

CRP AAS Gender Strategy:

A Gender Transformative Research Agenda for Aquatic Agricultural Systems

Introduction

In many rural communities living along the rivers and coasts of Asia, Africa, Latin America and the Pacific, poverty is deeply entrenched and malnutrition widespread. Many of these poor households are highly vulnerable to changing climate, sea level rise and broader environmental change. Some 250 million people live on less than US\$ 1.25/day, roughly one quarter of the 1 billion rural poor generally described as having been left behind by the Green Revolution's combination of improved seeds, fertilizer and access to markets.

The CGIAR has recognized the importance of these aquatic agricultural systems (AAS) and developed a new research program designed to improve the livelihoods of the rural poor dependent upon them. In pursuing this work we recognize that business as usual will not deliver the desired impact on people's lives, and therefore seek to address some of the critical constraints that have reduced the effectiveness of previous investments in agricultural research and development in these complex agricultural systems. Amongst these we believe that the failure of agricultural research to understand and engage with the need for substantial social change has been the single most important factor constraining sustainable development impact. The CGIAR Research Program (CRP) on AAS builds on this premise and pursues research and development practices that aim to empower all groups within society to realize their full development potential. At the heart of this work, the Program takes a gender transformative approach to design, pursue and learn from agricultural development interventions that empower women and other marginalized groups in society. By doing so in a limited number of participating communities the program seeks to generate learning that will improve wider development practice and policy for AAS and other complex agricultural systems where poverty is most severe and persistent.

Background

More than 700 million people depend on aquatic agricultural systems (AAS) and about a third of these live on less than US\$1.25 a day. People living in coastal zones and along river floodplains are vulnerable to multiple drivers of change, notably demographic trends, climate change, sea level rise, and increased frequency and severity of extreme weather events. They live there despite their vulnerability because these are highly productive systems that offer many opportunities for growing or harvesting food and generating income. Despite these opportunities, most people remain chronically or transiently poor. The AAS CRP aims to work with smallholders, small-scale producers and traders to identify why these people have been unable to rise out of poverty to design interventions that assist them in doing so.

Globally CRP AAS will focus on three aquatic agricultural systems: (i) Asia's mega deltas with initial focus on the Ganges-Brahmaputra-Megna (Bangladesh) and lower Mekong (Cambodia); (ii) Asia-Pacific islands with initial focus on coastal systems in the Solomon islands and the Philippine archipelago; and (iii) African freshwater systems focusing on Zambia. The Program's approach reflects the multidimensional nature of poverty and

vulnerability in AAS, including income and asset poverty, vulnerability to natural disasters and economic shocks leading to increased risk of becoming or remaining poor, and social exclusion or marginalization. It also reflects a commitment to 'place', and to relationships with the people of that place. The Program is organized into six research themes: (1) Sustainable increases in productivity (2) Improving access to markets (3) Improving adaptive capacity and Resilience (4) Gender equity (5) Policies and institutions to empower AAS users and (6) Knowledge sharing, learning and innovation¹. Cutting across these themes is an emphasis on gender integration and social inclusion, and a commitment to designing demand-driven action research programs that reflect the needs and interests of women and men and that respond to local environmental and socio-cultural conditions (Fig 1).

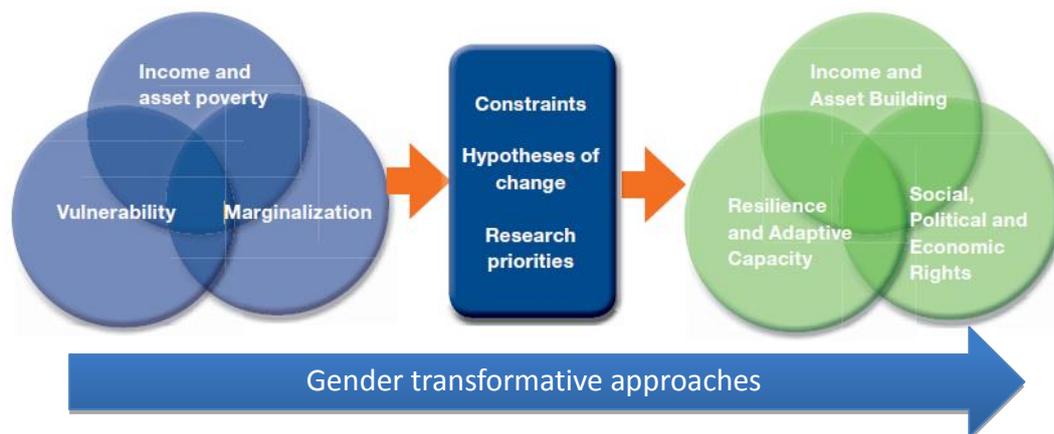


Fig 1: Gender Transformative approaches underpin AAS RinD strategy

This document describes how the Program will operationalize its commitment to gender integration, and more specifically, its aim to operationalize a gender transformative approach that enhances the wellbeing of AAS dependent people.

SECTION 1: JUSTIFICATION AND RATIONALE FOR A GENDER TRANSFORMATIVE APPROACH

The Program pursues innovative approaches to generating knowledge about how to overcome constraints that limit the capabilities and wellbeing of poor women and men dependent on AAS. Because we recognize gender inequality as a key driver of these constraints we have placed research on gender transformative approaches at the core of our work. This involves designing innovative approaches that learn from recent advances in conceptual understanding of gender and development and translate these into practice. This will require the Program to develop and test creative means to understand and influence the way social norms and relations affect AAS outcomes for poor women and men across the CRP sites, including the power, interdependencies and inequalities associated with them. We will therefore invest in systematic testing of different AAS program designs or suites of

¹ Refer to CRP AAS proposal http://www.worldfishcenter.org/sites/default/files/cgiar_attachments/cgiar-research-program-aquatic-agriculture.pdf

interventions developed to marry ‘technical’ interventions delivering better access to assets, markets or new technologies, with those directly targeting the norms, values and attitudes identified as underlying gender and wider social inequalities. It is expected that this dual approach will open more and better livelihood options to poor women and men dependent on AAS compared to either approach on its own. This is the core hypothesis underlying the AAS CRP’s gender transformative research in development approach. An example of what such a suite of interventions would look like in one of the program hubs in Solomon Islands is presented in [Annex 1](#). The evidence resulting from these systematic tests will contribute to achieving the Strategy’s goal to promote more gender equitable systems and structures that enhance the capabilities, resilience and wellbeing of poor women and men dependent on AAS. It will do this through defining what works under what conditions to overcome persistent inequalities and to documenting the wider development benefits that result. In this way we seek not only to build a basis for scaling up and out within AAS but also to achieve wider impact on agricultural development investments that target persistent rural poverty.

Our focus upon gender transformative approaches recognizes how gender and development practice has lagged behind the field’s conceptual development and lost sight of its remit for necessary political/social change to focus largely on interventions that address individualized demonstrations of gender inequality.² The latter is particularly the case in mainstream agriculture development practice, including that focused on fisheries and aquaculture. This needs to change if we are to have a realistic chance of achieving sustainable impact at scale for the world’s rural poor.

Asset gaps and increasing women’s productive potential:

Decades of research has produced considerable evidence documenting ‘gender gaps’ in access to productive resources, technologies, markets, networks and business services between women and men engaged in agriculture³, and in AAS specifically.⁴ For example, early work related to gender differences in agriculture includes Boserup’s classic text (1970) documenting women’s roles in African agriculture, and often cited empirical work by Udry (1996), Saito et al (1994) and Jones (1986), quantifying the gender gaps in agricultural inputs and in some cases estimating the productivity gains from their reversal. Recent additions to this literature include compilations such as the FAO’s 2010-11 State of Food and Agriculture; the Gender in Agriculture Sourcebook (2010) and; multiple studies on gender and asset rights testing new methods for collecting intra-household asset data and documenting gender gaps.⁵ In regard to fisheries and aquaculture, assets have received particular attention in relation to the increasing global demand for fish which is bringing more powerful interests into value chains. Asset ownership is increasingly viewed as an important means to enable smaller scale operators to adapt to this change and be in a position to gain from the opportunities presented.⁶ Gender differences in access to and control of assets in

² Eyben & Napier Moore 2009; Cornwall, Harrison & Whitehead 2007; Cornwall, Gideon & Wilson 2008; Okali 2011a, 2012

³ Saito et al 1994; World Bank 2001; FAO 2010; Mehra & Hill Rojas 2008; Jones 1986; Udry 1996

⁴ Weeretunge-Starkloff and Pant 2011; WB/FAO/IFAD 2010; Medard 2005; Madanda 2003; Kusakabe et al 2006; Tindall and Holvoet 2008; Porter 2006; Okali and Holvoet 2007.

⁵ See for example work on assets rights by the International Center for Research on Women, IFPRI and the *In Her Name: Measuring the Gender Asset Gap* project.

⁶ WB/FAO/IFAD 2010

this sector may make it more difficult for poor women than poor men to benefit from the changes.

Such evidence continues to be generated and used to advocate for increased investment in gender-responsive programming, using efficiency arguments to advance the case. These arguments relate the gender gaps to shortfalls in development and food security achievements, and cite the widely applied assumption of women's relative altruism and concomitant allocation of larger shares of their earnings to the family.⁷ However challenges remain in successfully translating this evidence and the efficiency arguments into gender integration in agriculture/natural resource management research and programming. One challenge is the slow pace of moving rhetorical commitments to gender integration to the design and implementation of gender-responsive, context sensitive research in development programs. Some programs remain less responsive to the wider social context within which they operate, orienting themselves to farmers and/or fishermen, without explicit acknowledgement of the relevance of the social differences among these groups.⁸ The slow pace of change reflects in part a need for more evidence to back the arguments for improved development outcomes resulting from gender integration. This is not easy to generate because collecting data on gender asset gaps, let alone the development outcomes resulting from gender integration in RInD, in a consistent, regular cross-national manner remains a challenge. This challenge is evidenced in the gaps in sex-disaggregated and gender relevant data in the 2010-11 SOFA⁹ and in the infrequent use of quality monitoring and evaluation approaches in agriculture programs targeting women.¹⁰ This mismatch also reflects a lack of capacity and political will to implement gender integration successfully.

The second more common challenge relates to how program designers respond to gender-gap evidence.¹¹ They tend to do so in ways that focus on the visible symptoms of gender inequality and work to deliver access to assets to fill the gaps, often without considering what factors cause the gaps¹², or whether women and men prioritize and value access to the assets in the same way as the program.¹³ Therefore, programs do not directly address the norms and beliefs that influence what different categories of women and men can and should do with the assets and therefore do not address the structural drivers of inequality to produce *sustainable* changes in the inclusiveness of agricultural systems and their development outcomes.¹⁴ For example, a study showed that productivity and income increases from fish ponds in Bangladesh did not result in the expected nutrition

⁷ See for example World Bank 2001; Quisumbing 2003; Meinzen –Dick et al 2012. See Jackson 2007 and Wilson 2008 for refutations of this generalization and its meaning.

