



Fund

Fund Council

12th Meeting (FC12)—Brussels, Belgium
November 4-5, 2014

WORKING DOCUMENT

*Second CGIAR Consortium Gender and
Diversity Performance Report*

Submitted by:
Consortium Office

Second CGIAR Consortium Gender and Diversity Performance Report

***Consortium Office
October 20 2014***

Introduction

The Fund Council meeting in Nairobi, November 6-7, 2013 requested the Consortium to report on gender and diversity issues. A reporting template was drafted by the FC to enable monitoring of the CGIAR Consortium's performance integrating gender throughout the system from research to staffing. This second report continues to use the revised¹ version of the reporting template provided by the FC in March 2014.

Gender and Diversity Monitoring Framework for the CGIAR

Gender and Diversity Performance is assessed in two dimensions, that although not entirely unrelated, do address gender and diversity through distinct action domains:

- Gender in research: addressed by the gender researchers in the CRPs and Centers, the Gender and Agriculture Network, and by the Senior Gender Adviser in the CO's Science team; and
- Gender and Diversity in the workplace: to be addressed by CGIAR management (through HR managers at Centers, as well as the DGs and managers responsible for recruitment, performance evaluation, and development of CGIAR personnel).

The FC indicator framework is built on the foundation that indicators will enable the Fund Council and the Consortium to:

1. See key data related to the numbers of male and female staff in key leadership positions in the CGIAR.
2. Monitor the integration of gender into research priority setting, implementation and evaluation.
3. View budgetary allocations and expenditures with respect to gender.
4. View progress being made in staffing, research and budget allocations, with respect to gender, and make course corrections as necessary.

Gender and Diversity in the Workplace

The Consortium initiated action to develop a "Diversity and Inclusion Strategy" (DIS) early in 2014. A draft of the DIS was submitted for review and comment by the centers. The response was very robust, with significant constructive criticism, input and comments. An Accountability Matrix was put together to track the comments and the action taken subsequent to these.

Final, revised DIS version that incorporated most of the comments was submitted to the CB (CB17 October 2014 meeting). The Diversity and Inclusion Strategy is an umbrella strategy directed to enhancing the Consortium's and member Centers' people management practices.

The Consortium Board approved this "Gender and Diversity (in the workplace) Strategy" for onward submission to the FC in November 2014.

¹ Particularly to include CGIAR Center leadership teams, rather than only DG and DDG.

No Change in Baseline at Leadership Level

No significant changes have occurred in gender balance throughout the system from the baseline of March 2014 with 33% women occupying leadership level positions (See Figure 1 and First Report April, 2014).

Table 1. Gender Balance in the CGIAR Senior Leadership as of October 2014.

