for the Network to be considered in the upcoming workshop discussions on opportunities for collaboration. These include:

- the consolidation of a portfolio of agreed, cross-program outcomes for gender research;
- the provision of support to Programs for mainstreaming or integration of gender into other research areas; and,
- acting as a unified source of advice on quality standards for gender research outputs as CGIAR proceeds to define its performance monitoring system and what ‘value for money’ implies with respect to the CGIAR’s outcomes and impact related to gender equity.
Plenary: Mainstreaming policy and practice

Dr. Eve Crowley at FAO shared the story of the development and launch of FAO's gender policy.\(^5\) (Dr. Crowley's full presentation can be found here: http://bit.ly/MiyX9L) Drawing on a review of the plans for internal and external capacity building and joint activities with other Rome based agencies, Dr. Crowley stressed the important difference between a gender action plan or strategy, which is often perceived as an add-on, and a policy which provides institutionalized procedures for accountability. At FAO, policy ensures that reducing gender inequality becomes everyone’s responsibility. FAO is now refining the way responsibility for attending to gender equality is implemented in their performance management system so that gender must be considered in all program planning. An emphasis on quality of gender analysis is a must. Of crucial importance is use of Gender Marker Codes, a tool that enables a transparent and clear-cut assessment of the level of relevant attention given to gender equality at different stages of program development. A significant field experience project for senior staffers, the "Exposure and Dialog Project" has been critical for developing ownership at high levels in FAO and participants concluded that the Consortium Board could consider this approach.

With respect to the role of the Network in mainstreaming gender, Dr Crowley advised that it will be important for the group to define and prioritize two major products: one that is oriented internally, related to the formulation, implementation and evaluation of gender policy and the organizational culture; a second that is externally oriented, for example, a contribution to a major international event or publication.

Conclusions from the discussion: Formulation of a Gender Policy for CGIAR

Discussion in plenary covered the point that FAO and CGIAR share many similar goals suggesting the opportunity to collaborate on gender mainstreaming and for CGIAR to benefit from the work FAO has done to create their gender policy, which is a public good available to CGIAR. After further discussion covering the challenges of mainstreaming gender into research, the group identified the need for CGIAR to build on its Consortium Level Gender Strategy and develop a Gender Policy. Graduation to a Gender Policy would provide the structure of accountability and tools for implementation at different levels of responsibility in the system that the current Strategy does not supply and that are needed to harmonize the different Program-level Gender Strategies currently being written. A Gender Policy should establish some standard requirements and protocols for attention to gender equality and women’s empowerment throughout the research cycle (from proposal formulation and planning to evaluation of results), providing senior managers with clear guidelines as to their responsibilities for ensuring adequate resources and capacity for gender research. A Policy would provide the framework for defining CGIAR system-level gender equality outcomes that are currently dispersed in Program Gender Strategies. A Policy would define minimum standards for gender mainstreaming with respect to use of gender audits, collection of sex-disaggregated data, use of gender analysis, financial targets, gender budgeting, capacity development and attention to gender in reviews and performance monitoring. A Policy is needed to guide development of agreed standards for gender research by the gender experts in the system, foreseen in the Consortium’s proposed deliverables for 2013-2014.
Plenary: Collective Review & Discussion of the Rationale for the Four Cross-cutting Themes

In preparation for detailed work on themes, the group reviewed the four themes and exchanged ideas for theme concept briefs as well as some overall reflections on intermediate development outcomes. It was noted that there are still significant differences in how people use terms like outcomes, and reference was made to the ISPC glossary, included in Annex 4. Moreover, the four themes are pitched at different levels of outcome since Theme 2 on transformative approaches is concerned with collaboration in testing an overall research strategy while Theme 3 and 4 address specific outcomes of adoption and nutrition. Theme 1 is concerned with collaboration on methods and tools for gender analysis.

The discussion was conducted in plenary and then in small groups to obtain cross-fertilization of ideas before breaking out into Theme-based working groups. Summaries of the main points identified for each theme are provided in Boxes 1-4.

Box 1. Opportunities and Challenges for Collaboration in Cross-Program Themes: Gender in tools and methods for Value chains

Joint effort could improve our capacity to:

- Create a suite of comparable tools for gender in value chain analysis to apply together on similar and contrasting value chains in several different contexts or countries
- Improve the grounding of gender in value-chain analysis in socio-cultural and policy analysis
- Develop a shared set of good practices, gendered frameworks and approaches
- Expand the perspective of value-chain analysis to encompass gender at different scales
- Improve measurement of the gender-differentiated share of benefits and gender participation across the value chain and make this more specific (e.g. use the Duncan Index)
- Share and improve the cost-effectiveness of capacity building
Box 2. Opportunities and Challenges for Collaboration in Cross-Program Themes: gender transformative approaches

Joint effort could improve our capacity to:

- Facilitate the experiential learning needed for scientists and staff to understand and implement transformative approaches
- Develop relationships with partners implementing complementary elements of transformative approaches, e.g. NGO's that are gender-sensitive
- Design interventions based on a fuller, mutual understanding among partners of the socio-cultural and power relations that influence gender inequality
- Create the project and program-level interdisciplinary teams needed for transformative approaches
- Encourage programs to engage with men and boys on an equal footing with women and girls
- Obtain more inputs from women farmers to determine research agenda
- Build partnerships that enhance power to influence and broker different kinds of complementary change needed to transform gender relations

Box 3. Opportunities and Challenges for Collaboration in Cross-Program Themes: the gender gap in adoption outcomes

Joint effort could improve our capacity to:

- Define "adoption" to include innovation processes and platforms
- Standardize methods for adoption studies so that these tell a “bigger story” especially with respect to gender. Combine measurement of adoption with use of the Women’s Empowerment in Agriculture Index (WEAI) in multiple sites
- Standardize methods collaboratively in participatory plant breeding technology development
- Improve the metrics of success, providing standards and measures that each CGIAR Research Program can use and that we can use for cross-program meta-analysis to make impact on women visible
- Provide a peer review of innovations and adoption studies with gender "teeth"
- Demonstrate and obtain recognition of the principle that technology adoption that is not combined with empowerment of women is not a successful technology
Box 4. Opportunities and Challenges for Collaboration in Cross-Program Themes: the gender lens on nutrition outcomes

Joint effort could improve our capacity to:

- Share the vision among CGIAR Research Programs that nutrition is important not only at a household level but at an individual level and thus differs by gender
- Define research questions with regard to trade-offs between commercialization and nutrition
- Ensure researchers conceptualize women farmers as both consumers and traders of food
- Provide guidance on how and when to use different scales of analysis for purposes of nutrition research, including community, household and intra-household
- Work more efficiently with shared measurement approaches across programs, crops and research areas to capture complete, gender-differentiated diet and nutritional context
- Collaborate on which tools to use to measure nutrition outcomes and so enable meta-analysis using the Agriculture for Improved Nutrition Program as a resource
- Propose a few mandatory gender-specific measures (metrics), methods and tools and some other optional ones that all programs should use, provide guidelines on gender-sensitive metrics taking advantage of opportunities to collaborate with FAO
- Ensure Programs include some food-related indicators of acceptability that are gender-sensitive like ease of cooking, fuel requirements to cook, water requirements

Conclusions from the discussion: Themes provide an entry point for gender researchers to collaborate on approaches, methods and training

Presentation and discussion of the opportunities and challenges identified for each of the four themes demonstrated that themes would provide an entry point for exchange of research concepts, approaches and methods. In each discussion group, harmonizing and standardizing conceptual frameworks and tools was identified as a promising entry point for collaboration. Gender studies undertaken collaboratively are an opportunity to enhance the significance, visibility and influence of gender differences for other research areas in CGIAR.
Thematic Break Outs for Concept Briefs: Rationale and Assessment of Four Themes of major significance for cross-program research

Participants self-selected into theme working groups according to individual interest to identify significant results that might be achieved in the short term, given that the Consortium Level Gender Strategy specifies as a deliverable, that measurable benefits for poor rural women will be achieved by Programs in their target areas within four years of inception. Each Theme working group was asked to focus on quality of ideas as distinct from quantity and to identify the really significant results that can be achieved in the short term by collaboratively integrating gender as related to their specific theme into CGIAR Research Programs. Working groups discussed what research products (outputs) are needed to produce these outcomes and could benefit from being produced collaboratively?