⁸ Eyben and Napier-Moore 2009, Okali 2011b, c; Kantor and Pain 2010a, b; Cleaver 2003

⁹ FAO 2010

¹⁰ Quisumbing and Pandofelli 2010

¹¹ Cornwall, Gideon and Wilson 2008

¹² Even the 2010-11 SOFA tends to limit itself to largely 'technical' solutions to the evidence it presents on gender gaps in agriculture, such as improved extension services, better access to credit or increased involvement of women in the design of new technologies. These are all useful interventions but in and of themselves do not go far enough to ensure that the institutional environment – norms, rules, attitudes and beliefs framing how systems work - will be conducive to women's taking full advantage of the opportunities.

¹³ Okali 2006

¹⁴ This is in line with one of the findings from the Pathways to Women's Empowerment research consortium – that efforts to promote women's empowerment need to do more than give individual women access to opportunities. They also need to work to overcome structural constraints that perpetuate inequalities (Pathways to Women's Empowerment Project 2012). See also Cornwall and Edwards 2010.

improvements for women and girls in the household in part because there was no effort to address the source of gender inequality.¹⁵ More positive and sustained outcomes for women resulted where women were assisted in claiming long term rights over public water bodies through forms of collective action.¹⁶

Lack of funds, time and capacities to conduct gender and social analysis and to utilize the results for program design hinders attempts to re-orient programs to a more gender transformative approach. Another constraint is the political realities of development agencies and the need to 'sell' gender in efficiency terms which are more likely to gain a foothold.¹⁷ The frequent orientation of agriculture research and programs to understanding and addressing the symptoms of gender inequality provides a key rationale for the AAS CRPs' gender transformative approach.

Market access/value chains/agriculture commercialization:

Many approaches to supporting agricultural development, such as USAID's *Feed the Future* program, Bill and Melinda Gates Foundation's agriculture strategy, and the multi-donor *Making Markets Work for the Poor* (M4P) initiative, focus on improving small-scale farmers' productivity and market linkages in order to reduce poverty and improve food security. They focus on commercial production through enhancing small producers' positions in value chains or wider market systems including the services and governance structures supporting market operations. Interventions may improve access to technologies and inputs in order to increase output quality and quantity, improve post-harvest handling techniques to increase value addition or increase small-scale producer bargaining power through federations. Some do this with a distinctly pro-poor focus and, with the growing attention to women's significant labor contributions in agriculture, most have made an effort to integrate gender. However, in keeping with the economic growth orientation of these programs, they tend to focus primarily on the nature of market relationships and decisions and treat people largely as individuals separated from their contexts versus influenced by diverse social positions crossing the household, market and community.¹⁸

For example, standard value chain analysis seldom critically examines the context of the household and how women's and men's positions, relationships, responsibilities, and expectations in the household sphere influence the choices and opportunities they have - separately and together - in the market, or how those choices may affect intra-household relations and outcomes.¹⁹ Programs that do acknowledge women's household roles tend to do so in order to accommodate them. They do not engage with women to understand if they prefer this; nor do they diagnose if there are strategic ways to use women's economic participation or new technologies to reduce or more equitably allocate these responsibilities. For example, the Gender in Agriculture Sourcebook relates how aquaculture may be promoted as a good opportunity for rural women because of its lower investment requirement, homestead location and link to nutrition. This is a gender neutral orientation that works within women's accepted roles and existing access to assets. Rural women's

¹⁵ Weeratunge-Starkloff and Pant 2011, referencing Kumar and Quisumbing 2010

¹⁶ Weeratunge-Starkloff and Pant 2011, referencing Nathan and Apu 1998

¹⁷ Eyben and Napier-Moore 2009; Cornwall, Harrison & Whitehead 2007

¹⁸ Okali 2011c, 2012; England 1993; Cornwall and Edwards 2010

¹⁹ Kaplinsky and Morris 2000; Van den Berg et al 2007; Herr 2007

satisfaction with the level of benefits from participating in aquaculture, or in agriculture, is another question, because in many cases the limits imposed by domestic responsibilities mean poor women are situated in low value segments of production chains, enmeshed in market relationships that may be highly inequitable and earn less than men for the same work.²⁰

A lack of gender and social analysis to understand how agricultural value chains are embedded within the social norms, values and relationships that influence who can do what, risk getting incentives wrong for both women and men.²¹ The lack of gender context knowledge can lead to programs that increase women's unpaid workloads, reduce women's control over resources, poorly position women in value chains, or unintentionally contribute to declining household welfare and food security.²² It also can lead to misinterpretations of project outcomes (successes or failures) because they are examined for women and men *individually*, and not in relation to their shared and conflicting interests at the intra-household level.²³ An example of this is the considerable anecdotal evidence about men's co-option of 'women's activities' after the activities become more profitable.²⁴ Little rigorous research has been done on these processes to understand them from the women's and men's perspectives and in relation to the intra-household negotiations and trade-offs that they represent.²⁵ Instead we tend to overlay our perspectives on what they mean for women in terms of loss of income and agency, and do not understand what they may gain.²⁶

More complex socially embedded value chain analyses are needed that avoid compartmentalizing individual women and men as farmers, vendors or processors and instead place them within the diverse institutional environments, roles and relationships in which they make decisions, i.e. as parents, spouses, community members and economic agents. CRP AAS RinD programs need to work with partners to design and test program interventions that both respond to poor women's and men's existing responsibilities, relationships, risks and incentives, and challenge the norms and attitudes limiting what they can be and do. Recent efforts to define gendered approaches to value chain analysis make strides in this direction, adding explicit attention to sex disaggregated data collection and identifying gender based constraints as well as their causes.²⁷ Many of them need to provide more operational guidance on how to collect the relevant social and economic data and on how to use it to design gender-responsive programs. However, they can be a basis from which the AAS CRP contributes to more contextually nuanced, cross-institutional analysis of opportunities for more equitable market access for poor women and men in AAS value chains.

²⁰ Gammage et al 2006; Tietze et al 2007; Nishchith 2001; Weeratunge-Starkloff and Pant 2011

²¹ Fairhead and Leach 2005; Dolan 2002

²² WB/FAO/IFAD 2009; Dolan 2002, Shiundu & Oniang'o 2007; Porter 2006; Okali & Holvoet 2007; Guhathakurta 2008

²³ Okali 2006, 2011c; Jackson 2008, 2003

²⁴ Sorensen 1996; Spring 2000; von Bulow and Sorensen 1988; Mbilinyi 1988

²⁵ Okali 2011c, 2012

²⁶ Cornwall, Harrison & Whitehead 2007

²⁷ USAID 2009; Laven et al 2009; Bolwig et al 2008; Riisgaard et al 2010; Coles and Mitchell 2009; Gallina 2010

Technology adoption:

New technologies can play a significant role in improving productivity, food availability and achieving quality and quantity standards that enable access to new more profitable markets. However, various factors may intervene to preclude poor women from benefiting. One is the tendency to design and disseminate new technologies - from new high yielding fish breeds to feeds to processing equipment, in gender blind ways. The technologies may not suit women's needs and interests or when they do, women may not be aware of them because the developers and distributors do not consider women viable clients.²⁸

More research is needed on two fronts to redress this situation. First, research is needed to understand how and why women are excluded from these processes, in order to design and test promising ways of bringing them in that also address these underlying social causes. And second, research on the costs and benefits of gender-responsive technology development and distribution within AAS is needed to convince developers and distributors of their own interests in adopting gender-responsive approaches.

Another less understood factor that may affect poor women's relative benefits from new technologies relates to the risks associated with their adoption. These risks may come from the technologies themselves, or from the consequences of their adoption, including those associated with increased commercial production. Research has documented how risk aversion may lead poor farmers to avoid investment in improved inputs and new technologies.²⁹ Because risk aversion plays such an important role in the willingness and ability of small-scale farmers to take advantage of economic opportunities,³⁰ including those offered by new technologies, it is critical that research generates a better understanding of how risk and uncertainty influence farmers' decisions, and that this knowledge is gender-responsive.

While the effect of gender and other forms of social inequality on assessments of risk has been empirically demonstrated in a range of contexts,³¹ many of these studies have not explained why the differences exist³²; or have not gone further to examine gender differences in behavioral responses to risk (i.e. deciding to adopt a new technology or not) or their outcomes.³³ This gap in knowledge, coupled with the persistent myth that women are more risk averse than men³⁴, provides an important opening for gender-responsive action research to examine and explain gender differences in risk assessments, the subsequent actions women and men take and the outcomes that result.

This gender-responsive RinD program also provides an opportunity to apply recent advances in conceptualizing sources of risk that include those embedded in how the social system works – i.e. social risks.³⁵ These social risks relate to specific demographic groups

²⁸ Gill et al 2010; regarding the 'male orientation' of new technologies in fisheries and aquaculture, see AIT 2000; Barman 2001; Okali and Holvoet 2007.

²⁹ Dorward et al 2006; Devereux 2009; Dercon 2006; von Braun, Bouis & Kennedy 1994

³⁰ Wood 2007, 2004; IFAD 2010

³¹ Satterfield et al 2004; Olofsson & Rashid 2011; Doss et al 2008; Smith et al 2001

³² Gustafson 1998; see e.g. Schubert et al 1999; Smith et al 2001; Jackson 2007 citing Wik et al 2004

³³ Doss et al 2008; Gustafson 1998

³⁴ Jackson 2007

³⁵ Holmes and Jones 2009; Cook and Kabeer 2010; Ezemenari et al 2002

and emerge through the power relations that characterize the interactions of these groups with others, for instance in the form of exclusion from support networks or adverse employment terms.³⁶ They are both created by and mediated through the functioning of social and economic institutions,³⁷ and influence how women and men assess and experience other sources of risk (domestic sources including ill health; economic and climatic). Addressing them requires a transformative approach that deals directly with the sources of inequality in society, helping to better position marginalized groups to take advantage of new opportunities.

The rising profile of gender issues within agriculture development strategies makes this a key moment to learn from the past and do more to translate existing gender and development theory into research in development practice. The CRP AAS gender strategy responds to this challenge to outline a gender-transformative approach to agricultural research in development, and the means of building organizational systems and capacities to implement it. Recognition of women's important contributions to AAS and agriculture more broadly have increased recently, but research directions and program interventions tend to remain within efficiency approaches geared toward providing individual women access to resources to enhance their productivity and improve development outcomes. The persistence of gender gaps in access to resources demonstrates that these approaches have resulted in few sustained advancements in poor women's economic or social positions. This does not mean that improving women's access to resources is unimportant. It does mean that a new paradigm for gender and agriculture practice is needed that also engages directly with the structural causes of gender inequality in order to create sustained changes in the environments within which poor women and men make use of those resources. Conceptual frameworks exist to inform these efforts (e.g. the social relations framework³⁸; see Section 2) and recent papers have begun to grapple directly with how to operationalize a relational approach for gender transformative change in agriculture.³⁹ This Gender Strategy draws from and will contribute to advancing these efforts to promote a shift in gender-responsive agriculture programming and research to improve the rights, opportunities and outcomes of marginalized women and men in AAS.