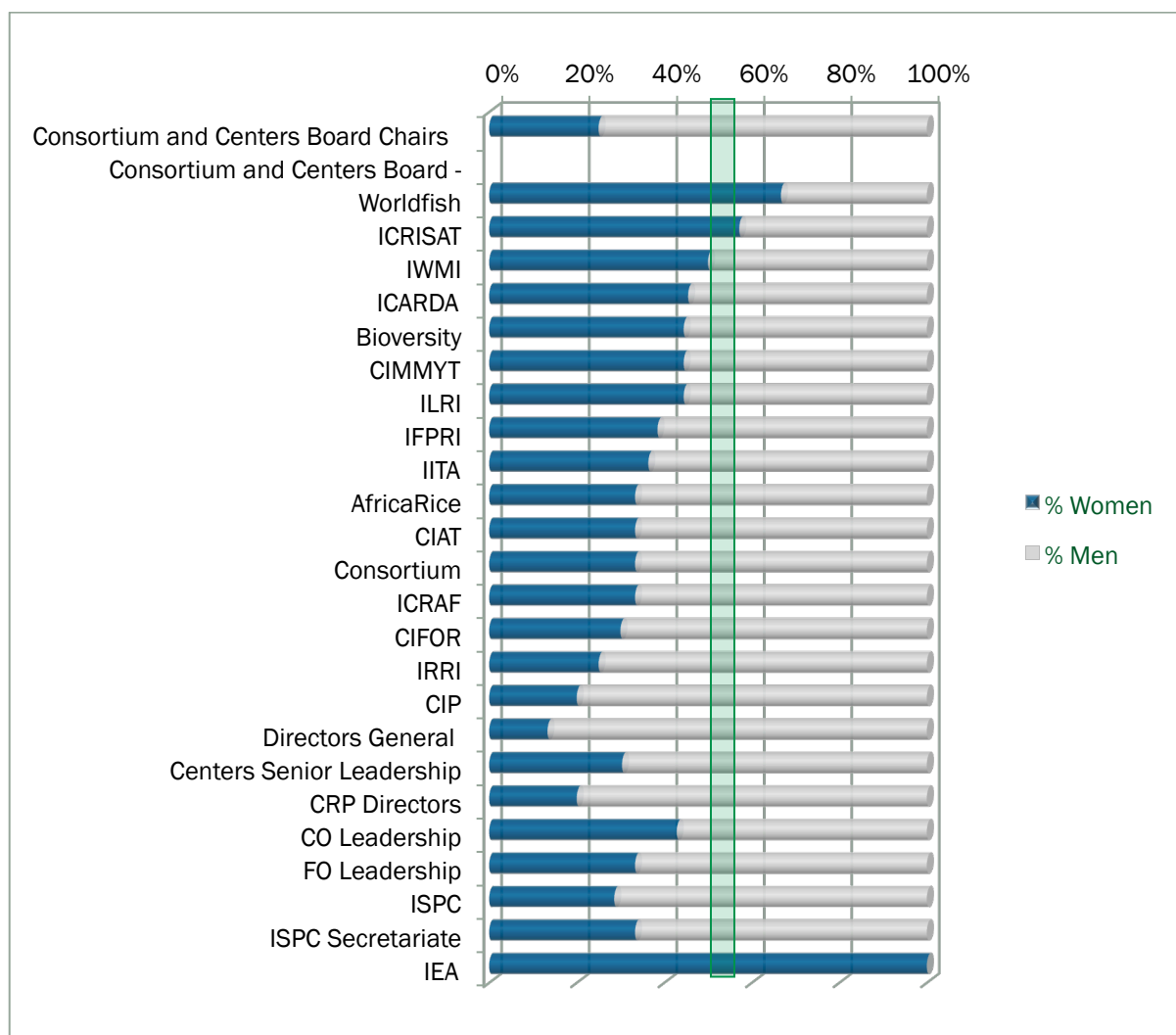


Figure 1. CGIAR Gender balance baseline in Senior Leadership positions as of October 2014. The green horizontal bar marks 50 – 50 balance.

Status of Gender Mainstreaming in Research

The CRPs continue implementing their 2014 POWBs with gender research activities as described in the April 2014 Report.

Current Budgetary Indicators for Gender Research

For the CRPs POWB of 2013 and 2014 for the first time the CGIAR systematically required program-wide budgets for gender research by showing in their POWB tables, funding allocated to gender research outputs. Table 2 summarizes gender budget allocations per CRP as a percent of their 2014 POWB (See First Report April 2014).

Table 2. Gender budget in CGIAR Research Programs in 2014 Plans of Work and Budget

CRP	Gender Budget in USD (thousands)	% of CRP POWB
Humid Tropics	7,114	27
Forests, Trees and Agroforestry	19,867	22
Aquatic Agricultural Systems	6,590	21
MAIZE	14,680	19
Policies, Institutions and Markets	12,085	13
Agriculture for Nutrition and Health	12,085	13
CCAFS	8,883	13
WHEAT	4,863	12
GRISP	11,420	11
Water, Land and Ecosystems	4,972	9
Dryland Systems	2,959	6
Roots, Tubers and Bananas	4,331	6
Livestock and Fish	1,405	5
Grain Legumes	1,311	3
Dryland Cereals	350	2
Total	112,915	14

According to the POWBs we expect by the end of 2014 that at least two thirds of CRPs will implement their Gender Strategy at a level commensurate with what the Strategy has promised to deliver and assigned the required level of investment with existing budget. CRP programmatic and financial reports are not due yet for 2014. We will report on this in April 2015.

Proposed Framework of Budgetary Indicators

The FC has also proposed the budget indicators in Tables 3 and 4. The data is not available at this point but the CO will restructure the POWB template for 2015 to disaggregate the percentages of budget in the three different Windows (Window 1&2, Window 3 and Bilateral) and to divide these between two types of gender research.

Table 3. Indicators Proposed by FC

% of Budget	2014	2015	2016	2017	2018
Window 1/2	Baseline	Actual	Actual	Actual	Actual
Gender Specific ¹					
Gender Sensitive ²					
Window 3					

Gender Specific					
Gender Sensitive					
Bilateral Funding					
Gender Specific					
Gender Sensitive					
<p>1. Gender specific is research that addresses direct questions related to differential intervention results between men and women, such as how does household adoption of a new technology change women and men's time use patterns, and income accrual. Setting specific targets for this is difficult. But given the importance of women in agriculture, particularly in poor rural areas, and that the CGIAR should be a leader in gender specific research, then the expectation is at least 30% of research would be gender specific.</p> <p>2. Gender sensitive is research that addresses a question such as what are the impacts of adoption of a new crop variety, where data collection is such that results can be reported for male and female plot managers. It does not necessarily investigate the reasons for different findings. In this regard it would be reasonable for the budget target to be 100% of all research that measures impact on farmers.</p>					

Table 4. Indicators Proposed by FC

% of data sets	2014	2015	2016	2017	2018
	Baseline	Actual	Actual	Actual	Actual
Baseline data collection					
Monitoring data, interim data					
End-line data					
Independent evaluation¹					
<p>TABLE NOTES: Survey/monitoring data is only classified as sex disaggregated if it is collected at a level of power that would permit answering the key research questions in a sex disaggregated manner. Ideally all new baseline data sets that collect data from individuals should aim to achieve this going forward. Therefore the rate of change in this indicator should be high, with 80% achieved from 2016, when new / second round CRPs begin, and most other work based on baselines pre 2014 should be finishing.</p> <p>If baseline data has not been collected in this manner it makes less sense to collect it at monitoring and end-line phases in terms of statistical analysis. This would mean the speed of change in these two indicators would be slower. But from 2016 this monitoring indicator should change more rapidly, and from 2018 the end-line indicator likewise. However, collecting some monitoring and end-line data more sex disaggregated still makes sense in terms of ensuring that no harm is being done by CGIAR research and implementation.</p>					

At this point the Consortium does not have the information to complete the indicators in Table 4. This requires a portfolio-wide inventory of gender-relevant datasets i.e. datasets that address a topic that can be expected to generate socioeconomic data that is sex-disaggregated (See First Report, April 2014).