The group discussed obstacles created when individual researchers focus on and defend the tools they have developed and how agreement on shared outcomes can help to overcome this problem. Participants noted that Program outcomes are often defined in ways that overlook gender impact. This might be improved through the use of common tools and metrics for measuring gender differences.

Details of outcomes and research outputs identified are provided in the concept brief developed by each Theme working group.

Meeting of Network Committees on Research and on Joint M&E

The M&E Committee shared information on the development of a process for identifying and monitoring a shared set of intermediate development outcomes of broad relevance to gender across the Programs. Progress is being made with the offer from SIDA to appoint an Associate Professional to assist with this activity and who will be based at ICRAF, under the supervision of Dr Patti Kristjanson.

The Research Committee agreed that joint publication by gender researchers should be facilitated through the network. The Committee prioritized publication of a special edition journal and 12 authors with papers were identified from among the meeting participants. In a continuation of this meeting on Day 2 (lunch) the Committee noted the importance of long-term planning for publication and the opportunity to give visibility to CGIAR gender research in coordination with upcoming international events, such as International family farming year (check this on the FAO site - not the right title for this event.)

Additional members were recruited for both committees.
Day 2

Plenary: Looking Across Themes, Programs and Geography: What is possible?

Patti Kristjanson shared CCAFS work on the development of Sentinel Sites which represent an opportunity to collaborate on gender research across themes and Programs working in the same location. By focusing gender research in shared sites Programs could reduce duplication of baseline studies, invest in longer-term and more detailed studies that fully examine the gender dimensions of rural livelihoods. Partnerships could be maximized, there would be less chance of overloading partners and gender research would be more resilient and focused on realizing the comparative advantage of CGIAR. From a gender perspective, a sentinel site approach may allow better understanding of gender-related constraints that collectively affect the potential impact of several Programs.

Conclusions from the discussion: importance of a core set of shared measurements

Opportunities identified from this discussion highlighted the gains to be made from the use of a minimum set of commonly-defined gender research questions and data collection instruments which share a core set of identical questions. The group addressed practical questions on how to coordinate work in this manner. Key issues raised included the number and duration of relationships with partners at sites, the minimum number of Programs needed to be present for a site to qualify as a “sentinel site” for gender research and practical considerations of how data-collection would be managed to permit joint analysis within and across sites.

Implementing in Hubs, or Gender Sentinel Sites – e.g. Khulna Hub, Bangladesh

Overall this discussion highlighted the need for future work facilitated through the Network on defining shared standards and methods, such as a core set of gender survey questionnaire items that potentially could be derived from a well-tested instrument such as the Women’s Empowerment in Agriculture Index. The discussion clarified that collaboration in shared sites and the establishment of long-term, collaborative gender research in sentinel sites will be greatly eased by realizing opportunities to develop some shared research methods and data collection instruments.

Theme working groups

The group then used this conversation to feed Theme working group discussions on where there might be cross CGIAR Research Program collaboration in that theme area. This information is included in the theme reports in Annex 1 and expressed in an informal mapping exercise which indicated that
opportunities for clustering gender research into shared sites exist in East and West Africa, Bangladesh and South-east Asia.

**Box 6 Example of Potential Collaboration Sites for Transformative Gender Approaches**

1. Options for sentinel sites with shared gender research
   - CCAFS: 3 target regions – South Asia (Bangladesh), East Africa, West Africa
   - AAS: 5 focal countries in Asia, west and east Africa
   - Livestock and Fish: East Africa
   - Forests, Trees and Agroforestry: South-east Asia (Cambodia, Sumatra) and west Africa (Burkina Faso)

2. Coordination options:
   - AAS lead in Bangladesh with addition of other focal countries if needed
   - CCAFS lead in West Africa
   - Livestock and Fish: lead in East Africa
Plenary: Joint Monitoring and Evaluation Objectives

Participants addressed the Network’s decision at its meeting in March 2012, to monitor progress on a joint set of gender-responsive research outcomes by examining together the outcomes identified in each Theme working group to assess their utility for joint M&E. The network’s joint M&E is opportune as it coincides with forthcoming activities of the CGIAR’s Strategic Result Framework Action Plan whereby Programs will develop a portfolio of shared intermediate development outcomes. Participants noted that all four of the CGIAR’s strategic level objectives are based on the notion that sex-disaggregated data will (if available) adequately address gender equity. However, participants noted that as currently worded (see Box 7), all CGIAR strategic objectives can be met without demonstrating any improvement in gender equity.

Box 7  CGIAR’s Four System Level Outcomes

**Reducing rural poverty.** Agricultural growth through improved productivity, markets and incomes has shown to be a particularly effective contributor to reducing poverty especially in the initial stages of development;

**Improving food security.** Access to affordable food is a problem for millions of poor people in urban and rural communities and it requires increasing global and regional supply of key staples and containing potential price increases and price volatility;

**Improving nutrition and health.** Poor populations suffer particularly from diets which are insufficient in micronutrients affecting health and development, particularly in women and children;

**Sustainable management of natural resources.** Agriculture demands better management of natural resources to ensure both sustainable food production and provision of ecosystem services to the poor, particularly in light of climate change.

Conclusions from the discussion: four principles to guide definition of gender outcomes and indicators

Discussion in plenary addressed the question of what principles or criteria might usefully guide the definition of indicators that have cross-program relevance and merit joint M&E. The following were highlighted:

1. The focus of joint M&E should be on aspects of gender inequality that cannot be expressed through simple sex-disaggregation of data. An example is a change in norms that govern power relations between men and women: these norms affect for example, who controls certain assets (including labor), who markets produce, what kinds of markets can be accessed by whom, who decides how to spend the income from sales as well as how certain kinds of food are allocated to individuals of different age and gender in households. Simple disaggregation by sex of yields, sales or income, even if shown to increase for women, will not indicate whether impact has been achieved on gender inequalities that cause rural women to under-invest in agricultural innovation and productivity improvement.

2. The definition of research and development outcomes should recognize that changes in gender equality can seldom be realized without change in gender norms that govern how productive resources are used. This means that women’s empowerment (changes in gender power relations) cannot be treated as a “development” issue of marginal relevance to agricultural research. Gender equality in agricultural outcomes such as technology adoption, productivity increases, improved nutrition or more sustainable resource management will almost always need to be associated with a change in underlying inequalities of power over key productive resources.

3. CGIAR programs should avoid the tendency to conflate gender research with evaluation. This leads programs to limit the role of gender analysis to end-of-research-cycle activities and neglect the importance of interventions that include gender analysis in their design and women’s empowerment in their implementation strategies.

