



# Gender Equality and Inclusion Accelerator

## Full design document

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## List of acronyms

ADB	Asian Development Bank
AfDB	African Development Bank
AFS	agrifood systems
AGRA	Alliance for a Green Revolution in Africa
AoW	Area of Work
APAARI	Asia-Pacific Association of Agricultural Research Institutions
AR4D	agricultural research for development
AWARD	African Women in Agricultural Research and Development
CA	comparative advantage
CARE	Cooperative for Assistance and Relief Everywhere
CG	CGIAR
CNA	capacity and needs assessment
CSA	climate-smart agriculture
CSO	civil society organization
FAO	Food and Agriculture Organization of the United Nations
FARA	Forum for Agricultural Research in Africa
FHI 360	Family Health International
FLW	food, land, and water
FLWS	food, land, and water systems
GESI	gender equality and social inclusion
GEI	Gender Equality and Inclusion Accelerator
GT	gender-transformative
GTA	gender-transformative approach
GYSI	Gender, Youth, and Social Inclusion Area of Work
HER+	Gender Equality (Initiative)
HLO	high-level output
IA	impact assessment
ICAR	Indian Council of Agricultural Research
IFAD	International Fund for Agricultural Development
IP&LC	Indigenous peoples and local communities
ISDC	Independent Science for Development Council

MEL	monitoring, evaluation, and learning
MELIA	monitoring, evaluation, learning, and impact assessment
NARES	national agricultural research and extension systems
R4D	research for development
SAPLING	Sustainable Animal Productivity for Livelihoods, Nutrition, and Gender Inclusion (Initiative)
SDG	Sustainable Development Goal
SEARCA	Southeast Asian Regional Center for Graduate Study and Research in Agriculture
SI-MFS	Sustainable Intensification of Mixed Farming Systems Initiative
STIBs	sociotechnical innovation bundles
TOC	theory of change
TVET	technical and vocational education and training
UN	United Nations
VSS	voluntary sustainability standards
WEAI	Women's Empowerment in Agriculture Index
WFP	World Food Programme
YPARD	Young Professionals for Agricultural Development

# 1. Executive summary

To address the pressing global challenges and megatrends in gender and social equality within food, land, and water systems (FLWS) under a changing climate, CGIAR recognizes the need to invest in a Gender Equality and Inclusion Accelerator. This Accelerator has a dual mandate: to co-develop impactful, scalable solutions and to drive systemic change within CGIAR and its partners. These two tracks — solutions and change — reinforce each other to achieve common goals through evidence-based policy engagement, capacity sharing, and promotion of gender-responsive innovations and institutions.

The Accelerator's core mission is to lead strategic and innovative research that advances gender equality, opportunities for youth, and social inclusion (henceforth "GESI") across CGIAR's FLWS Portfolio. Research is carefully prioritized to ensure it is relevant, impactful, and beneficial for moving CGIAR and its partners forward toward the CGIAR Impact Area on Gender Equality, Youth, and Social Inclusion. By focusing on areas where CGIAR has a leading advantage in FLWS, the Accelerator seeks to fill critical knowledge gaps across the entire research-for-development (R4D) continuum, from co-creating and testing solutions to mapping and synthesizing evidence and learning on key GESI themes. Importantly, this research does not replace existing GESI research within individual CGIAR Programs. Instead, the Accelerator collaborates and leverages the nine Programs and the two other Accelerators to further advance shared ambitions and enhance overall impact.

To support the scaling of social and technological CGIAR innovations, this Accelerator provides essential evidence-based guidance on creating pathways for inclusive and responsible scaling. In addition, the Accelerator serves as a global hub for GESI resources within FLWS. It curates a comprehensive and up-to-date resource hub — the "go-to" place for outputs, evidence, methods, metrics, and innovations in this field.

The Accelerator also plays a vital role in building an enabling external environment for GESI research within FLWS. By harnessing high-level support, fostering strategic partnerships, and influencing global discourse through effective communication and engagement, the Accelerator builds and sustains global coalitions and networks. These efforts aim to accelerate the impact of GESI at scale and to continue influencing the global discussion on gender equality and youth engagement.

Internally, the Accelerator is instrumental in advising CGIAR's senior management, nurturing an ambitious and strategic GESI vision, and driving and ensuring coherence across GESI research within the CGIAR Programs, Accelerators, and Centers. It provides a collaborative and inclusive space where — through knowledge sharing and communities of practice — different Programs and Centers can align their efforts, strengthen cohesion, and enhance networking and social learning.