The enhanced knowledge of how to influence social change processes created through implementing the gender strategy is expected to generate the following **benefits** for AAS CRP participants and for those affected through scaling up and out:

- Enhanced range and quality of life choices for poor women and men/girls and boys due to positive changes in the gender norms influencing what they can be and do.
- Greater access to and improved ability to take advantage of new technologies, resources, and leadership and market opportunities among poor women and men dependent on AAS.
- Improved household wellbeing outcomes (including food quality and quantity, dietary diversity, educational investments, health status), and equality in their achievement across household members.

³⁶ Holmes and Jones 2009; Gustafson 1998; Dorward et al 2006

³⁷ Sabates Wheeler and Devereux 2007; Cook and Kabeer 2010

³⁸ Kabeer and Subrahmanian 1996

³⁹ Okali 2006, 2011a, b, c

- Increased recognition of the value of women’s paid and unpaid work to household wellbeing.
- Improved abilities to avoid and respond to livelihood-related risks through the design and implementation of gender-responsive risk mitigation strategies

Target groups:

Implementing this strategy in the selected hubs within the five focal countries is expected to benefit an estimated 250 million poor women and men dependent on AAS. The program will build on existing projects, programs and partnerships (national and local governments, development, academic and CGIAR) to reach out to this target group. Some crude estimates of the size of target groups have been mentioned in the proposal, but these are being refined as the program design is taking shape and sharper estimates are becoming available. The program is being rolled out in phases in the target countries. The program will obtain data on the number of beneficiaries, disaggregated by sex, income levels and other social groupings, as it rolls out.

The program is focusing on three focal systems to start with:

| Focal systems | No. of people in each system (mi) | No. of people living in poverty (mi) | No. of people dependent on AAS (mi) |
|---|-----------------------------------|--------------------------------------|-------------------------------------|
| Asian mega deltas- Ganges, Brahmaputra, Megna and Mekong Deltas | 168 | 57 | 100 |
| Coral Islands – Solomon islands and Philippines | 90 | 28 | 54 |
| African freshwater systems – Niger, Zambezi, Victoria/Kyoga | 110 | 51 | 77 |
| Total | 368 | 136 | 231 |

The following sections in the document detail the Strategy’s goals and objectives before outlining its impact pathways and the activities, resources and management systems that will contribute to its success.

SECTION 2: GENDER RESPONSIVE GOALS AND OBJECTIVES

The overall Goal of the CRP AAS Gender Strategy is to promote more gender equitable systems and structures that enhance the capabilities, resilience and wellbeing of poor women and men dependent on AAS. Systematic testing of different approaches to changing gender norms and relations and formal and informal institutional structures, policies and processes to support pro-poor, gender-equitable and sustainable AAS development is the primary way the CRP will contribute to achieving this goal. Monitoring and evaluation frameworks will document progress in achieving these changes; the frameworks will focus on understanding processes of change, individual and household wellbeing outcomes, and

changes in the 'rules' around gender, manifest in changes in attitudes and behaviors about what it is acceptable for women and men to be and do.

Approach to gender integration

The CRP's gender transformative approach aims to operationalize Kabeer's social relations framework.⁴⁰ This requires the Program to invest in understanding the complex ways that institutions and their associated formal and informal rules influence power relations between different social groups, leading to different breadth and quality of livelihood choices and wellbeing outcomes within and across these groups. The three main aims of the Social Relations Framework are⁴¹:

1. To analyze existing gender inequalities in the distribution of resources, responsibilities, and power;
2. To analyze relationships between people, their relationship to resources and activities, and how they are reworked through institutions; and
3. To emphasize human well-being as the goal of development.

There are five dimensions of institutional social relationships that the framework focuses on in its gender analysis.⁴² All of these are relevant to informing the design and M&E framework of the CRP AAS:

- *Rules*: how do things get done; who do they enable or constrain? Rules may be written or unwritten, formal or informal.
- *Activities*: who does what, who gets what, and who can claim what? Activities may be productive, reproductive, regulative, or distributive.
- *Resources*: what is used and what is produced, including human (labor, education), material (food, assets, capital), or intangible resources (goodwill, information, networks).
- *People*: who is in, who is out and who does what, on what terms? Institutions selectively include or exclude people, assign them resources and responsibilities, and position them in the hierarchy.
- *Power*: who decides, and whose interests are served?

The CRP will apply the Social Relations Framework through a two-pronged gender integration approach designed to ensure that gender-related program activities are innovative, effective and generate knowledge on how to facilitate changes in the systems and structures underlying inequalities in order to deliver sustained wellbeing outcomes for all people dependent on AAS. The approach responds to learning from past women in development (WID) and gender and development (GAD) practice which identified shortfalls in both relying on separate programs for women, which remained small scale and out of the mainstream of development, and in past efforts at gender mainstreaming which tended to scatter gender concerns and resources across many interventions, diluting their critical substance and making implementation as well as monitoring, evaluation and impact assessment difficult.⁴³ In response to this evidence, this strategy both integrates gender across CRP research themes and proposes a gender transformative research agenda which

⁴⁰ Kabeer and Subrahmanian 1996

⁴¹ Kabeer and Subrahmanian 1996; March et al 1999

⁴² Kabeer and Subrahmanian 1996; March et al 1999.

⁴³ Okali 2006; Razavi and Miller 1995

supports stand-alone research as well as contributes a transformative lens to the gender integration efforts across the other themes. It also recognizes the need for organizational change processes, including innovative gender capacity development approaches, which enable staff to understand how and why gender is relevant to their work. Success in this change process is essential to successfully implementing the gender strategy since it is the means through which responsibility and accountability for gender integration will become part of standard research in development practice.

Objectives

The key objectives and research questions contributing to achieving the gender strategy's goal and cutting across the six CRP AAS research themes are:

| Key objectives | Research Questions |
|--|---|
| <p>1. To understand how gender norms and relations influence AAS and their outcomes.</p> | <p>a. How do the main drivers of change and their gendered impacts affect the productivity and poverty reduction potential of AAS?</p> <p>b. How do gender norms and relations influence risk perceptions, experiences and responses?</p> <ul style="list-style-type: none"> • How do these effects influence AAS productivity and sustainability, and wellbeing outcomes for poor women and men dependent upon AAS? <p>c. How do women and men negotiate adjustments to household livelihood strategies in response to new opportunities or new risks?</p> <ul style="list-style-type: none"> • What factors influence these processes and women's and men's positions and desired outcomes? <p>d. What tools can facilitate the application of the Social Relations Framework to value chain analysis, to enhance its ability to capture interconnected roles, relationships and responsibilities across institutional domains, and to respond to the joint and diversified nature of livelihoods in AAS, in order to improve AAS programming and outcomes?</p> |
| <p>2. To design and test innovative ways to reduce gender inequalities in the range and quality of livelihood choices and resources available to AAS dependent women and men and their abilities to act upon, use and benefit from them.</p> | <p>a. How do gender-responsive approaches to the design and dissemination of new technologies improve adoption rates and associated AAS outcomes for women and men, their families and technology distributors/developers?</p> <ul style="list-style-type: none"> • How can the evidence be used to make market systems around the technologies more pro-poor, gender-responsive and sustainable? <p>b. What strategies and mechanisms (at macro, meso and micro levels) are most effective to:</p> <ul style="list-style-type: none"> • reduce gender inequalities in access to and abilities to make valued use of resources in AAS? • support poor women and men to be able to envision and realize upgradation goals in AAS value chains/market |

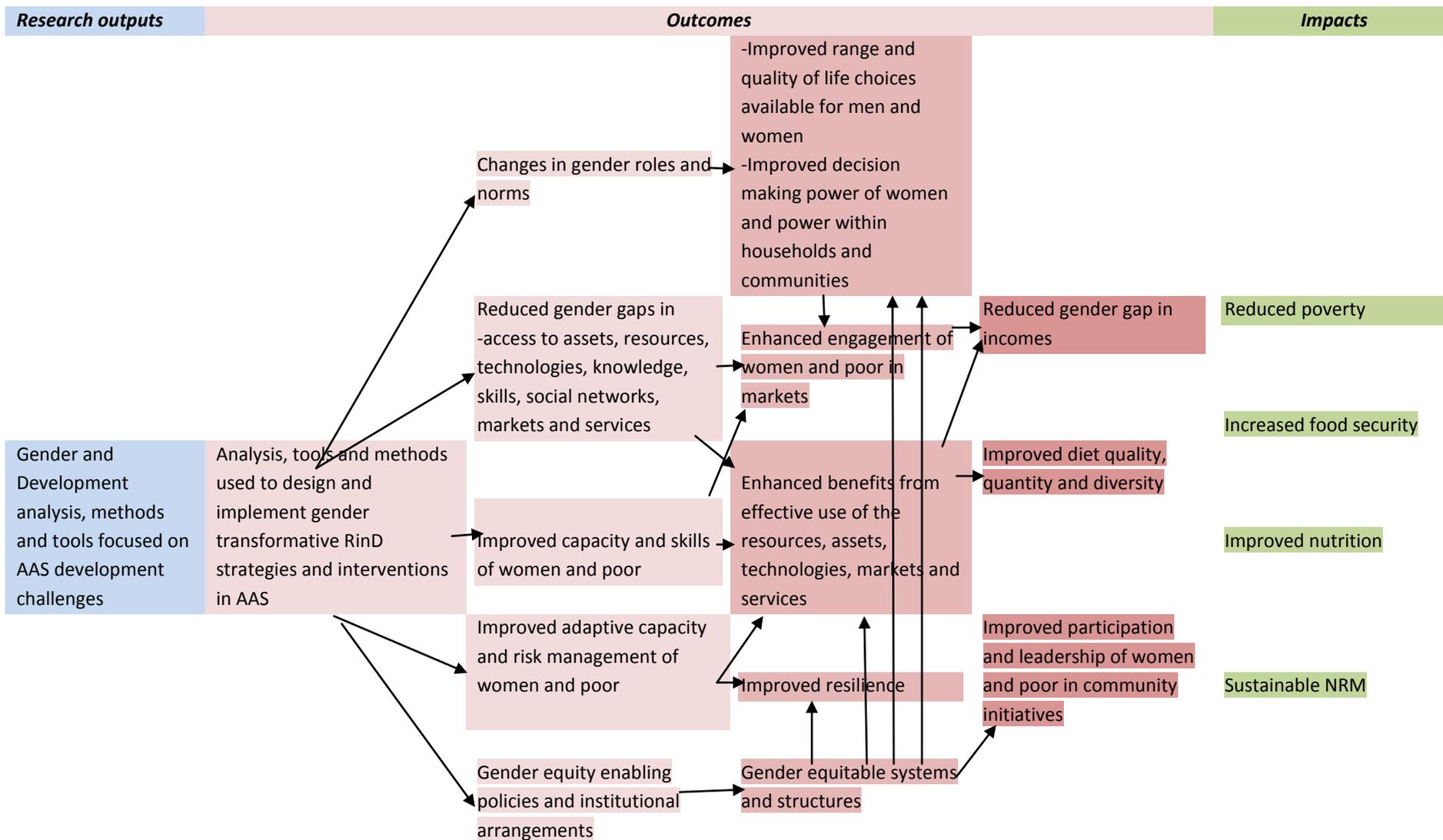
| | |
|--|---|
| | <p>systems?</p> <p>c. What risk mitigation measures are most effective in enhancing adaptive capacities and resilience in AAS, in gender-equitable ways?</p> <p>d. What are effective governance approaches and practices to safeguard and enhance the natural productivity and socio-ecological resilience of small-scale fisheries and other common property resources in AAS that benefit poor men and women?</p> |
| <p>3. To identify promising means of facilitating change in the norms, attitudes and practices underlying patterns of gender disparity in AAS dependent communities.</p> | <p>a. What are the 'realms of possible' for different social groups across hub communities? What forms the boundaries of the possible – what are the social and material consequences of non-conformity with expected behaviors - and what openings are there for expanding these boundaries?</p> <p>b. What communications and media-based strategies are effective in changing gender norms and attitudes? How well do they work on their own compared to in combination with 'technical' interventions around technologies, market access and/or access to assets?</p> <p>c. What role does collective action play in effecting social change? What types of coalitions drive change and what strategies are effective in sustaining diverse groups?</p> <p>d. What are the specific sectoral and cross-sectoral policy requirements to foster pro-poor gender-equitable growth in AAS, building on their productive potential and addressing the socially differentiated vulnerabilities of target populations?</p> <p>e. How can marginalized groups be appropriately included in national policy and funding instruments that support climate change adaptation, export promotion schemes, disaster preparedness and response frameworks, and poverty reduction strategies?</p> |
| <p>4. To demonstrate how the equity, wellbeing and poverty reduction impacts of enhanced gender-responsiveness in AAS program design and implementation happen, in order to foster replication and scale up.</p> | <p>a. What M&E tools facilitate cost-effective assessment of intra-household outcomes and impacts?</p> <p>b. What M&E tools facilitate process monitoring to understand how changes in gender norms and relations at community and household levels happen?</p> |