4. Standards should be set empirically for defining relevant gender gaps in power relations, agricultural productivity and innovation and to determine the significance of any change realized in such gaps. In certain situations it may be important to redistribute some assets and opportunities in favor of men in order to get rid of imbalances and perverse incentives that ultimately handicap women.
Theme working groups

The Theme working groups were invited to consider the question "How will you be able to tell you are making progress in your theme based on your proposed outcomes? How will you know you have succeeded?"

Groups worked on the identification of one or two indicators for an outcome identified on Day 1 for their theme, expressed as changes to look for related to concrete benefits for poor rural women. Groups were also asked to define one or two “process indicators” that can be used to measure progress in the integration or mainstreaming of gender into other types of research (as distinct from the conduct of strategic research which is focused on gender). The product of this discussion in working groups was added to the Theme concept notes.

Groups then returned to plenary with their proposals for Theme-related outcome and process indicators and reflected on the potential for joint M&E.

Plenary: Joint Monitoring and Evaluation

Each group returned with their key outcome and process indicators which were placed on a grid of indicators by Theme. The group reflected on where there were overlaps or relationships across the intermediate development and process outcomes that could be flagged for future joint M&E. Similarities were noted between adoption and nutrition outcomes and their relationship to female drudgery. Then the group divided into four random groups to analyze outcomes across themes in rotating World Café style. From the small group discussions, the four groups came up with suggestions for some potential shared outcomes across CGIAR Research Programs.

The product of the rotating group discussion, are shown in photo format as proposed outcomes for joint M&E. These are organized graphically in Figure 1 in draft form and are being reviewed by the Network task force on gender in system-level outcomes. The logic of the impact pathway illustrated in Figure 1 is as follows. CGIAR research contributes to the reduction of structural gender inequalities that disempower rural women and prevent them from investing and innovating in agriculture to the same extent as men. If we reduce or remove structural gender inequalities (gender gaps) in (a) rights over productive assets (b) women’s time spent on agriculture and their control over the returns to their own labor and (c) access to and control over income and the benefits resulting from agricultural innovations, markets, technologies and knowledge (Boxes 1, 2, 3 in Figure 2), then women’s power of decision and control over the benefits of agriculture will increase (Box 4).
Increased women’s empowerment, improved decision-making power over productive assets and control over benefits obtained from agriculture is correlated with other CGIAR System Level Outcomes of poverty reduction, improvements in food security, nutrition and health and more sustainable resource management.

**Conclusions from the discussion: a new, gender-responsive System-level Outcome needed for CGIAR**

Participants agreed in plenary that a new System Level Outcome related to closing the gender gap in agriculture is needed for CGIAR to achieve its highest-level system results, such as poverty reduction that depend on changes in gender equity.

**Day 3**

**Completion of Theme concept briefs**

Working groups met to finalize content developed during the workshop and agree on next steps for any collaboration arising from the Theme-based discussions. Details are noted in each working group’s Theme concept brief.
Plenary Session: Development of the Network’s Action Agenda

Action items noted from discussion throughout the Workshop were prioritized in plenary and elaborated to describe tasks and who is responsible. The actions are listed in Box 8 and discussed in detail below. The full action plan can be consulted in Annex 5. Two task forces were formed to follow through on specific actions.

Decision-making by the Network

Participants considered how the Network will make decisions. By consensus, the group elected the procedure whereby if a proposed decision (from a Network task force, Committee, expert panel or advisor) will be circulated and consulted in a defined time frame for expressing dissent. If no dissent is communicated in the designated time-frame, this will be interpreted as assent. This procedure applies to email as well as face to face communication.

**BOX 8. ITEMS PRIORITIZED FOR THE NETWORK ACTION PLAN FOR 2012-2013**

1. Update or formulate a Consortium Gender Policy - recommendation
2. Gender in System Level Outcomes- recommendation
3. Finalize theme concept briefs for input to Consortium Gender Performance Fund
4. Form an Expert Advisory Panel for the Network.
5. Network Committee on Joint Monitoring and Evaluation to proceed with proposal for joint M&E of a set of cross-cutting gender outcomes
6. Coordinate and harmonize outcomes in CGIAR Research Program Gender Strategies
7. Shared Standards on Gender in Research - Task Force to propose a strategy
8. Develop a short- and long-term publication and communications strategy

Discussion of Action Plan Items

1. **Update or formulate a Consortium Gender Policy**

The issue of the status of Gender Policy in CGIAR, tabled on Day One was discussed. The existence of a CGIAR system-level Gender Policy predating the Consortium’s Gender Strategy of 2011 was discussed could not be confirmed. In any event it is good practice to revisit and refresh policy. It should be a priority to build on the current Consortium System Level Gender Strategy to supply elements such as an accountability structure, definitions of responsibility at different levels of the system and protocols for performance monitoring. The excellent groundwork already done by FAO and the World Bank in this respect was noted and the offer from FAO to allow use of its materials for gender policy development.

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6 It was noted that there may have been a CGIAR Gender Policy approved in 1985 (prior to the creation of the CGIAR Gender Program in 1991) although to date the Network has not been able to locate this document.
Consequently, the Network recommends formulation of a CGIAR Gender Policy.

The process for formulation of a Gender Policy would need to come from the Consortium Board and need support of funders, partners, Program leaders and the Consortium Office. Gender policy would contribute to the performance management system.

2. Gender in System Level Outcomes

The group’s agreement on the need to define an explicitly gender-related system-level outcome for CGIAR, arrived at the previous day, was returned to the floor for further discussion. This analysis confirmed that the need to ensure the effects of gender disparities are taken into account in the definition and assessment of CGIAR outcomes.

The group then decided unanimously to make the following formal recommendation to CGIAR to formulate a new, gender-responsive, System Level Outcome that explicitly addresses gender equality

The Network Task Force on Gender in System-level Outcomes was tasked with carrying forward the actions needed to pursue discussion of this recommendation with the Consortium Board, CEO, Program leaders, Funders, partners and other stakeholders. It was noted that this discussion needs to take place in tandem with the renewal of the CGIAR’s Gender Policy so that accountability for impact dependent on changes gender equity can be defined in both. A top level System Level Outcome should explicitly address gender equality and should include early indicators that are sensitive to short-term (within 4 years) progress, as well as longer-term indicators. The inclusion of System Level Outcome “gender and agriculture” indicators that can be shared with other international organizations like FAO should be fully considered.

3. Finalize Concept Briefs for input to Gender Performance Fund

Working groups agreed to finish concept briefs by August 30th 2012 and send to the gender advisor, who will set up a WIKI page for each theme and a page for cross-theme exchanges. Theme concept briefs will be used as input to 2013 Gender work plans and the Gender Performance Fund Proposal. The Network will use themes as a basis for developing future specialized network activities.

4. Form an Expert Advisory Panel for the Network

The Consortium’s terms of reference for this Network provide for external experts to be included in its activities. The Network decided that it is now timely to form a senior advisory panel that will enable the Network to benefit systematically from the experience of experts outside CGIAR. The Task Force on Gender in System Level Outcomes is tasked with seeking nominations, proposing terms of reference for and forming this panel so that its members can participate as early as possible in discussion of gender in system level outcomes and in the next major Network Meeting in 2013.

5. Joint Monitoring and evaluation by the Network

The Network Committee on Joint Monitoring and Evaluation will proceed with a proposal for joint work on development a set of cross-cutting gender outcomes and finalize an agreement with SIDA.
6. **Coordinate and harmonize outcomes in CGIAR Research Program Gender Strategies**

The Network proposes to consolidate its proposed minimum set of outcomes derived from Theme concept briefs and assess their potential for incorporation into a) Program Gender Strategies and b) the Consortium’s Portfolio of intermediate development outcomes.