Moreover, this Accelerator is dedicated to strengthening the GESI capacities of all CGIAR researchers and partners. It advocates for the development of incentives and accountability measures that embed GESI into CGIAR's "DNA", ensuring that gender equality, opportunities for youth, and social inclusion become fundamental components of CGIAR's mission and operations.

In summary, this Accelerator is designed to comprehensively tackle gender and social equality challenges within FLWS. Through innovative research and evidence-based solutions, scientific policy engagement, partnerships, and coalition building, resource curation, and capacity sharing, it seeks to create lasting change and to position CGIAR as a global leader in accelerating social equity in FLWS.

## 2. High-level vision in response to challenges and megatrends

### 2.1. Challenges and megatrends

Multidimensional inequalities in FLWS are deep-rooted, widespread, and projected to grow over the next decades.<sup>1</sup> Current inequalities are being exacerbated by a convergence of interrelated crises — a polycrisis — encompassing climate change, environmental degradation, geopolitical instability and changing consumption patterns.

The recent UN Women Snapshot estimates that the global cost of failing to invest in basic skills for women and in gender equality is US\$10 trillion a year.<sup>2</sup> For FLWS, this translates to a gender gap in farm productivity and wage gap which if closed would reduce the number of food-insecure people by 45 million.<sup>ii</sup> If it is not, climate change will continue to grow this gap: for every 1° C increase in long-term average temperatures, women farmers lose 24% more of their income than men. Further, in agriculture-dependent low- and middle-income countries, heat waves and floods cost women-run households US\$53 billion more per year than they cost male-headed households. Women are losing 8% more of their income (US\$37 billion), when temperatures surge and 3% more (US\$16 billion) when floods hit.<sup>3</sup>

Addressing gender disparities and social inequalities is not only a human right but also a means to tackling the other megatrends that hinder the achievement of resilient FLWS, as also recognized by the Sustainable Development Goals (SDGs). The need for transformation to achieve just and sustainable FLWS is urgent and critical.

Social inequalities and gender disparities in FLWS — across intersecting dimensions of gender, age, socioeconomic status, and ethnicity, among others — represent a “wicked problem” that is systemic, complex, and deeply entrenched. As such, solutions must be comprehensive, multi-actor, multi-sectoral, and evolutionary rather than narrow or isolated.

### 2.2. High-level vision

This Accelerator’s vision is a world *where gender equality, opportunities for youth, and social inclusion drive transformation toward equitable, sustainable, and resilient FLWS*. A world where all people — regardless of their social position within FLWS — collaboratively design, access, and benefit from innovations that strengthen their resilience and enable sustainable FLWS and thriving livelihoods — especially in low- and middle-income countries.

The Gender Equality and Inclusion (GEI) Accelerator catalyzes targeted research on gender equality, opportunities for youth, and social inclusion through equitable partnerships with decision-makers, practitioners, researchers, and civil society to identify solutions to tackle the deep-seated and growing inequalities in FLWS. The Accelerator drives the agenda of the world’s largest international AR4D body (CGIAR) and FLWS research ecosystem toward achieving real impact for diverse groups of women, youth, and socially excluded groups — including Indigenous peoples and local communities (IP&LC), disadvantaged castes, ethnic local

communities, and people with disabilities — by placing them and their priorities at the heart of research in CGIAR and thus FLWS. The Accelerator’s objective is to support the empowerment of these groups as agents of change in FLWS by ensuring that CGIAR co-designs, generates, and delivers workable solutions.

The work of the GEI Accelerator directly contributes to achieving the SDGs, particularly SDG 5 on achieving gender equality and empowering all women and girls — which is both an end in itself and a means for achieving all the other SDGs. The Accelerator will directly contribute to CGIAR’s Gender Equality, Youth, and Social Inclusion Impact Area and indirectly contribute to CGIAR’s four other Impact Areas. It contributes to CGIAR’s vision by “ensuring greater social equality”<sup>4</sup> within sustainable and resilient FLWS.

The GEI Accelerator does not work in isolation but closely with the Programs, other Accelerators, and all Centers to ensure that FLWS innovations developed by CGIAR are co-designed with women, youth, and socially excluded groups, where relevant, to generate impactful, equitable solutions and ensure their adoption.