SECTION 3: THEORY OF CHANGE AND IMPACT PATHWAYS

In line with the gender strategy's transformative approach, its theory of change rests on the need for social change to realize the full potential of AAS. It contends that pro-poor improvements in the productivity, profitability and adaptive capacities of AAS can only be achieved to their full potential and sustained if they occur jointly with changes in the social norms and attitudes that underlie inequalities in abilities to take advantage of new resources and opportunities. AAS users and their development partners need to design and test the effectiveness of innovative integrated strategies to address both technical AAS challenges and the social constraints impeding marginalized AAS users, and particularly poor women, from making full use of available resources and choices to improve the well-being of their families and themselves.

Implementing the Strategy is expected to achieve lasting poverty reduction, food security, nutrition and NRM impacts through applying gender and development analysis, methods and tools to AAS development challenges (see diagram below). Dissemination and communication of the research outputs arising from our gender transformative RiND interventions will lead to a range of outcomes including: changes in existing gender roles and norms; reduced gender disparities in access to resources, services, knowledge, skills and markets; improved adaptive capacity of poor women and men; and a more gender equitable enabling environment. These outcomes will support improved life choices and decision making power for poor women and men; better terms of engagement in markets and more options for the effective use of resources; and improved resilience, leading to the achievement of gender equitable economic opportunities, education and health outcomes, and intra-household food distributions as well as improved opportunities for women's leadership and meaningful participation in community initiatives. The program is developing an overall Theory of Change which will be gendered. In addition, a ToC is being developed for the gender research, outputs and outcomes.

IMPACT PATHWAY



Partnerships

Forging strategic partnerships at local, hub, national and global levels is critical for working towards gender transformative change. The complex nature of the problem of gender inequality necessitates partnerships that bring together individuals and organizations with diverse views and experiences in order to illuminate as many aspects of the problem and its potential solutions as possible.⁴⁴ Partnerships also are important for:

- the quality of relationships partners can bring to hub communities;
- implementing solutions across as wide a range of contexts as possible to test the conditions under which gender transformative approaches do and do not work;
- outscaling and upscaling of proven gender transformative strategies; and
- providing expertise in particular fields facilitating transformative change, such as on men and masculinities and behavior change communication.

Because gender transformation necessitates changes to the social contexts within which agricultural practice takes place, some of the partners will be 'unusual' from the perspective of agricultural research for development. The main partnership criterion is a commitment to gender-responsiveness and learning. AAS will strive to work with appropriate research and development partners at hub, national and global levels.

Partnership in practice: Khulna, Bangladesh

In Khulna, two international NGOs provide examples of the ways AAS will build partnerships to implement the gender research program. Helen Keller International (HKI), already a WorldFish partner, takes a gender transformative approach in its nutrition and agriculture programming. AAS can work with them to extend implementation of these programs to the Khulna hub communities and to improve monitoring, evaluation and learning frameworks, as necessary. The partnership with AAS may enable the partners to layer other transformative approaches on HKI's existing approaches, such as use of radio programs to deliver gender equity and nutrition messages. Limiting the locations where this layering is delivered can set the scene for assessing its added value compared to locations where it is not delivered, with differences in outcomes and processes assessed using comparative case study approaches, for example.

ACDI VOCA is implementing a large USAID FtF program in Khulna. In some of its global program locations, it has implemented a Farming as a Family Business training approach to emphasize the joint nature of family farming and the 'return' to more equitable intra-household relations. The Khulna FtF program may be an opportunity to work together to review and update the gender messages in the curriculum, and to apply it in AAS communities to test whether the outcomes are better than in program locations not using the approach. If evidence demonstrates the value of the curriculum, ACDI VOCA would be positioned to scale it out within Bangladesh and globally.

Global partners engaged in supporting implementation of the gender strategy include the **University of East Anglia's** (UEA) School of Development Studies, **Catholic Relief Services** (CRS), **CARE** and **International center for Research on Women** (ICRW).

⁴⁴ Eyben 2008

These organizations are collaborating through the Program's Gender Working Group to provide a sounding board for gender strategy implementation and to promote learning and sharing across the diverse hub-level gender research programs.

The **CGIAR Gender Network** is another key global partner. The AAS CRP will work with the Gender Network to enhance research efficiencies and learning. Specific ways it will do so include:

- *Leading within the network in promoting research efficiencies and learning across the CRPs on gender transformative approaches:* AAS CRP will work with the other system CRPs to strengthen their capacities to adopt gender transformative approaches. It also has generated interest from CCAFS; Livestock and Fish and; Forests, Trees and Agroforestry programs to apply gender transformative approaches and participate in joint program design and learning.
- *Leading within the network on innovations in capacity development approaches that support gender integration:* This may involve the Gender Network designing a research program around testing effective means of building different types of gender capacities - from understanding the relevance of gender to work programs, to how to work in multi-disciplinary teams, to skills in gender analysis - among CG center staff and partners.
- *Participating in joint monitoring and evaluation:* on key gender indicators to enhance visibility of impact and learning.
- *Negotiating within the Network around including gender transformative outcome indicators in all M&E efforts:* This will contribute to building evidence toward the proof of concept gender transformative approaches require. Indicators might include a short series of questions on gender attitudes and practices which can be tracked over time to understand what, if any change occurs.

Other potential global partners and their contributions include:

- **Promundo:** Inputs to designing and learning from RinD programs that effectively integrate men into work on gender transformation; inputs to designing and delivering CRP gender capacity development strategy.
- **University of Florida, Gainesville:** Inputs to designing, delivering and learning from a CRP gender capacity development strategy; provide on the job mentoring on gender through student placements.
- **Helen Keller International:** Extending HKI's current gender transformative programming focusing on agriculture and nutrition to AAS hubs in Bangladesh, Cambodia and the Philippines (HKI program countries).
- **Johns Hopkins University, Center for Communication Programs:** Inputs to designing and learning from RinD programs using behavior change communication to effect gender transformative change, working through national/local partners.

Regional and national partners active in the CRP hubs will be involved to provide intellectual contributions to the gender strategy's research program; to implement the research program; and to communicate its results and advocate for change. Examples of partners with whom the program is collaborating include:

- Secretariat of the Pacific Community (SPC), United Nations Economic Commission for Africa (UNECA), Mekong River Commission (MRC), Asian Institute of Technology

- Bangladesh Institute for Development Studies, Bangladesh Rural Advancement Committee (BRAC), Philippine Commission on Women (PCW), Ministry of Women, Youth and Children's Affairs in the Solomon Islands, Gender in Development Division (GIDD) of Cabinet Office in Zambia
- Media and communication firms, role models/'stars' who could be agents for change on the national or regional stage
- Local opinion leaders who support or can be convinced to support gender transformative change in the target communities.

SECTION 4: ACTIVITIES

This Gender Strategy works within the overall AAS action research approach that starts from demand-led problem identification and involves end users in a transformative research in development process. It will ensure that these processes are inclusive and provide space for the needs and interests of marginalized groups to emerge and be integrated within the resulting research in development programs. It also will work to ensure that an in depth understanding of the complexities of the social context and the underlying causes of existing social inequalities inform research program design such that the programs respond appropriately to existing social relations to achieve sustained wellbeing improvements for all.

Diagnosis and design phase

The CRP AAS has designed a systematic process to guide the rollout in program countries. Process guidelines and a handbook to guide the diagnosis and design teams have been designed. The senior gender researchers of the CRP AAS are members of the Rollout Working Group formed to provide guidance during this process and have contributed to the development of the handbook. Building upon this, the gender researchers are actively involved in diagnosis and design activities in each hub and providing backstopping to country/hub teams to ensure that gender integration is achieved at all stages.

Gender and social analysis

Current evidence reveals that one of the reasons for the slow progress in gender integration is that gender analysis has been missing, shallow or unsystematic in many projects.⁴⁵ This shortfall reflects in part the disciplinary power of economics within development, and its related tendency to avoid complexity, power relations and context specificity.⁴⁶ Lack of investment in collecting in depth context knowledge on how gender and other forms of social differentiation affect and are affected by development processes can lead to unintended program consequences and/or the perpetuation of universalizing myths about men's and women's roles in development, such as women's concentration in food versus commercial crops and their greater altruism, and men's selfishness.⁴⁷ It also can lead to the treatment of women and men as monolithic groups. All of these are risks the AAS CRP aims to avoid through investing in systematic social and gender analysis in the design and diagnosis stage in order to develop context specific social knowledge to inform research program design and its transformative agenda.

⁴⁵ OECD 2004

⁴⁶ Cornwall, Harrison and Whitehead 2007

⁴⁷ Cornwall, Harrison and Whitehead 2007; Cornwall, Gideon and Wilson 2008; Jackson 2000

The analysis will describe existing gender norms, attitudes and practices, how they are experienced across categories of difference, and their social and material consequences for community residents. The latter include understanding how gender influences such things as assessments and experiences of risk; acceptable livelihood activities and their characteristics (returns, quality and quantity of forward and backward linkages; technology, etc); terms of inclusion within support networks; and access to and abilities to make use of resources. A modular tool kit has been developed to support a qualitative analysis of the above issues that prioritizes developing depth of understanding over reaching a large number of respondents. In hub locations where considerable prior work has been done on gender (e.g. Khulna) a review of secondary materials and interviews with NGOs with more innovative gender programs will precede any primary data collection.