System-level responsiveness to aspects of gender equity that condition CGIAR’s impact on poverty, food security, nutrition and sustainable resource management requires the inclusion of gender in some of CGIAR’s Intermediate Development Outcomes. The definition of these intermediate outcomes is currently under discussion in the Consortium, with proposals from the ISPC and the Science Leaders.

Participants agreed that collaboration among network members will be important to ensure the CGIAR’s portfolio of intermediate development outcomes properly integrates gender. As part of the action plan, bottom-up process needs to start promptly with discussions by the Program gender researchers with their Program Director, of how gender will be integrated into the outcomes to be proposed at the meeting of Science leaders, September 13-14, 2012 in Montpellier.

7. **Shared Standards for Gender Research**

The Consortium’s proposed deliverables for 2013-2014 include the establishment of shared standards for gender research by the Programs’ gender experts. The Network formed a task force to take forward actions on this issue which will require development of an overall strategy and an inventory of tools, but in the immediate future can be initiated in practical terms via the identification of a minimum set of questions for surveys that include gender. The WEAI questionnaire was exchanged as a promising source of well-tested questionnaire items that are already being applied in a number of countries in collaboration with IFPRI.

8. **Develop a short and long-term publications strategy**

The short-term publication will be a special issue of a refereed journal for which 12 candidate papers have been identified and will be edited by P. Kantor and P. Kristjanson. The Network Research Committee is tasked with identifying opportunities for a high visibility publication that will have a longer timeframe.

**Summing Up: Conclusions on the Role of the Network**

Network members consider it desirable for the Consortium to create a role for the Network in advising the Consortium on key issues related to gender such as gender policy and the gender performance fund, and more broadly, on incentives and policies intended to promote collaboration across Programs.

Members also strongly endorsed a role for the Network in catalyzing action “on the ground” to promote quality gender research in agriculture and underlined that the next three years (2013-2016) are a critical window of opportunity to do this.

Members noted that the Network terms of reference would require updating to include these two functions.
In closing, the participants reflected on the value and importance for Network members of regular time spent together to identify and develop the collective action agenda.

A special vote of thanks was given to the Bill and Melinda Gates Foundation for the warm hospitality and generous support provided to the Network for this workshop.

**Workshop Evaluation**

To evaluate the workshop, each participant completed a short questionnaire anonymously. The tabulated responses (Annex 6) show that the meeting was highly successful as a forum for identifying opportunities for cross-program research on gender, in advancing collaboration by solidifying relationships among members that improve understanding of each other's work and for clarifying how the Network can facilitate and support gender researchers, notably by supporting and mentoring high quality research and publications. Participants agreed that the meeting enhanced understanding and identification of measures for mainstreaming gender that could help promote a more responsive and responsible institutional environment in CGIAR for gender research while noting that CGIAR’s approach to mainstreaming needs a rethink (as reflected in the group’s recommendations on Gender Policy and System Level Outcomes). The need for a prompt follow-up meeting to address gender policy, capacity building and organizational change was flagged.

Future challenges indicated by the evaluation are to polish the work initiated at the workshop on defining gender outcomes so these inform performance monitoring and to sustain the level of energy and communication among members.
Annexes

Annex 1 - Full Agenda

DAY 1

8:30 – 10:00 Welcome, Introductions & Overview

Chair: Jacqueline Ashby

- Welcome to the Bill and Melinda Gates Foundation - TBA
- Participant introductions
- Expectations and objectives of the meeting

10:00- 10:30 Overview of the Network’s Purpose & Current Opportunities

Framing & Discussion of the thematic approach and of current opportunities and environment

- The CGIAR Consortium Level Gender Strategy deliverables
- Getting gender into the Consortium Performance Monitoring System and specifically, the portfolio of CGIAR Research Program intermediate outcomes and the upcoming issue for 2013: establishing standards for gender research
- The proposed Gender Performance Fund
- Monitoring progress on a joint set of gender-responsive research outcomes by the Network
- What role might the Network have in influencing mainstreaming -- e.g. policy that clarifies gender-responsive outcomes, accountability for work, budgeting, capacity, monitoring, knowledge sharing

Session Deliverable: visual notes of conversation (facilitator)

10:30 - 11:00 Coffee & Conversation

11:00 - 12:00 Mainstreaming policy and practice- How do we get our institutions to be more responsive and responsible?

- Presentation – Dr Eve Crowley, FAO
- Plenary discussion
- Points to follow though in the development of theme concepts

12:00- 13:00 Lunch w/ some visitors from BMGF Agriculture Team

13:00- 15:00 Collective Review & Discussion of the rationale for the 4 Proposed Themes

Theme Rationale: what synergies or efficiencies will we gain from cross-program collaboration on a theme?

Theme 1. How can we collaborate cross-program on methods and tools for addressing the implications of gender for more efficient and equitable value chains?
**Theme 2.** How can we collaborate to use and assess gender transformative approaches to agricultural research and development in the CGIAR Research Programs?

**Theme 3.** How can we collaborate cross-program on research to monitor, interpret and make visible the gender dimensions of the acceptability of technology and its eventual adoption?

**Theme 4.** How can we collaborate to help the CGIAR Research Programs use a gender lens to understand the nutrition implications and outcomes of their innovations?

*Session Deliverable:* brainstormed and prioritized lists of opportunities and challenges for each theme.

**15:00 - 16:30 Thematic Break Outs for Concept Papers: Rational and Assessment of 4 Themes of major significance for cross-program research.**

*Session Deliverable for each group:* please refer to the template for concept papers

- **Theme Short Term Outcomes.** With reference to a theme, discuss the really significant results that can be achieved in the short term by collaboratively integrating gender into the CGIAR Research Programs you work in? What research products (outputs) are needed to produce these outcomes and could benefit from being produced collaboratively? Identify 2-4 research outcomes and the related 1-2 research products.

**16:30- 17:30 Reflecting on theme outcomes and collective outcomes across themes**

**5:30 - 6:30 Joint Research committee and M&E committee meeting**

*DAY 2*

**8:30 - 9:00 “Reentry”**

What do we think about the four themes now that we’ve slept on them?

**9:00 - 10:15 Looking Across Themes, CGIAR Research Programs and Geography: What is possible?**

- What might be the role of Sentinel Sites? [Presentation]
- Where might the CGIAR Research Programs join up to do cross-program work on any of the four themes we are discussing?

*Session Deliverable for each group:* Add to your concept paper template any proposals about where ongoing work for this theme might converge or future joint work could be planned

**10:15 - 10:45 Morning Break**

**10:45 - 12:00 M&E Objectives and Issues - Group Discussion and break out groups on themes**

**Framing the issues: group discussion**

- Monitoring progress on a joint set of gender-responsive research outcomes by the Network
Thematic Break Outs for Concept Papers: Monitoring and evaluation. How will you be able to tell you are making progress in your theme based on your proposed outcomes? How will you know you have succeeded?

Session Deliverable for each group:

○ **Outcome Indicators**: changes you’d look for related to concrete benefits for poor rural women

○ **Process indicators**: changes in the way the CGIAR Research Programs are integrating gender into work on this theme that are crucial to your progress

○ *Aim for 1 or 2 SMART indicators per outcome: we want to maximize exchange of ideas and minimize writing which can be done post-workshop*

12:00 - 13:00 Lunch

13:00- 14:00 Quick Plenary check-in/ Continue work from before lunch

14:00 - 16:00 Joint Monitoring and Evaluation

Discussion: what is the product from joint M&E?