### 2.3. What is new in this Accelerator?

The GEI Accelerator builds on successful CGIAR and partner research on gender-just and inclusive FLWS and expands the scope, approach, and ambition of this work based on evolving trends and the implications flagged in the megatrends report of the Independent Science for Development Council (ISDC).<sup>5</sup> The report highlights the need for research that examines the drivers of deep-rooted inequalities in FLWS and their feedback loops with other negative FLWS outcomes to enhance adoption of CGIAR innovations by women, particularly from IP&LC.

Learning and building on the gender work of CGIAR through its Centers, GENDER Impact Platform, and HER+, the GEI Accelerator’s Area of Work (AoW) 1, *Accelerating Solutions for Impact*, identifies impactful **scalable solutions** to lift systemic barriers to gender equality specific to FLWS under a changing climate. AoW 2, *Accelerating Change through Evidence*, examines the **systemic conditions** unique to FLWS that can hinder implementation of these solutions and seeks to create enabling conditions for sustainable change and impact.

All research moves beyond simple dichotomies to address intersectional inequalities (based on *gender* and *age*, socioeconomic status, and/or others), a need that is globally recognized in this field and still underdeveloped in FLWS. The Accelerator’s attention to agency and power within agriculture in AoW 1 complements its focus on the structural causes of inequality and institutions and reflects the maturity of CGIAR research in this area, because it considers the interplay of agency and structure that enables gender equality in FLWS.

AoW 1 moves the work to “what works” by co-creating and testing solutions, with and through the CGIAR Portfolio, while AoW 2 concentrates on “*how to make it work*” by transforming systems and capacities. It is important to note that identifying solutions and changing systems is not done in isolation but rather by working with and through the whole CGIAR Portfolio, and specifically through the

<sup>1</sup> ISDC, 2024

<sup>2</sup> <https://www.unwomen.org/en/digital-library/publications/2024/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2024>

<sup>3</sup> <https://www.fao.org/socioeconomic-research-analysis/resources/unjust-climate/en>

<sup>4</sup> <https://hdl.handle.net/10568/110918>

<sup>5</sup> <https://iaes.cgiar.org/isdc/megatrends/>

Programs and other Accelerators, which are investing in gender and social inclusion research. This leadership of the research agenda and co-creation amplifies any investments.

It is also important to note that the two AoWs are not mutually exclusive but intertwined and mutually reinforcing. The solutions developed under AoW 1 inform the strategies for change employed by AoW 2, and the enabling environment fostered by AoW 2 enhances the impact and sustainability of the solutions implemented under AoW 1.

The ISDC report also highlights the need for a stronger focus on opportunities for youth to create profitable career paths in FLWS. The Accelerator heeds this call by integrating a sub-AoW titled “*Youth thrive*” under AoW 1. In line with the ISDC report, this work explores opportunities with digital technologies and adoption and scaling of technologies and is conducted with *youth* from co-design through implementation and scaling. Similarly, and as recommended by the ISDC, the Accelerator embraces an approach that positions women, IP&LC, youth, and other socially excluded FLWS actors as central actors across the entire research process, starting with priority setting and co-design.

### 3. Use-case-based prioritization

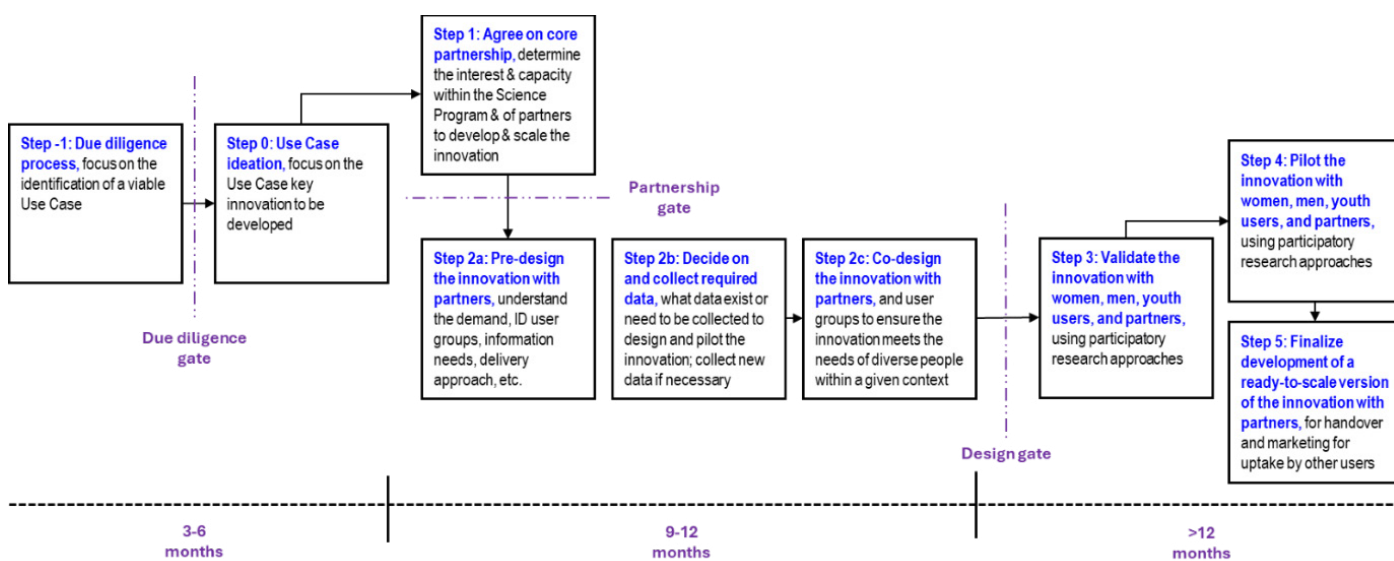
The Gender Equality and Inclusion Accelerator adopts a use-case prioritization strategy that aligns with the dynamic and interconnected nature of research in the Programs and other Accelerators. The approach emphasizes the practical applications and impacts of research outputs across CGIAR.