Community visioning

Under the CRP's action research approach we will work with strategic partners (the NGO Constellation) to pursue visioning processes in each hub community to define local priorities and a theory of change around which the community and AAS partners will design a research program. In pursuing this work we will give careful thought to community dynamics and power relations. Consultation and diagnosis sessions will be structured so that participants feel free to speak. This may involve separate sessions with women and men, and further disaggregation by age or other social divisions. It also may result in multiple community visions, since consensus may not emerge. The core outcome expected is that the differential needs, interests, and priorities of women and men across age and other social categories are reflected in the community vision(s).

Gender Transformative Approaches (GTA) workshop

To position itself as a frontrunner in innovative gender research in agriculture focusing on transformative approaches, and to advance thinking on what GTA look like in agricultural development, the CRP AAS will convene a workshop in October 2012 to bring together key thinkers in gender and development to define an agenda for action research on gender transformation in agriculture and to discuss the enabling environment necessary to support its success. This workshop will form the basis for biennial events geared towards discussing the agenda's progress and sharing learning (see **Impact assessment, learning and communications**).

Program design

Based on the hub and community level diagnosis, including the gender and social analysis, the Program will develop an agreed plan of work for each hub during the design phase. Based on a hub-level gendered theory of change developed during the design, the associated gender transformative action research plan will be defined. A communications plans geared to scaling up and out the knowledge generated about what works to promote gender transformative change will be developed during this process. All of these outputs will be oriented to a six year period. A gender activity plan and budget for the first implementation year and three year output and outcome plans with estimated budgets will be the outputs of this process.

Implementation phase

The specific research program for each hub and associated activities will emerge from the diagnosis and design process by the end of 2012. The hub-level programs are expected to engage with all of the gender strategy's objectives, but the specific research priorities, questions, designs and methods may vary. The following two-pronged approach provides a general sense of the CRP's approach to gender transformative RinD, guided most significantly by the interest in evaluating outcomes and impact to test the hypothesis that gender transformative approaches perform better than standard gender-responsive agriculture development interventions.

1. *Identify partners* with new or ongoing programs that can form the basis of a comparative study of gender-responsive and gender transformative agricultural programming
2. *Develop and implement detailed RinD designs*, based on hub-level gender transformative research plans. Designs need to enable causal inference in complex environments, and of emergent processes. Examples of such designs are listed in the table below.⁴⁸

| Design approach | Examples of specific design variants | Basis for causal inference | Assumptions | Evaluation issue(s) that can be answered |
|-----------------|---|--|--|--|
| Theory-based | Theory of change; impact pathways; realist evaluation | Identify causal chains Identify the mechanisms operating in a context | Can clearly trace the causal process Interventions interact with other causal factors Several causes exist | Did the intervention make a difference? How did the intervention make a difference? |
| Case-based | Ethnography; qualitative comparative analysis | Compare across and with cases of combinations of causal factors | Several causes exist | Did the intervention make a difference? |
| Participatory | Learning by doing; action research | Actors report that actions/outcomes caused by program | Can clearly trace the causal process Interventions interact with other causal factors Several causes exist | Did the intervention make a difference? How did the intervention make a difference? Attribution of change to an intervention |
| Experimental | Quasi-experiments; RCTs | Counterfactuals | Can clearly specify intervention and expected outcomes a priori | Did the intervention make a difference? Attribution of change to an intervention |
| Synthesis | Meta analysis | Aggregation across a | Open sharing of both | Effect of context on |

⁴⁸ Adapted from Stern et al 2012

| | | | | |
|---------|--|-------------------------------------|------------------------|--|
| studies | | number of experiences/ perspectives | successes and failures | outcomes and processes Transferability of lessons learned |
|---------|--|-------------------------------------|------------------------|--|

Theory-based, participatory and synthesis designs are most likely to be used in the AAS gender research program because they are best suited to understanding not only if a change happened, but how it happened. The focus on ‘how’ enables exploration of differences in processes of social change, which will feed into the cross-hub and country synthesis studies. However, elements of qualitative comparative and quasi-experimental designs will be woven into these approaches as appropriate, due to the overarching interest in understanding under what conditions gender transformative approaches perform better than gender responsive approaches. These comparative findings will build an evidence base important to scaling out the application of gender transformative approaches.

Communication and engagement: Gender related research communication and engagement will link closely with and draw on the overall communication strategy of CRP AAS (http://www.worldfishcenter.org/resource_centre/WF_3145.pdf) and related program resources for influencing policy and practice in key areas of agricultural development, in this case gender equality. AAS is exploring collaboration with the Research and Policy in Development (RAPID) group of the Overseas Development Institute and this will contribute to the communication and engagement goals for gender as well. Tools developed by the RAPID program, such as the checklist to map the policy context and Alignment, Interest and Influence Matrix (AIIM), will be used to gather information to develop the communication and engagement strategy.

Effective communication strategies form the core of the research project’s Theory of Change. A range of communication material will be developed as research results emerge centred around key messages and targeting specific behavioural and practice changes amongst various sets of actors. The primary target audiences for communication and engagement and, the changes in behaviour, practice and policy we are aiming for and proposed communication channels for each target audience in the hubs are as follows:

- **Communities and leaders:** They develop an understanding that gender equality can be a win-win situation and overcome their fears to accept alternative gender roles. Women are able to own and control a wider range of resources and assets and joint decision-making becomes more common in households. Women increasingly participate in decision-making processes particularly regarding the management of resources. Mass media, radio, posters, mixed community group discussions and innovation platforms will be used to engage and communicate the messages.
- **Development agencies (governmental and non-governmental) and media:** These agencies integrate gender in their programs effectively and allocate funds to address them. They seek and use information and knowledge regarding gender and social context in the design of their programs and related M&E. They invest in building capacities and skills of their staff to address gender in their work and provide incentives

to do so. Face to face meetings, workshops and project publications (reports, briefs, papers and website) will be used for this purpose.

- National and regional policy makers, donors and private sector: They use gender and social context-related information to inform their policy decisions and invest in innovative cross-sectoral programs that use gender transformative approaches. They consult with and seek information from research and development organizations working on gender issues while developing policies. Key decision-makers will be engaged throughout the project and kept informed. A series of annual policy round tables will be organised in each of the hubs to share information emerging from the research on the key thematic areas and highlight their policy and investment implications. In addition, the project will develop a series of policy briefs and project updates targeting this group.
- CGIAR and National Research Programs and other Agricultural Rin D initiatives: They appreciate the difference the transformative research approaches can bring to result in long lasting and deep impacts. They seek innovative methods and skills and employ them in their research design and implementation. They expand their network of collaborators and partners to engage those who can support implementing transformative strategies.

Ongoing capacity development: To achieve the gender strategy's goal and objectives, gender capacities need to be built across CRP staff and partners in gender concepts, gender analysis methods and in how to translate gender analysis findings into program design and M&E. While a number of gender training tools and techniques exist, there has been little innovation in their content and many do not take a gender transformative approach.⁴⁹ We will therefore work with partners to develop and implement innovative gender training tools and approaches, mixing hands-on workshop-style approaches with medium to long term mentoring integrated with ongoing RinD programs. The program, with support from the AAS gender working group, will conduct trainings for different AAS partners/stakeholders such as the PLT, country gender focal points, country teams more generally, and design and diagnosis teams, each designed to the specific audiences' role in gender integration in the CRP. At least once per year the program will bring all country/hub gender focal points together for shared learning.

SECTION 5: MONITORING AND EVALUATION

An effective monitoring and evaluation system is critical to document the progress and success of gender integration and gender transformative action within the program. Ongoing monitoring needs to focus on process and output indicators related to the Strategy's implementation, as well as on outcome indicators demonstrating the results of the Strategy's research program for women, men and families dependent on AAS.

Monitoring should be conducive to adaptive learning, improving program outcomes through identifying where programs need to change course, if objectives are not being met. Ultimately, the overall Gender Strategy will be assessed for its long term achievement of

⁴⁹ Cornwall, Harrison and Whitehead 2007

changes in gender norms, attitudes and practices supporting more and better life choices for all people basing their livelihoods on AAS. Box A demonstrates the types of indicators that will be used to assess the strategy's implementation and the outcomes and impacts thereof. A more tailored set of output, outcome and impact indicators will be developed for each of the hubs when the program design is completed, followed by baseline data collection to benchmark these indicators.

Box A: Indicative gender strategy M&E indicators

| |
|--|
| <p>Process indicators for the program cycle</p> <ul style="list-style-type: none"> • Identification of target population (men and women, other social groups, vulnerable and marginalized groups) • Mechanisms in place for consultation and participation of both women and men in the design and implementation of the CRP action research program, and in the dissemination of findings and lessons learnt • A gender-responsive monitoring and evaluation system in place for the CRP, including measurable indicators (to monitor change processes, outputs, and outcomes) • Mechanisms in place and used to draw on country and program-level gender expertise; gender integration becomes more demand than supply led • Budget and staffing levels appropriately reflect the strategy's activities and outputs • Capacity needs of staff and partners assessed to integrate gender in the RinD program |
| <p>Output indicators</p> <ul style="list-style-type: none"> • Sex disaggregated and gender relevant data collected (M&E systems and otherwise) • Gender and social analysis conducted and, used to inform program and intervention design • Transformative Gender RinD design and implementation capacity building strategy developed and implemented for program staff and partners • Studies across CRP themes are gender integrated • Improved understanding of how to respond to gender differences in resources, technology adoption rates and value chain positions to create more equitable, people-centred systems and structures, and sustained wellbeing outcomes for women, men and households in AAS. • Reports, papers and other science products produced and disseminated from the cross theme and strategic gender research |
| <p>Outcome indicators</p> <ul style="list-style-type: none"> • Positive change in the norms, attitudes and practices causing gender inequality, |

including

- the gender division of labor
 - the relative value of women's and men's paid and unpaid work
 - voice and decision-making at household, community, regional, national levels
 - gender-based violence
- More and better life choices and enhanced decision making in households and communities for women and poor
 - Reduced gender gaps in access to resources, knowledge, technologies, skills, social networks, services, markets
 - Improved capacity and skills of women and poor
 - Improved health and education status
 - Improved quality of market opportunities and benefits from use of resources, skills and technologies
 - Gender equitable economic opportunities and outcomes
 - Improved adaptive capacity and risk management of women and poor, leading to improved resilience
 - Gender equitable policies, systems and institutional structures
 - More opportunities for women's meaningful participation in and leadership of community initiatives
 - Uptake by other programs and initiatives of best practices and lessons learnt regarding how to implement a gender transformative approach in AAS programming
 - Improved wellbeing outcomes for poor women, men and families dependent on AAS
 - Incorporation of a gender transformative perspective into policies relevant to the use and management of aquatic agricultural systems

Impact indicators

- Enhanced diet quality, quantity and diversity for all
- Reduced poverty
- Increased food security
- Improved health
- Sustainable NRM

A number of approaches will be used to implement gender responsive monitoring and evaluation, with the final range of tools used defined by the demand-led research program. One core component however, will be a tool to monitor changes in gender norms, attitudes and practices at individual, household and community levels. Other means of collecting information to assess change include gender responsive forms of value chain analysis and

risk and vulnerability assessment, and tools geared to collect intra-household data on AAS wellbeing outcomes, including poverty, and to trace the process of social transformation. These latter tools are planned outputs of gender integration in the CRP theme on knowledge management and learning, while the collection of sex disaggregated and gender related data is an output in its own right given the existing gaps in such data in the agriculture and aquaculture sectors.