*Session Deliverable for each group:* Review our “outcomes grid”: looking across the four themes, can we identify a set of research outcomes for joint M&E? Flag promising ones for further work by the Network’s M&E Committee.

16:00 - 17:00 Review progress on concept papers to date

- Resource issues
- Tidy up and finish concept paper templates

17:00 - Tour of Visitors Center and Foundation HQ

18:00 - Reception

DAY 3

8:00 Coffee & Light Breakfast

8:30 - 9:30 Recap

- Tidy up and finish concept paper templates

9:30 - 10:30 Revisiting mainstreaming policy and practice

- Recap on points from Day 1 and possible roles for the Network
- Points on policy for follow up with the Consortium and with CGIAR Research Programs
- Points on policy to be included in all CGIAR Research Program Gender Strategies

10:00 - 10:30 Coffee and Conversation
10:30 - 12:00 Summing up

- Discussion of next steps for theme concept papers and recommendations from themes to the Consortium and the Programs
- Getting gender into the Consortium Performance Monitoring System and specifically, the portfolio of CGIAR Research Program intermediate outcomes and the upcoming issue for 2013: establishing standards for gender research
- The proposed Gender Performance Fund
- Monitoring progress on a joint set of gender-responsive research outcomes by the Network
- Conclusions about the Network’s roles, functions and activities

12:00 - 13:00 Conclusion of workshop

- Review of next steps
- Workshop evaluation
- Vote of thanks to the Bill and Melinda Gates Foundation

13:00 - 14:00 Lunch
## Annex 2 - List of participants

**July, 2012, Seattle**

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Dr Malika Martini</td>
<td>CGIAR Research Program on Dryland Systems ICARDA</td>
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<td>Dr Amore Tegbaru</td>
<td>CGIAR Research Program on Humidtropics IITA</td>
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<td>Dr Ranjitha Puskur</td>
<td>CGIAR Research Program on Aquatic Agricultural Systems WorldFish</td>
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<td>Dr Lone Badstue</td>
<td>CGIAR Research Program on Wheat and CGIAR Research Program on Maize CIMMYT</td>
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<tr>
<td>Dr Eve Crowley</td>
<td>FAO, Rome, Italy</td>
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<tr>
<td>Nancy White</td>
<td>Full Circle Associates</td>
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<tr>
<td>Dr Haven Ley</td>
<td>Bill and Melinda Gates Foundation, Seattle, USA</td>
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Annex 3 - Narrative for Concept Brief Templates

CONCEPT BRIEF: OPPORTUNITIES FOR COLLABORATION IN GENDER-RESPONSIVE RESEARCH

Introduction

This template is the basis for a concept paper for each of the four themes we are reviewing. The concept papers we produce will be used to inform plans of work and budget for 2013 by Consortium and CGIAR Research Program managers and the design of mechanisms to strengthen funding and capacity gender research and its integration into the Programs.

It is critical that we strengthen research that will help us to show that using a gender lens helps the Programs to produce concrete benefits for poor rural women in Program target areas within 4 years (this is specified as a deliverable in the Consortium Level Gender Strategy). Long term impacts can be part of the picture but we need to focus on some research outcomes that are concrete and measurable in a short-to-medium time frame.

This means that these concepts must build on work-in-progress and research outcomes that have a reasonable probability of concrete, measurable progress over the next four years. We are not talking about starting 100% new activities. Some outcomes we may identify within a four year timeframe will be the result of activities already started some time ago. Work included in these concepts should be consistent with the gender-responsive research objectives, outcomes and activities in the CGIAR Research Program Gender Strategy for which you are responsible. Our focus here is on combining effort to build on some of your work for gender already planned to improve it, e.g. for better diagnosis, methods, tools, data collection, baselines or M&E. Our focus will be on fleshing out opportunities to collaborate on gender research related to a given theme across several Programs to enhance:

(a) comparisons across cases or sites
(b) comparing, evaluating and improving alternate approaches, methods or tools
(c) testing an innovative approach, method or tools together
(d) scaling up a proven approach, method or tools together
(e) pooling evidence we can generate on a shared research question and improving the quality, quantity and likelihood of being able to aggregate sex-disaggregated data (whether qualitative or quantitative)
(f) agreement about what constitute acceptable standards for good quality gender research

Rationale for Themes

The goal is to use these four topics experimentally as a vehicle to explore ways of working across CGIAR Research Programs. We will use these themes as a lens to help us to assess where joining efforts will help us make the best use of our gender expertise and other resources. If we were to place these four themes in an impact pathway (or log frame), the four themes are positioned at different stages in the
R&D process: Theme 1 focuses on how we can converge on producing gender-responsive research outputs to improve inclusion within the value chain framework; Theme 3 addresses how we can converge on influencing and documenting a specific research outcome – gender-differentiated technology adoption; Theme 4 links directly to one of the CGIAR’s system level final outcomes – improving nutrition and health; Theme 3 addresses the question of overall approach - how “gender equality” in final outcomes is to be defined and achieved. At the same time, we can expect the themes to overlap in terms of the basic gender constraints that need to be addressed as well as some of their expected results in terms of changes in gender inequality.

**Theme 1. How can we collaborate cross-program on methods and tools for addressing the implications of gender for more efficient and equitable value chains?**

Most of the commodity CGIAR Research Programs are incorporating a value chain approach, so this topic has broad relevance across the CGIAR Research Programs. How market integration impacts women in comparison to men is directly affected by the kinds of farm products, technologies, institutions and policies generated by CGIAR and its partners. We can expect different outcomes for men and women from improved value chains that will be important foci for performance monitoring and evaluation. Methods and tools for engendering value chain analysis are either under development or being applied in many CGIAR Research Programs so there are gains to be made from collaboration in sharing, adapting, testing, evaluating and training in these. Convergence on methods and tools for integrating gender into value-chain research has extra importance given that the Consortium has set as a goal for 2013, that we make advances on defining standards for quality gender research. What benefits can be gained from defining some recommended methods and tools for gender analysis in the context of value chain analysis?

**Theme 2. How can we collaborate to use and assess gender transformative approaches to agricultural research and development in the CGIAR Research Programs?** This theme addresses the question of whether addressing gender equality as a goal means that CGIAR’s approach to research needs to change. It is concerned with the risk that agricultural innovations developed by the CGIAR Research Programs may not have any impact on gender inequality because other factors perpetuating inequality are simply too powerful. The contribution of some if not all CGIAR Research Programs to the CGIAR’s four strategic results may depend on transformation of some fundamental aspects of gender inequality that are conventionally considered as being outside the remit and comparative advantage of CGIAR. Thus the proposal to adopt gender transformative approaches raises questions about the scope of potential CG programming, whether individual CGIAR Research Programs can implement a transformative approach or catalyze this as a cross-CGIAR Research Program approach, and the roles of development partners. Questions are: How can we expect to achieve sustainable and significant improvements in agriculture when the social context in which women and men engage in agriculture remains unequal? How can marginalized groups make the most of improved access to agricultural innovation, if their social environment does not enable them to do so? Partnerships are key to this approach but the approach to partnership needs to evolve significantly beyond the usual “pipeline” model of CGIAR.
Theme 3. How can we collaborate cross-program on research to monitor, interpret and make visible the gender dimensions of the acceptability of technology and its eventual adoption?