Prioritization allows the Accelerator to identify research and work that leads CGIAR and partners toward a more comprehensive and ambitious agenda on gender equality, youth engagement, and social inclusion. To ensure the agenda does not become too diffuse, the Accelerator will take the lead in identifying use cases based on: (i) filling evidence gaps (based on the previous Portfolio), (ii) contributing to the (sub) areas of work identified, and (iii) working together and across 2–3 Programs and Accelerators to enhance learning (such as understanding the gendered impacts of emerging technologies).

As described in Sections 4 and 6, the Gender Equality and Inclusion Accelerator develops high-level outputs that are the focus when implementing the use-case prioritization method. These innovations are developed, validated, and piloted in two AoWs: AoW 1, **Accelerating Solutions for Impact**, and AoW 2, **Accelerating Change through Evidence**. The intention is to: (i) accelerate impact by developing innovative scaling solutions with Programs, other Accelerators, and partners; (ii) foster cross-case analysis that generates lessons for future research and scaling; and (iii) transfer experiences and adapt innovations across the Programs and other Accelerators.

A workflow method (Figure 1) illustrates the Accelerator’s collaboration with Programs and partners. Following successful implementation of this approach in CGIAR’s Excellence in Agronomy Initiative, each use case starts with due diligence, ideation, and partnership agreements; moving on to design, validation, piloting, and scaling; with stage gates included along the workflow. Most use-case innovations will take over two years to move through the workflow. However, the timeline depends on the nature of the innovation, the partnerships, and the context of an innovation’s validation and piloting. Due diligence, ideation, and partnership agreement processes begin during the Inception Phase for the first set of use cases. Other use cases are added as and when needed or when a Program or partner identifies a demand for a particular innovation.

**Figure 1.** Use-case workflow for CGIAR Programs and Accelerators when developing and scaling innovations of the Gender Equality and Inclusion Accelerator



The Accelerator systematically collects demand for use cases from Programs, other Accelerators, and other stakeholders. The GENDER Science Exchange (October 1–3, 2024),<sup>6</sup> with gender researchers from across CGIAR, will be the first space to gather information on needs, ideas, and potential use cases. Prioritization for use cases will be based on the following criteria.

1. **Impact.** The ability of the use case to significantly accelerate the goals and objectives of CGIAR, the GEI Accelerator, and help a particular Program to contribute to greater gender equality, opportunities for youth, and social inclusion outcomes.
2. **Demand and appropriateness.** High demand by a Program and partners for the use-case innovation and clear understanding of the potential user groups, disaggregated by gender, age, and other social characteristics. The Program is familiar with the development challenge and the suitability of the innovation to address it.
3. **Innovativeness.** The ability of the use case to produce something novel and to have significant impact beyond the life of the use case. Priority will be given to Programs interested in pushing the boundaries of knowledge and technology and transforming FLWS to be more gender equal and inclusive of youth and socially excluded groups.
4. **Scalability.** The ability of the use case to develop something that is scalable across other Programs, within other contexts, and, ultimately, taken up by users outside CGIAR.
5. **Potential for meta-analysis.** The potential of the use case to be part of a cross-case analysis and shared learning across Programs.
6. **Potential for institutional change.** The potential of the use case to influence institutional change across CGIAR.
7. **Equity.** An equitable distribution across commodities and systems rather than across geographical areas only.