The M&E plan for the gender strategy is geared to be sufficient to provide information to *improve* the program and *prove* effects (qualitatively or quantitatively). It also must balance rigor with feasibility so that the system is both used and useful. Both quantitative and qualitative data will be collected in order to quantify what happened as well as to understand how and why it happened. The program will organize periodic country and thematic review sessions for core gender partners in order to report program progress and discuss if any strategy and program revisions are necessary. Participants and timings will be decided during the program design process.

Learning/communities of practice

Country gender focal points will form or join existing local, national and regional gender learning networks to foster exchange of good practices. They also will build partnerships with women's and gender advocacy groups and policy-makers, to enhance the potential for large scale uptake of findings and for gender-responsive policy changes. A country level event per year in each program country will be organized to facilitate sharing of AAS gender program progress and outcomes.

The CRP and CG gender working group will serve the purpose of knowledge sharing across regions and countries. Biennial international workshops to follow on from the initial GTA workshop also will be part of this learning agenda.

Impact assessment

Impact assessment activities include documenting initial, or baseline, characteristics from which the program will assess change and the gender dimensions will be embedded in the program's impact assessment framework. Planned activities associated with impact assessment are listed below.

- Design and implement gender-related norm, attitude and practice tools to monitor changes in gender norms and attitudes in hub communities and among CRP implementers;
- Design cost effective tools to collect intra-household outcome data and to monitor the process of change in gender norms, attitudes and practices;
- Use the new tools to collect sex-disaggregated and gender relevant output, outcome and impact data across the CRP thematic areas (baseline, endline; process monitoring); and
- Use monitoring data to assess what innovative approaches to overcome gender constraints are working and which are not, and to make adjustments as needed.

SECTION 6: BUDGET



Gender budget
(revised)_shared.xls

SECTION 7: MANAGEMENT

The program's gender leadership team based in Penang will be responsible for leading the Gender Strategy's operationalization and implementation, under the direct supervision of the Program Director. The team, in close collaboration with the program's country teams and research theme leaders, will develop 1) a research framework to effectively integrate gender into the hub research program designs and 2) an appropriate M&E framework to demonstrate research outputs and outcomes. The theme leaders are accountable at the cross-hub level for ensuring the integration of gender in the themes during research program design and implementation and, for monitoring outcomes thereof. The country program leaders are responsible for ensuring that that necessary human and other resources are provided to implement the gender strategy and related research program. They will recruit and support gender focal points to develop necessary and appropriate RinD partnerships to deliver gender integration plans and to pursue a transformative research agenda. The gender focal points will work with the implementing teams in the country and will be responsible to lead the gender research, development, monitoring and learning aspects related to gender in the hubs.

The Program Leadership Team (PLT) of the CRP provides collective leadership of the program and assists the Program Director and the Program Oversight Panel (POP) in ensuring operational coherence and science quality across the program as it is implemented. The PLT comprises of representatives from participating CGIAR Centers (Bioversity, IWMI, WorldFish), representatives from up to 3 NGO partners, Country Managers (or their delegates), the head of the Program Support Unit (PSU), and lead scientists for the Program's six research themes. The gender research theme leader in the program is a member of the Program Leadership Team and contributes to effective integration of gender in the program. In addition the gender theme leader organizes and chairs the Gender Working Group which provides strategic advice and leadership throughout the development, implementation and evaluation of the Program's Gender Strategy. The Gender Working group comprises of the Gender Leadership team of CRP AAS, representatives of strategic gender research partners, development partners and 2-3 Theme leaders. The ToR of the Working group are attached here.

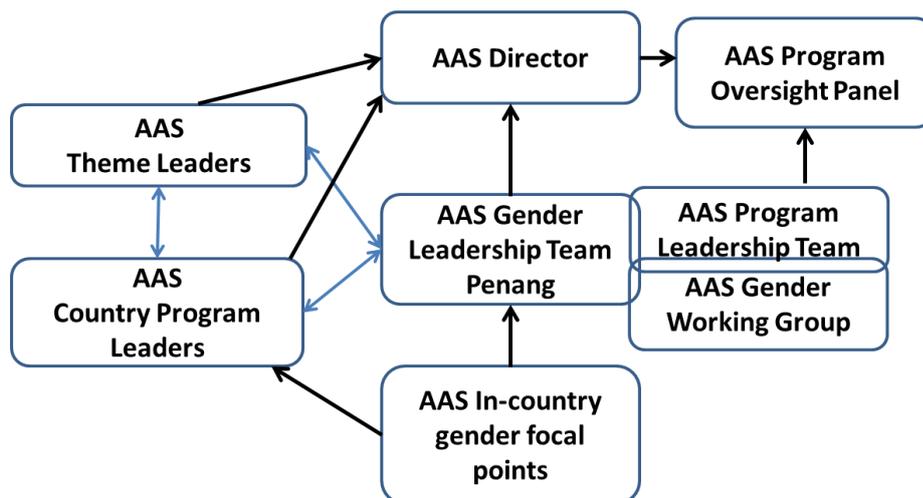


CRP AAS GenderWG
ToR_Final.doc

The Program Oversight Panel (POP) provide strategic oversight and monitoring for the Program, together with guidance on science quality, gender, partnerships and networking. In selecting the Panel, the Board paid particular attention to candidates who contribute strongly to these key areas. The PLT and the Program Director are accountable to the POP in ensuring adequate and successful integration of gender in the program.

The narrow blue arrows in the management structure diagram below represent the two-way communications and negotiations with CRP country and theme leaders that will enable the design and implementation of innovative gender integrated research programs. The wide black arrows represent accountability flows. The country gender focal points are substantively accountable to the program gender team (though they will administratively report to country staff) for the content and quality of their work while the program gender team is accountable directly to the CRP director. The CRP Director has overall accountability for the effective implementation of the gender strategy to the Consortium.

Fig: Management Structure



As noted in the Impact Pathway, the Gender Strategy’s success depends on successful implementation of an organizational change strategy focused on assisting CRP staff to understand why gender is relevant to our work. Gender integration will not happen to the extent the Gender Strategy requires if only a handful of staff, no matter how senior, understand why it is necessary. A separate gender policy will be developed to guide this organizational change process. It will include factors such as new approaches to gender capacity development, linking gender integration efforts to performance management, implementing a communication strategy around the relevance of gender to agricultural development, and celebrating the achievements of gender ‘champions’. This process will be monitored and evaluated to foster learning and demonstrate progress.

SECTION 8: CAPACITY

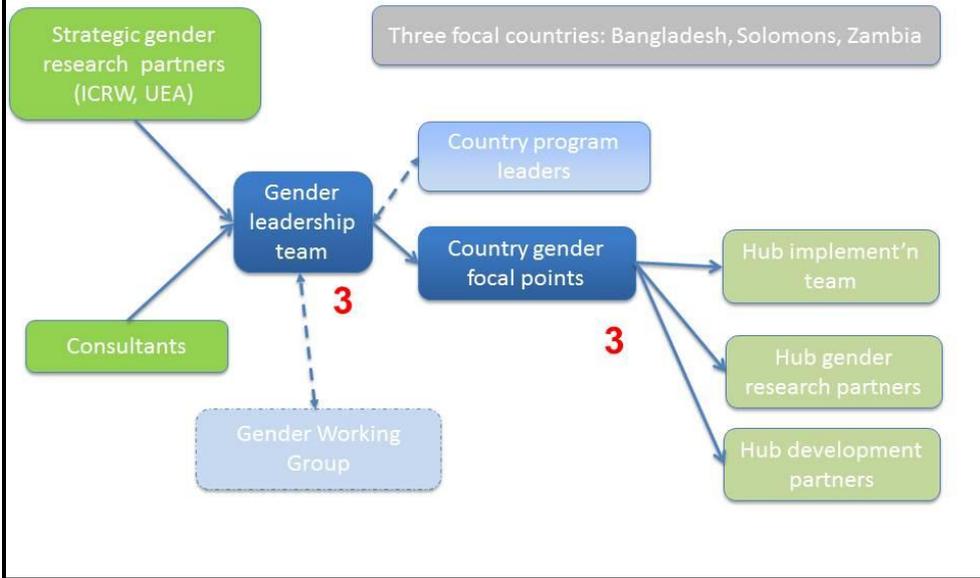
The AAS CRP is well placed for gender capacity at program level for the roll out phase and is ramping up capacity at country level. The table below identifies capacity needs and availability, with colors representing staff locations (Penang, Country teams); and consultants and strategic partners.

| Position | No. | Qualifications | Field | 2012 availability | 2013 availability |
|-----------------------|-----|----------------|--|-------------------|-------------------|
| Sr Research Scientist | 2 | PhD | Econ, sociology or development studies | 2 | 3 |

| | | | | | |
|---|-----|-------------------|--|---|-----|
| | | | with gender expertise | | |
| Post Doc | 1 | PhD | Sociology, economics, anthropology, rural development or political science with gender expertise | 1 | 2-3 |
| Research analyst/ associate | 1 | Masters | Development studies, agricultural econ | | 1 |
| Country gender focal points | 5 | Masters/Bachelors | Development, agricultural econ, Sociology, anthropology | 3 | 5 |
| Gender training consultant(s) | 2-3 | Masters/PhD | Gender and development; adult education | | 2-3 |
| Gender & M&E consultants | 1 | PhD | | | 1 |
| Social marketing/behavior change communications experts | 2 | PhD | | | 2 |
| Research scientists (UEA, ICRW) | 2 | PhD | Gender and economics, rural development, etc | | 2 |

In 2013 the strategy will have a greater need for expertise from external experts, including gender training consultants, gender and M&E consultants and social marketing/behavior change communication experts. Some of these consulting/training inputs may be provided through our strategic partners at UEA and ICRW. In addition we expect experts from UEA and ICRW to be directly engaged in the program's strategic gender research. The Figures below illustrates the capacity available in 2012.