Farm-level technology adoption is a “bread and butter” intermediate outcome of research for all the CGIAR Research Programs. Many of the CGIAR Research Programs are using or proposing to use pre-release, gender-disaggregated participatory technology evaluations. All the outcome monitoring and impact studies will be expected to report data collected on adoption disaggregated by gender or to justify why this hasn’t been accomplished. Undoubtedly there will be significant growth in the availability of data sets and studies, creating the opportunity for meta-analysis. This is an opportunity to make the gender implications of technology development more visible and update the evidence base on the “gender gap in agricultural productivity.” Also, we may need meta-analysis of the gender equity outcomes of adoption and the persisting constraints to understand better the case for using transformative approaches. So we could use cross-program collaboration to move beyond a scattered collection of specific studies, each with their own unique modality for addressing gender differences in adoption. In addition, the Consortium has set as a goal for 2013, that we make advances on defining standards for quality gender research. This area of adoption studies is one where the Network can potentially be highly influential by providing adoption studies across the CGIAR Research Programs with some “must-have” research questions, recommending standards for participatory evaluations, sampling and data collection procedures, and the types of analyses that should be performed. We need to keep in mind that each CGIAR Research Program has been asked to flag 3-5 outcomes to be included in the cross- CGIAR Research Program portfolio of intermediate development outcomes by September 15th. It is important that the Network has an input to defining gender-responsive adoption outcomes and this concept note should help us to do so.

Theme 4. How can we collaborate to help the CGIAR Research Programs use a gender lens to understand the nutrition implications and outcomes of their innovations?

Most if not all CGIAR Research Programs expect to make a contribution to improvements in food security, nutrition and health impacts. Projections of these expected impacts are highly influential in driving priority setting in the choice of crops, regions and to a lesser extent, target beneficiaries. The importance given to the “gender gap” in agriculture owes much to research showing the effect on nutrition and child welfare of women’s unique preferences and priorities about how to produce, use and market food and allocate income to food. Thus, this theme offers important opportunities for influencing how well gender is integrated into the CGIAR Research Program agenda. First, given that the Consortium has set as a goal for 2013, advances on defining standards for quality gender research, this is a theme where the Network can potentially recommend some “must-have” research questions and methods for applying a gender lens to understand the implications of nutrition and can provide guidelines for what and how nutrition-related gender-disaggregated data is collected across the CGIAR Research Programs. Second, each CGIAR Research Program has been asked to flag 3-5 outcomes to be included in the cross- CGIAR Research Program portfolio of intermediate development outcomes by September 15th. It is important that the Network prioritizes some well-defined, gender-responsive nutrition outcomes and ensures the CGIAR Research Programs use these and include them in the cross-program portfolio.
Annex 4 - Network Committees and Task forces

Network Research Committee:
- Thelma Paris, IRRI, GRiSP
- Elizabeth Waithanji, ILRI, Livestock and Fish
- Chandra Goodrich, ICRISAT, Grain Legumes and Dryland Cereals
- R. Padmaja ICRISAT, Grain Legumes and Dryland Cereals
- Malika Martini, ICARDA, Dryland Systems
- Jennifer Twyman, CIAT, CCAFS
- Ruth Meinzen-Dick, IFPRI, Policies, Institutions and Markets (PIM)

Network Monitoring and Evaluation Committee members:
- Patti Kristjanson, ICRAF, CCAFS
- Gordon Prain, CIP, Roots, Tubers and Bananas
- Lone Badstue, CIMMYT, MAIZE and WHEAT
- Kamala Gurung IRRI GRiSP
- Priyanie Amerasinghe IMWI, Water, Land and Ecosystems
- Jacqueline Ashby Consortium senior gender advisor

Network Task Force on Gender in System Level Outcomes
- Kathy Colverson, ILRI, GRiSP
- Riina Jalonen, BIOVERSITY, Forests, Trees and Agroforestry
- Kamala Gurung, IRRI, GRiSP
- Paula Kantor, WorldFish, AAS
- Jacqueline Ashby, Consortium senior gender advisor

Network task Force on Shared Standards for Gender Research
- Rita Agboh-Noameshie, AfricaRice, GRiSP (Rice)
- Holger Kirscht, IITA, Humidtropics
- Agnes Quisumbing, IFPRI, Policies, Markets and Institutions
- Birgit Boogaard, ILRI, Livestock and Fish
- Tina Beuchelt, CIMMYT, MAIZE
- Kamala Gurung, GRiSP
- To Be Determined, Forests, Trees and Agroforestry
- Jacqueline Ashby Consortium senior gender advisor
## Annex 5 - Detailed Network Action Plan

### NETWORK ACTION PLAN 2012-2103

**First-level priorities**

<table>
<thead>
<tr>
<th>Action</th>
<th>Tasks</th>
<th>Responsible</th>
<th>Further Details</th>
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</table>
| Update or formulate a Consortium Gender policy (based on the understanding that CGIAR needs to graduate from a Gender Strategy to a Policy) | Explore prospects with Consortium, in particular the CEO and Consortium Board, and other influential stakeholders | Gender advisor (note- this task may be more appropriate for the Consortium’s Human Resources Expert for Gender and Diversity in the workplace- to be appointed) | 1. Find a copy of the 1985 policy statement & circulate  
2. Consult with Consortium Office  
3. Coordinate with FAO’s offer of materials and lessons from their policy development  
4. Input to Consortium Strategic Result Framework Action Plan |
| Finalize Concept Briefs for input to Gender Performance Fund | 1. Finish concept briefs August 30th 2012 send to J. Ashby  
2. Set up a wiki page for each theme and a page for how to get involved across themes - JA  
3. Use thinking from themes as input to 2013 Gender workplans CGIAR Research Program Gender leads and new gender researcher  
4. Input concepts to the Gender Performance Fund Proposal  
5. Use themes as a basis for developing future specialized network workshops | Gender advisor & Program lead gender researchers | 1. Finish concept briefs August 30th 2012 send to J. Ashby  
**Theme 1** – Prepare concept note for comment by managers in the CGIAR Research Program Policies, Institutions and Markets. Value chain group to comment, 1) RM-D/Maximo Torrero to flesh out note, 2) contribute tools desk review on gender sensitive qualities (unfunded) 3) workshop on approach adoption in 2012 4) capacity strengthening in early 2013 5) 20 partners adopt by 2014  
**Theme 2** - proof of concept. 1) produce brochure/PPT with EAM, AAS - October,  
**Theme 3** - 1) Compile materials Thelma Paris by August 30, 2012 2) workshop with three objectives: review, apply, plan hosted by IRRI early 2013 3) proposal |
| **Gender in System Level Outcomes** | **1.** Gender outcome in CGIAR Research Program portfolio | **Gender advisor and Task Force on Gender in System Level Outcomes** | **Task Force on Gender in System Level Outcomes:**  
1) Review this section of Workshop Report and polish this proposal from the Network – August 30\(^{th}\) 2012  
2) Input to Input to Science leaders meeting September 13-14, 2012 and SRF Action Plan discussion with stakeholders in October 2012 and at GCARD, 2012 - Gender Advisor and Task Force  
3) Coordinate outcomes in Program Gender Strategies- Gender Advisor – ongoing through 2013  
4) Follow-up development of Consortium SRF Action Plan and Performance Monitoring System in 2013 – Gender Advisor and task force |
| **2.** Propose full set of gender responsive CGIAR Research Program system indicators | **Form an Expert Advisory Panel for the Network**  
Develop terms of reference Seek nominations and invite participation | **Task Force on Gender in System Level Outcomes and Gender Advisor** | **Start in September 2012 and complete in time for expert panel to contribute to next Network meeting** |
| **Joint Monitoring and Evaluation by the Network** | **1.** Finalize proposal, work plan and TORs for SIDA M&E Associate Professional - Aug 2012 | **Network M&E Committee**  
- Coordination with SIDA, ICRAF, CCAFS; look at resources allocated for M&E of Program gender strategies- Gender Advisor  
- Link with Theme 2 work on transformative gender approaches P. Kantor | **Coordinate and harmonize outcomes in CGIAR Research Program Gender Strategies**  
1. Coordinate inclusion of agreed minimum set of outcome and process indicators  
2. Gender workplans - September - all/JA | **Gender advisor and Program lead gender researchers**  
- Consider the six main components of mainstreaming in the FAO policy  
- Look at similar exercises (e.g. in Forestry) and at proposed IDOs  
- Build on existing gender related outcomes and indicators  
- Speak to each CGIAR Research Program director re their CGIAR  