The use-case approach employed by the GEI Accelerator will help accelerate the impact of innovations via cross-disciplinary and cross-regional knowledge exchange and collaboration and will help build a portfolio instead of independent projects. Scaling innovations via the use-case approach and via a generic use-case workflow means that Programs and Accelerators operating collaboratively (instead of alone) will contribute to greater gender equality, opportunities for youth, and social inclusion outcomes. Working closely with Programs, other Accelerators, and Centers while developing innovations will enable this Accelerator to deliver greater efficiencies in resource use and will ensure that the outputs it develops have global relevance and transferability outside the gender and youth research community.

## 4. Comparative advantage

The strength of the Gender Equality and Inclusion Accelerator derives from CGIAR's significant experience in gender and inclusion research on FLWS across its research Centers and alliances worldwide. CGIAR comprises more than 120 scientists focusing on the nexus of GESI and FLWS — a specialization that remains scarce in the FLWS ecosystem. These researchers, who are embedded in larger CGIAR research teams, are at the cutting edge of their field, exploring the range of critical themes in this area across

commodities, landscapes, and geographies. Because of this, CGIAR has also been able to embed gender and inclusion issues and metrics into crop breeding; livestock healthcare systems; soil, water, and tree management; and agricultural policies in significant and meaningful ways.

CGIAR has deep partnership networks for implementation and research, and, under its GENDER Impact Platform, convenes the largest global network of researchers in FLWS gender work. CGIAR's gender equality and inclusion research responds to strong demand from governments and other FLWS stakeholders to develop innovations and policy solutions that can achieve the socioeconomic, food security, and environmental goals set out in the SDGs in a concerted and efficient manner. Several global programs address social inequalities experienced by women, youth, IP&LC, and other socially excluded groups. However, few organizations conduct research on the nexus of FLWS and social inequality with the depth of expertise held by CGIAR gender researchers.

As such, CGIAR's gender equality and social inclusion scientists work with:

- CGIAR agronomists, breeders, nutritionists, and scientists focusing on climate, livestock, fish and aquaculture, forests, and biodiversity.
- Advanced education and research institutes.
- NGOs and community organizations.
- National agricultural research and extension services (NARES).
- Private-sector actors.
- Government ministries across FLWS-relevant sectors.

These partnerships enable the design of relevant bundled (socioeconomic and technical) innovations that support food and nutrition security, poverty reduction, environmental health, and climate adaptation and mitigation goals while also advancing gender equality, social inclusion, and resilience outcomes for women, youth, and socially excluded groups. This approach distinguishes this Accelerator from other organizations working on gender and social inclusion, such as: (i) universities that often lack integrated gender and agriculture or FLWS programs as well as a local presence and a mandate to meet government demand for innovations and policy; (ii) UN agencies that provide technical assistance on gender and inclusion to governments but lack research expertise to fill key data gaps and to develop and test innovations; and (iii) international NGOs that deliver gender and inclusion programs at scale but seldom experiment and publish their evidence as public goods available to all.

The GEI Accelerator identified 12 high-level outputs (HLOs) for achieving its objectives in 8 sub-AoWs across two AoWs. These sub-AoWs (see Section 6) are: (1) fostering equitable and inclusive norms, (2) supporting pathways to empowerment, (3) promoting equitable resource access and resilient livelihoods, (4) amplifying voice and influence, (5) supporting youth's capacities to thrive, (6) building gender and inclusion methods and metrics, (7) leveraging evidence for engagement, and (8) strengthening capacity. The HLOs span the following categories: innovation design (2 outputs), innovation testing and scaling (5 outputs), tool and methods development (4 outputs), and capacity sharing (1 output) (see Appendix 4 for more detail).

<sup>6</sup> <https://gender.cgiar.org/conferences/gender-science-exchange-2024>

CGIAR's success is based on its human, physical, and social capital and on strong incentives to deliver the promised outputs.