Gender Capacity 2012



References

- Asian Institute of Technology. 2000. Gender-responsive aquaculture policy. Regional Workshop Report. Bangkok: AIT.
- Barman, B.K. 2001. 'Women in small-scale aquaculture in North-West Bangladesh,' *Gender and Technology Development* 5: 267-87.
- Bolwig, S., S. Ponte, A. du Toit, L. Riisgaard, and N. Halberg. 2008. Integrating Poverty, Gender and Environmental Concerns into Value Chain Analysis. DIIS Working Paper 2008/16. Copenhagen: DIIS.
- von Braun, J., H. Bouis and E. Kennedy. 1994. 'Conceptual Framework.' In von Braun, J. and E. Kennedy (eds) *Agricultural Commercialization, Economic Development, and Nutrition*. 11-33. Baltimore: Johns Hopkins University Press.
- von Bulow, D. and A. Sorensen. 1988. Gender Dynamics in Contract Farming: Women's Role in Smallholder Tea Production. Project Paper 88.1. Copenhagen Center of Development Research.
- Cleaver, F. 2003. 'Bearers, buyers and bureaucrats: the missing social world in gender and water,' paper presented at the workshop *Gender Myths and Feminist Fables: Repositioning Gender in Development Policy and Practice*, 2-4 July, IDS, University of Sussex.
- Coles, C. and J. Mitchell. 2009. Gender and agricultural value chains - a review of current knowledge and practice and their policy implications. Background paper for UN FAO SOFA 2010. London: Overseas Development Institute.
- Cook, S. and N. Kabeer. 2010. 'Introduction: Exclusions, Deficits and Trajectories,' in S. Cook and N. Kabeer (eds) *Social Protection as Development Policy*. 1-28. London: Routledge.
- Cornwall, A. and J. Edwards. 2010. 'Introduction: Negotiating Empowerment,' *IDS Bulletin* 41(2): 1-9.
- Cornwall, A., E. Harrison and A. Whitehead. 2007. 'Gender Myths and Feminist Fables: The Struggle for Interpretive Power in Gender and Development,' *Development and Change* 38(1): 1-20.
- Cornwall, A., J. Gideon and K. Wilson. 2008. 'Introduction: Reclaiming Feminism: Gender and Neoliberalism,' *IDS Bulletin* 39(6): 1-9.
- Dercon, S. 2006. Vulnerability: a micro perspective. Queen Elizabeth House Working Paper Series, Working Paper No 149. Oxford, Queen Elizabeth House.
- Devereux, S. 2009. Social Protection for Agricultural Growth in Africa. Future Agricultures Consortium Working Paper No SP06. www.future-agricultures.org

- Dolan, C. S. 2002. 'Gender and Witchcraft in Agrarian Transition: The Case of Kenyan Horticulture,' *Development and Change* 33(4): 659-81.
- Dorward, A., R. Sabates Wheeler, I. MacAuslan, C. Penrose Buckley, J. Kydd and E. Chirwa. 2006. Promoting Agriculture for Social Protection or Social Protection for Agriculture: Strategic Policy and Research Issues. Future Agricultures Consortium Discussion Paper 004. www.future-agricultures.org
- Doss, C., J. McPeak and C.B. Barrett. 2008. 'Interpersonal, Intertemporal and Spatial Variation in Risk Perceptions: Evidence from East Africa,' *World Development* 36(8): 1453-68.
- England, P. 2003. 'The Separative Self: Androcentric Bias in Neoclassical Assumptions,' in M. A. Farber and J. A. Nelson (eds), *Beyond Economic Man: Feminist Theory and Economics*. Chicago: University of Chicago Press.
- Eyben, R. and R. Napier-Moore. 2009. 'Choosing Words with Care? Shifting meanings of women's empowerment in international development,' *Third World Quarterly* 30(2): 285-300.
- Eyben, R. 2008. Power, Mutual Accountability and Responsibility in the Practice of International Aid; A relational Approach. ISD Working Paper 305. Brighton: IDS.
- Ezemenari, K., N. Chaudhury and J. Owens. 2002. Gender and Risk in the Design of Social Protection Interventions. World Bank Institute Social Safety Net Primer Series. Washington, DC: World Bank.
- Fairhead, James and Melissa Leach. 2005. 'The Centrality of the Social in African Farming,' *IDS Bulletin* 36(2): 86-90.
- FAO. 2010. *The State of Food and Agriculture. Women in Agriculture: Closing the gender gap for development*. Rome: FAO.
- Gallina, A. 2010. Gender Aware Approaches in Agricultural Programmes- International Literature Review. UTV Working paper 2010:3. Stockholm: SIDA.
- Gammage, S., K. Swanberg, M. Khandkar, M.Z. Hassan, M.Zobair and A.M. Muzareba. 2006. A Pro-Poor Analysis of the Shrimp Sector in Bangladesh. Report prepared for the Office of Women in Development of USAID. Dhaka: USAID.
- Gill, K., K. Brooks, J. McDougall, P. Patel and A. Kes. 2010. Bridging the gender divide: How technology can advance women economically. Washington, D.C.: ICRW.
- Guhathakurta, M. 2008. 'Globalization, class and gender relations: The shrimp industry in southwestern Bangladesh,' *Development* 51: 212-19.
- Gustafson, P. 1998. 'Gender Difference in Risk Perception: Theoretical and Methodological Perspectives,' *Risk Analysis* 18(6): 805-811.
- Herr, M. 2007. "An operational guide to Local Value Chain Development." Geneva: ILO.

- Holmes, R. and N. Jones. 2009. Putting the *social* back into social protection: A framework for understanding the linkages between economic and social risks for poverty reduction. ODI Background note. London: ODI.
- International Fund for Agricultural Development. 2010. *Rural Poverty Report 2011*. Rome: IFAD.
- Jackson, C. 2007. Resolving Risk? Marriage and Creative Conjugality,' *Development and Change* 38(1): 107-29.
- Jackson, C. 2003. 'Gender analysis of land: Beyond land rights for women?' *Journal of Agrarian Change* 3(4): 453-80.
- Jackson, C. 2000. 'Men at work,' *European Journal of Development Research* 12(2): 1-22.
- Jackson, C. 1996. 'Rescuing gender from the poverty trap,' *World Development* 24(3): 489-504.
- Jones, C.W. 1986. 'Intra-household Bargaining in Response to the Introduction of New Crops: A Case Study from North Cameroon,' in *Understanding Africa's Rural Households and Farming Systems*, 105-23. J.L. Moock (ed). Boulder, CO: Westview Press.
- Kabeer, N. and R. Subrahmanian. 1996. Institutions, Relations and Outcomes: Framework and Tools for Gender-Aware Planning. IDS Discussion Paper 357. Brighton: IDS.
- Kantor, P. and A. Pain. 2010b. *Poverty in Afghan Policy*. Kabul: AREU.
- Kantor, P. and A. Pain. 2010a. *Securing Life and Livelihoods in Rural Afghanistan: The Role of Social Relationships*. Kabul: AREU.
- Kaplinsky, R. and M. Morris. 2000. *A Handbook for Value Chain Research*. London: International Development Research.
- Kusakabe, K., P. Sereyvath, P. Suntornratana and U. Sriputinibondh. 2006. Women in fish border trade: The case of fish trade between Cambodia and Thailand. In *Global Symposium on Gender and Fisheries*. pp. 91-102. Seventh Asian Fisheries Forum, 1-2 December 2004. Penang: ICLARM-WorldFish Center.
- Laven, A., A. van Eerdewijk, A. Senders, C. van Wees, and R. Sneider. 2009. *Gender in Value Chains: Emerging lessons and questions*. Arnhem: Agri-ProFocus.
- Madanda, A. 2003. Commercialization and gender roles among Lake Victoria shore fishing communities of Uganda. Research report, Department of Women and Gender Studies, Kampala: Makerere University.
- March, C., I.A. Smith and M. Mukhopadhyay. 1999. *A Guide to Gender Analysis Frameworks*. Oxford: Oxfam GB.

Mbilinyi, Marjorie. 1988. 'Agribusiness and Women Peasants in Tanzania,' *Development and Change* 19(4): 549-83.

Medard, M. 2005. Women attaining financial credit in microfinance institutions: Perspectives from Lake Victoria. In *Women in Fisheries and Aquaculture: Lessons from the Past, Current Actions and Ambitions for the Future*. Pp. 171-86. Proceedings of the International Conference AKTEA. Tenerife: Asociacion Canaria de Antropologia.

Mehra, R. and M. Hill Rojas. 2008. *Women, Food Security and Agriculture in a Global Marketplace*. Washington DC: ICRW.

Meinzen-Dick, R., J. Behrman, P. Menon, P. and A. Quisumbing. 2012. Gender: A key dimension linking agricultural programs to improved health and nutrition. In: *Reshaping agriculture for nutrition and health* (S. Fan, S. and R. Pandya-Lorch, eds.), pp.135-144. International Food Policy Research Institute, Washington, D.C.

Nishchith, V.D. 2001. 'Role and status of women employed in seafood processing units in India,' in Shariff, M. M.J. Williams, M.C. Nandeesh and D. Prakoboon (eds.), *International Symposium on Women in Fisheries* pp. 127-36. Fifth Asian Fisheries Forum, 13 November 1998, Chiang Mai, Thailand. Penang: ICLARM-WorldFish Center.

OECD.2004. *Effective strategies for Promoting Gender Equality*.OECD DAC Network on Gender Equality, Paris.

Okali, C. 2006. *Linking livelihoods and gender analysis for achieving gender transformative change*. LSP Working Paper 41. Rome: FAO.

Okali, C. 2011a. *Searching for new pathways towards achieving gender equity: Beyond Boserup and 'Women's role in economic development'*. ESA Working Paper No. 11-09. Rome: FAO.

Okali, C. 2011b. *Achieving Transformative Change for Rural Women's Empowerment*. Expert paper prepared for the Expert Group Meeting 'Enabling rural women's economic empowerment: Institutions, opportunities and participation'. UN Women.

Okali, C. 2011c. *Integrating Social Difference, Gender and Social Analysis into Agricultural Development*. Policy Brief 39, Future Agricultures Consortium. Brighton: IDS.

Okali, C. 2012. *Gender Analysis: Engaging with Rural Development and Agricultural Policy Processes*. Working Paper 026. Future Agricultures Consortium. Brighton: IDS.

Okali, C. and K. Holvoet. 2007. *Negotiating changes within fisheries development*. Sustainable Fisheries Livelihoods Programme. Rome: FAO.

Olofsson, A. and S. Rashid. 2011. 'The White (Male) Effect and Risk Perception: Can Equality Make a Difference?' *Risk Analysis* 31(6): 1016-1032.

Ostrom, Elinor. 2007. "Institutional Rational Choice: An Assessment of the Institutional Analysis and Development Framework." In Sabatier, Paul, ed. 2007. *Theories of the Policy Process*. Boulder, CO: Westview Press.

Pathways to Women's Empowerment Project. 2012. Empowerment: A journey not a destination. Final synthesis report. Brighton: IDS.

Porter, M. 2006. Gender and fisheries: A global perspective. Paper presented at Global Coasts: Gender Fisheries and Contemporary Issues, International Symposium. Tromso, Norway: University of Tromso.

Quisumbing, A. R. 2003. *Household decisions, gender, and development: A synthesis of recent research*. Washington, D.C.: International Food Policy Research Institute.

Quisumbing, Agnes R. and Lauren Pandofelli. 2010. 'Promising Approaches to Address the Needs of Poor Female Farmers: Resources, Constraints and Interventions,' *World Development* 38(4): 581-92.

Razavi, S. and C. Miller. 1995. From WID to GAD: Conceptual Shifts in the Women and Development Discourse. Geneva: UNRISD.

Riisgaard, L., A.M. Escobar Fibla and S. Ponte. 2010. Evaluation Study: Gender and value chain development. 2010/2. DANIDA. Copenhagen, DIIS.