*CGIAR Gender and Agriculture Research Network*  
*Addressing the Gender Gap in Agriculture – Workshop Report*
| Research Program indicators before their September meeting | • Put the system level gender outcomes into an impact pathway  
• Add a wiki page on Gender Strategy outcomes |  |
|---|---|---|
| Shared Standards for Gender Research | 1. Minimum set of questions for surveys  
2. W.E.A.I. (possibly expand # of countries)  
3. Wiki - tool kit (network inventory and which tools are good for what purpose) | Task Force on Shared standards for Gender Research |
|  | • Identify internal and external stakeholders with interests in this issue and whose requirements should be satisfied - coordinate with similar initiative by FAO, other international agencies engaged in data collection on gender  
• Start with core set of survey questionnaires and expand to include qualitative methods (minimum standard should be mixed methods)  
• Keep freedom to modify locally  
• Link standards to CGIAR definitions of Performance Indicators so that a proportion of data sets with sex disaggregation is specified  
• Don't replicate, but link to existing toolkit  
• Link this work to Network Joint M&E and work of the SIDA Associate  
• Link standards to capacity building. Note: IFPRI has hired a trainer for WEAI |  |
| Publication and Communications Strategy | 1. Short term - special journal issue with 12 proposed papers Nov., 2012  
2. Develop a longer term strategy for 2013 - 2014 | 1. P. Kantor  
P. Kristjanson  
Authors of papers  
2. Network Research Committee |
|  | 1. For the special issue, bring together evidence and key messages on closing the gender gap in agriculture (See also FAO's animation of the business case for closing the gender gap – contact Eve Crowley at FAO for further information)  
2. Define input on and by the Network at GFAR, 2012 (J. Ashby)  
3. For the long-term, follow up on Global Conference on Rural Women in 2014 (FAO - session on gender transformative work, CG research on gender) - Network Research Committee |  |
<p>| Inventory and map locations of | 1. Explore linkages to similar work-in- | Gender Advisor |
|  | The Network decided to inventory, collect and map the location of surveys |  |</p>
<table>
<thead>
<tr>
<th>gender surveys progress in CGIAR and other international gender programs</th>
<th>(including those using qualitative methods) with gender research objectives or gender content as a step towards (a) more efficient survey research (b) definition of promising sentinel sites for long-term gender research. Actions include</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Design and post e-Survey for inventory</td>
<td>• Design and post e-survey - establish link with CGIAR Research Program Roots, Tubers and Bananas which is doing a similar exercise</td>
</tr>
<tr>
<td></td>
<td>• Define site for electronic storage of material</td>
</tr>
<tr>
<td></td>
<td>• Address issue that gender is missing in most spatial data - see Gender Mapper <a href="http://gender.mappr.info/explore.php">http://gender.mappr.info/explore.php</a> (circulate this link)</td>
</tr>
<tr>
<td></td>
<td>• See cross CG/FAO/IFAD/UN Women's work on gender transformative research</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Identify and connect this network with other networks interested in gender</th>
<th>1. Identify and catalogue on the WIKI other networks the gender experts in CGIAR already belong to</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Develop a roster of experts and consultants</td>
<td>Program lead gender researchers and colleagues</td>
</tr>
<tr>
<td></td>
<td>• Add links and information to the Network’s WIKI toolkit</td>
</tr>
<tr>
<td></td>
<td>• Create page on wiki for Gender Networks</td>
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<td></td>
<td>• Assess if an intern can be obtained to work on this (Jennifer Twyman)</td>
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<tr>
<td></td>
<td>• Coordinate with FAO’s similar initiative and map</td>
</tr>
<tr>
<td></td>
<td>• Include universities</td>
</tr>
<tr>
<td></td>
<td>• Roster of experts/consultants (Riina Jalonen)</td>
</tr>
<tr>
<td></td>
<td>• Link to UN, ILO, Agripro Focus for Africa, Asia and coaching Sara Mayanja</td>
</tr>
<tr>
<td></td>
<td>• Link to Global Livestock Gender Network (and regionals) Elizabeth Waithanji</td>
</tr>
<tr>
<td></td>
<td>• Explore linkages to FAO’s initiative on gender research and policy</td>
</tr>
<tr>
<td>Second-level priorities</td>
<td>Consider ideas for encouraging CGIAR Research Programs to work in same sites (villages), share baseline data and in-depth strategic gender studies.</td>
</tr>
<tr>
<td>-------------------------------------------------------------</td>
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<tr>
<td>Develop shared sites for gender research</td>
<td></td>
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<tr>
<td>Network functions and terms of reference</td>
<td>Consult Consortium Office about revising Network TORs to include advisory role of network.</td>
</tr>
</tbody>
</table>
Annex 6 - Participant Evaluation
CGIAR Gender & Agriculture July Research Network Meeting Evaluation

Achieving our meeting objectives

- To identify opportunities for cross-program research on gender and agriculture in the CGIAR Research Programs by outlining proposed collaboration within four promising cross-program themes.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Disagree nor Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<td>16</td>
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</table>

- To exchange information and ideas from CGIAR Research Program Gender Strategies via focused discussion of cross-program themes.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Disagree nor Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<td>14</td>
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- To identify a shared set of gender-responsive research outcomes that can be jointly monitored to assess progress.
- Comment: IDOs

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Disagree nor Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>12</td>
<td>11</td>
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</table>

- To deepen understanding of critical success factors for mainstreaming gender in the CGIAR research program, share good practices that promote mainstreaming and flag key measures needing our attention.
- Comment: Mainstreaming is questionable now as best strategy. Mainstreaming = sidelining?
- but plan is in place going forward

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Disagree nor Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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</table>

Advancing our network

- Our July meeting helped us further solidify our relationships with and understanding of each other’s work.
- Our July meeting made progress towards advancing collaboration on gender in CGIAR research.

- Our July meeting helped us understand and identify some measures for mainstreaming gender that could help promote a more responsive and responsible institutional environment in CGIAR for our work.
  - Comment: plan in place going forward

- Our July meeting helped us clarify how our network can support us in our work.

Any other comments about advancing our network?

- Keep sharing, exchanging ideas and support
- Operationalizing networks and partnerships
- Keeping the conversation going
- Supporting and mentoring high quality research and publications
- The network should continue working and achieve the gender visibility in agricultural research for development
- Keep up this energy!
- Possibly recast the objective about mainstreaming given the experience of other development agencies that have tried it
- Get the new committees functional ASAP
- Jacqui will need assistance to keep advancing gender throughout the consortium
- We may need other mechanisms (that the WIKI) to share and stay connected. I.e. coordinated Skype calls
- Regular and informative communication strategy will likely be important
• we need to also think about how to bring in the "core" network members who weren’t here, and the other gender researchers
• Alliance w/ FAO and other orgs
• Weekly updates that would drive people to the wiki - more reasons, i.e. pages topics to use wiki
• Task current group with inviting more members

Meeting logistics and location

On a scale from 1 - 5, with 1 = strongly disagree, 5 = strongly agree, the facilitation support our meeting goals and process.