Sabates Wheeler, R. and S. Devereux. 2007. 'Social Protection for Transformation,' *IDS Bulletin*. 38 (3): 23-28

Saito, K., H. Mekonnen and K. Spurling. 1994. Raising the Productivity of Women Farmers in Sub-Saharan Africa. World Bank Discussion Paper 230. Washington, DC: World Bank.

Satterfield, T.A., C.K. Mertz and P. Slovic. 2004. 'Discrimination, Vulnerability, and Justice in the Face of Risk,' *Risk Analysis* 24(1): 115-129.

Schubert, R., M. Brown, M Gysler and H.W. Brachinger. 1999. 'Financial Decision-Making: Are Women Really More Risk Averse?' *The American Economic Review* 89(2): 381-385.

Shiundu, Kennedy M. and Ruth K. Oniang'o. 2007. 'Marketing African Leafy Vegetables: Challenges and Opportunities in the Kenyan Context,' *African Journal of Food, Agriculture, Nutrition and Development* 7(4).

Smith, K., C.B. Barrett and P.W. Box. 2001. 'Not Necessarily in the Same Boat: Heterogeneous Risk Assessment Among East African Pastoralists,' *Journal of Development Studies* 37(5): 1-30.

Sorensen, P. 1996. 'Commercialization of Food Crops in Busoga, Uganda, and the Renegotiation of Gender,' *Gender and Society* 10(5): 608-28.

- Spring, A. 2000. 'Agricultural commercialization and women farmers in Kenya.' In Anita Spring (ed) *Women Farmers and Commercial Ventures: Increasing Food Security in Developing Countries*. 317-41. Boulder, CO: Lynne Rienner Publishers.
- Stern, E., N. Stame, J. Mayne, K. Forss, R. Davies and B. Befani. 2012. Broadening the range of designs and methods for impact evaluations. Working Paper 38. London: DFID.
- Tietze, U., S. Siar, S.M. Upare and M.A. Upare. 2007. 'Livelihood and Micro-Enterprise Development Opportunities for Women in Coastal Fishing Communities in India: Case Studies of Orissa and Maharashtra,' FAO Fisheries Circular no. 1021, Rome: FAO.
- Tindall, C. and K. Holvoet. 2008. 'From the lake to the plate: assessing gender vulnerabilities throughout the fisheries chain,' *Development* 51: 205-11.
- Udry, Christopher. 1996. 'Gender, Agricultural Production and the Theory of the Household,' *Journal of Political Economy* 104(5): 1010-46.
- USAID. 2009. Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook. GATE Project. Washington, DC: USAID.
- Van den Berg, Michael et al. 2007. "Making Value Chains Work Better for the Poor: A Tool book for Practitioners of Value Chain Analysis." Making Markets Work Better for the Poor (M4P). Hanoi, Vietnam: Asian Development Bank. Available at <http://www.markets4poor>.
- Weeretunge-Starkloff, N. and J. Pant. 2011. *Gender and aquaculture: Sharing the benefits equitably*. Issue Brief 2011-32. Penang, Malaysia: The WorldFish Center.
- Wilson, K. 2008. 'Reclaiming "Agency", Reasserting Resistance,' *IDS Bulletin* 39(6): 83-91.
- Wood, G. 2004 'Informal Security Regimes: The Strength of Relationships.' In I. Gough and G. Wood (eds) *Insecurity and Welfare Regimes in Asia, Africa and Latin America: Social Policy in Development Contexts*. 49-87. Cambridge: Cambridge University Press.
- Wood, G. 2007. 'Using Security to Indicate Well-Being.' In I. Gough and J.A. McGregor (eds) *Wellbeing in Developing Countries: From Theory to Research*. 109-132. Cambridge: Cambridge University Press.
- World Bank. 2001. *Engendering Development through Gender Equality in Rights, Resources and Voice*. Washington, DC: World Bank.
- World Bank, FAO and IFAD. 2009. *Gender in Agriculture Sourcebook*. Washington DC: World Bank.

Annex 1

Gender transformative Research in Development agenda in Malaita hub of Solomon Islands

Aquatic Agricultural Systems (AAS) form the backbone of the rural economy in the Solomon Islands, a country where 80% of the population are rural, subsistence-oriented smallholder farmers and fishers. In the Solomon Islands, these systems are under increasing pressure due to an expanding population and increasing threats to resources, from intensive use and unsustainable commercial harvesting practices to the foreseen impacts of climate change. Productivity continues to decline in high stress areas. This has serious repercussions for the livelihood security of AAS populations, now and in the future. Already the Solomon Islands rank as one of the lowest of all Pacific nations in the Human Development Index, with almost 23% of the population under the basic needs poverty line (UNDP 2008). Another survey has found that 32.8% of all children less than 5 years were stunted, and of those 8% were severely stunted.

Malaita province is one of the provinces in the Solomon Islands with the highest proportion of the population in poverty. Recent community meetings conducted in Malaita reveal that malnutrition, particularly infant malnutrition, is a significant concern. In the Western province, a recent project showed how vulnerable increasingly cash-dependent households are in terms of food security. As local men and women confront the socio-environmental threats to the aquatic agricultural systems they rely on for their livelihoods, there is a clear need for an intervention that can improve nutrition in the short-term while simultaneously building resilience to achieve sustainable impact over the long-term.

Gender inequality is a key driver of poverty, malnutrition and vulnerability in Aquatic Agricultural Systems in Solomon Islands. For example, in 2012, over 80% of all economically active women worked in agriculture. Over time, women's share in the agricultural labour force has increased while the share of women in waged employment in professional and technical jobs has fallen. This indicates that gender inequalities in non-agricultural sectors tend to benefit men rather than women. Within the agricultural sector, women struggle to attain sufficient levels of productivity to sustain their livelihoods. For example, a livelihood analysis conducted in Malaita Province found that the livelihood portfolios of women tend to be limited and are dominated by home gardening. In addition, the productivity of these livelihood enterprises is low. Fisher women reported much smaller catches than fishermen and kept more of their catch for household consumption than men. Though women occasionally market fish or garden products, their primary responsibility for reproductive tasks tends to limit their productive potential. In addition, because women rarely own or control productive resources (such as land) they largely depend on male household heads for access to assets and resources. These are just a few of the gendered constraints that keep women from developing productive, diversified livelihoods. This has serious consequences not just for women themselves but for their families and communities, in the short and long-term. Moreover, the unequal gender relations that constrain women's livelihoods also make women more vulnerable to gender-based violence: 60% of women experience physical or sexual violence at the hands of an intimate partner.

Unequal gender norms and roles also limit women's engagement with decision-making processes, whether at the household, community or state-level. This compromises women's right to give input into the wide range of decisions that directly impact the well-being of themselves, their families and their communities. The current social context means very low share of women in the country's Parliament (2%) and in local government (4%). Even within community-based resource management initiatives intended to empower local men and women to manage the resources integral to securing their livelihoods, only small numbers of women have been actively involved. Gender norms prevent women from engaging meaningfully in these decision-making processes despite the fact that women tend to be the most vulnerable to increased pressure on marine resources, now and in the future.

In order to improve nutrition and resilience, the AAS program recognizes the need to address the gender norms and roles that constrain women from developing productive, diversified livelihoods and from making decisions about the resources that are key to the success of these livelihoods. The program's gender transformative approach while recognizing the multiple constraints to sustainably improving nutrition and resilience, works with communities to develop and test interventions and innovations (both technical and transformative) to overcome them. The overall goal is to develop gender equitable systems, structures and relations that enhance the capabilities, well-being and resilience of AAS users, particularly women and adolescent girls.

Role of gender research

The gender research in Malaita will address the following questions:

- What constraints (assets, resources, knowledge, skills, services, social norms, roles and relations) limit the range and quality of livelihood choices for women and adolescent girls within households and communities?
- What innovations and interventions are most effective in addressing these constraints to reduce gender inequality and enhance the productivity and diversity of women's livelihoods, in order to improve nutrition and resilience in a sustainable manner?
- What are effective ways of enhancing women's engagement and role in decision-making, particularly in community-based resource management initiatives?

The following activities will be involved in undertaking this research.

1. The first year will consist of formative research to develop a deep understanding of the livelihoods and social context in Malaita. This will include several sub-activities:
 - a. A program review, through document reviews and key informant interviews, to distil lessons learned from other projects/programs which have tried to address women's economic empowerment through enhancing the productivity and diversity of livelihoods.

- b. A desk-based literature review and a set of qualitative and quantitative surveys (using questionnaires, focus group discussions, key informant interviews and case histories) with sample households, communities and key informants to provide a baseline and an understanding of:
- Women's livelihood strategies
 - The nexus between gender, livelihood strategies and nutrition
 - The state of women's and adolescent girls' access to and control over the assets, resources, knowledge, skills and services
 - Women's role in decision-making, particularly in community-based resource management initiatives
 - The social norms, roles and relations that influence women's livelihood choices, participation in value chains and role in decision-making processes
 - How gender norms and attitudes are formed in a social context
 - How gender roles are constructed; how harmful gender norms and practices can negatively impact households and communities; how such practices can be challenged and replaced with others that are more positive; and which gender norms are appropriate and should be positively promoted
 - Men's attitudes and practices, along with women's opinions and reports of men's practices, on a wide variety of topics related to gender equality using the International Men And Gender Equality Survey (IMAGES), adapted to and tested in the local context

2. Participatory design of technical and transformative interventions:

A series of meetings will be organized to share analyzed information from reviews and surveys with participating communities and households. These meetings will also be venues for engaging in a dialogue with the households and communities to identify suites of innovations and interventions (both technical and transformative) to be tested. The action research process will be determined in a participatory manner, with an intervention framework and implementation plan as the output of this process. A qualitative comparative and/or quasi-experimental research design will be developed which will allow testing to enable a systematic comparison of different contexts or starting conditions in the communities and, designed to test the hypothesis that gender transformative approaches perform better than gender responsive approaches.

3. Action research phase

The formative research phase will be followed by action research to test the various technical, institutional and transformative innovations and interventions in selected communities using a robust research design. This will be accompanied by systematic monitoring and learning and capacity building activities.

A participatory monitoring and learning framework (along with relevant indicators, methods and tools) will be developed together with the communities and implementing partners. User friendly simple tools and indicators will be selected to be monitored and documented by the action

research participants. This will include qualitative and quantitative data related to both processes and outcomes.

Expected Outcomes

- Increased awareness of communities, community leaders, policy makers, donors and research practitioners on the multiple constraints (assets, resources, knowledge, skills, services, social norms, roles and relations) that limit the range and quality of livelihood choices for women and adolescent girls
- Increased understanding of the different options available to address these constraints
- Changes in social norms, roles, behaviours, activities and attributes that constrain women and adolescent girls from accessing or controlling the physical, natural, financial, human and social capital required to develop productive, diversified livelihoods and exert decision-making power
- Changes in the capabilities (knowledge, attitudes and skills) of women and adolescent girls to take advantage of new opportunities for economic or political participation
- Improved women's networks to share knowledge and information
- Increased productivity of livelihood enterprises
- Increased range of livelihood options available to women and adolescent girls
- Enhancement of women's engagement and role in decision-making processes at all levels, especially in household decisions and community-based resource management initiatives
- Increased awareness of sustainable management and stewardship of marine resources