<table>
<thead>
<tr>
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<th>Agree</th>
<th>Strongly Agree</th>
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<td>4</td>
<td>22</td>
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</table>

• The BMGF meeting location was really useful for our gathering.

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<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Disagree nor Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<td>5</td>
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</table>

• Was useful, but did not allow time for dealing with travel and jet lag related to fatigue - a more central location would be preferable.
• It was a great location, but a bit jet lag sensitive for many of us
• The accommodations were appropriate for our meeting.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
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<th>Agree</th>
<th>Strongly Agree</th>
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<td>17</td>
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</table>

• The food was wonderful.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Disagree nor Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<td>10</td>
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</table>

• From a realistic standpoint, the length of the meeting was - too long, just right, too short

<table>
<thead>
<tr>
<th>Too short</th>
<th>Just Right</th>
<th>Too Long</th>
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<tbody>
<tr>
<td>3</td>
<td>23</td>
<td></td>
</tr>
</tbody>
</table>
• For the meeting it was just right, but I wish we could spend more time together as CGIAR colleagues
• One more day!

Suggestions & Comments?

• Compliments to facilitation and organization! Well done in creating a safe environment in where everybody could speak freely.
• A second meeting on policy, capacity building and organizational change soon
• Not enough time to fully reach all meeting objectives, hence the lower rating, even though tremendous progress was made.
• Great facilitation - led to outputs
• We need some kind of summary and action points reminder to maintain momentum.
• Great opportunity to learn/share and find common interests and challenges. Face to face meetings are the best mechanism to do this. Thanks to the Gates Foundation for supporting this critical work!
• We owe it to ourselves to keep the fire burning by interacting regularly on the wiki.
• More comfortable chairs would be nice! Maybe more stuff where you are standing and not sitting.
• I hope we all receive a copy of the meeting report.
• It is very important that a report capturing activities and discussion be circulated to us as soon as possible.
• Follow up by people signed up will be crucial.
• Thank you! What an inspiring workshop, what a collegial atmosphere, level of expertise and enthusiasm. Congratulations to all who contributed and made it happen.
• Great workshop with vision for addressing gender concern in CG Centers.
**Annex 7 - ISPC Glossary**

**Intermediate development outcomes** (IDOs) represent changes that occur in the medium term that are intended to affect positively the welfare of the targeted population or environment, and which result, in part, from research carried out by CGIAR and its partners. The intermediate development objectives are attributable to CGIAR Research Program-level activities and are necessary precursors and logically linked to the SLOs.

**Intermediate development outcomes at the System level** represent accumulation of CGIAR Research Program outcome results at a scale corresponding to CGIAR’s target domains. These IDOs are the result of multiple activities by diverse actors outside CGIAR and are documented through System-level impact studies.

**Intermediate development outcomes at the CGIAR Research Program level** are relevant to CGIAR Research Program-specific thrusts and scale, which correspond to CGIAR Research Program target domains and estimated volume of benefits. These IDOs are the result of multiple activities by diverse actors outside CGIAR and are documented through CGIAR Research Program -level outcome and impact studies.

**Research outcomes** represent adoption and further use of research outputs by immediate users targeted by the CGIAR Research Program, such as NARS researchers and national policy makers. They are generated as a result of research, capacity building and advocacy activities by the CGIAR Research Program. They are monitored and documented as part of internal CGIAR Research Program/Consortium monitoring.
Annex 8 - Publication of Journal Special Issue: Gender integration across the agriculture for development research cycle
Eds. P. Kantor and P. Kristjanson

Currently, there is wide acknowledgement that gender integration matters to agriculture research and development outcomes. However, this acknowledgement has not so easily translated into good gender integration practice in agriculture, for a range of reasons. This set of papers aims to set a standard for gender integration in agriculture research and development through examining 1) good practice in how to integrate gender in agriculture research for development, and 2) the necessary organizational preconditions for gender integration to move from widely used rhetoric to day to day reality.

The papers will be framed within an opening piece justifying the centrality of gender equality to sustainable and inclusive agricultural development. It will argue that gender integration across the research cycle is a means to get to gender equality, referencing the papers in the volume providing illustrations of good practice. However, the path is not easy – the examples of good practice are not yet normal practice. Challenges remain in making gender integration part of standard agriculture research for development, as well as in avoiding the tendency to fall back on technical approaches to gender integration that are not likely to result in lasting improvements in rural livelihood security. A second set of papers engage with these challenges, exploring organizational change, capacity strengthening and the need for gender transformative change.

- Section 1: Papers demonstrating good practice in gender integration – set a standard to be met and position the CG system for gender-related innovation to make good on reform commitments.
- Section 2: Papers focusing on the enabling organizational context for gender integration including a justification for a gender transformative approach

Section 1 paper ideas

<table>
<thead>
<tr>
<th>Person/team</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patti Kristjanson</td>
<td>Testing participatory methods and evidence on gender considerations to enhance uptake of climate smart agriculture practices in Uganda, Ghana and Bangladesh</td>
</tr>
<tr>
<td>Thelma Paris</td>
<td>Incorporating gender concerns in PVS in stress-prone rice environments in South Asia</td>
</tr>
<tr>
<td>Delia Catacutan</td>
<td>Designing conservation auction experiments with gender considerations</td>
</tr>
<tr>
<td>Kamala Gurung</td>
<td>Dynamics of gender equity in changing rice based farming system: A case study of Bangladesh</td>
</tr>
<tr>
<td>Author(s)</td>
<td>Title</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>R. Padmaja</td>
<td>How women and men use social networks in technology diffusion and uptake</td>
</tr>
<tr>
<td>Elizabeth Waitanji</td>
<td>Using the WEAI in gender analysis of livestock value chains</td>
</tr>
<tr>
<td>Everisto Mapezda</td>
<td>Gender analysis in irrigation in Zimbabwe</td>
</tr>
<tr>
<td>Chanda Goodrich</td>
<td>Empirical evidence on women’s empowerment watershed project in India</td>
</tr>
<tr>
<td>Ranjitha Puskur &amp; Paula Kantor</td>
<td>What should success look like? Implications for M&amp;E in a gender transformative program context</td>
</tr>
<tr>
<td>Jennifer Twyman</td>
<td>Asset ownership and women’s participation in agriculture decision making; methods – intra-household surveys</td>
</tr>
<tr>
<td>Elizabeth Waitanji and Birgit Boogaard</td>
<td>Gender analysis of goat value chain in Mozambique</td>
</tr>
<tr>
<td>Lone Badstue and R. Adams</td>
<td>Seed systems development and the case for women farmers’ involvement and contributions</td>
</tr>
<tr>
<td>Malika Martini</td>
<td>Gender integration across the agriculture for development research cycle</td>
</tr>
</tbody>
</table>

Section 2, possible commissioned papers:

- Gender policy/organizational change (Eve Crowley, FAO process & Caren Grown, USAID process; someone from CARE?)
- Capacity development innovations to help staff to GET gender – heads, hearts, hands (Marty Chen & WIEGO immersions, or SEWA on this, or FAO immersion; Amare from IITA on capacity dev; Malika had an example; Sandra Russo)
- Gender transformative approach: Ranjitha & Paula on why our impacts might not be deep and lasting without taking a gender transformative approach