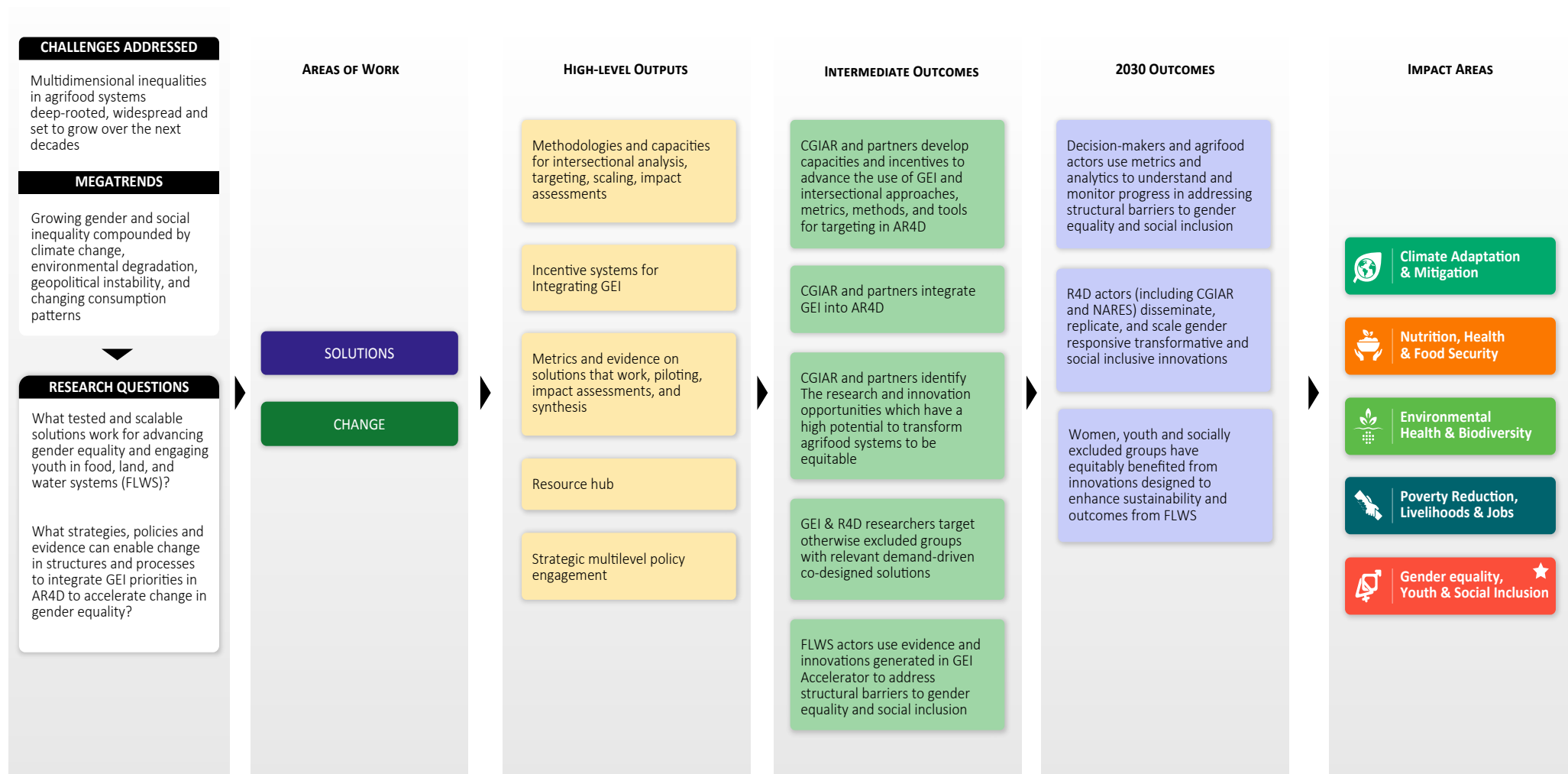
- **Human capital.** CGIAR boasts a multidisciplinary team of sociologists, economists, anthropologists, demographers, geographers, political scientists, and crop, livestock and fish scientists — all with expertise in gender equality, social inclusion, and/or youth research in low- and middle-income countries. CGIAR researchers have a strong and sustained presence across countries and regions, carrying out projects in close partnership with governments, NGOs, women's organizations, and other FLWS stakeholders. CGIAR has the right capacities and in-country presence to develop and coordinate comparative research yielding large and rigorous datasets and evidence and to create innovations and policy solutions that genuinely meet the demands of many kinds of user groups across national and global contexts.
- **Social capital.** The GEI Accelerator has a global network and deep relationships with partners and stakeholders across the world. These partnerships span global (e.g., UN agencies, World Bank), regional (e.g., Association for Strengthening Agricultural Research in Eastern and Central Africa, Forum for Agricultural Research in Africa [FARA]), national (e.g., governments, NARES, farmers' federations), and local (e.g., women's organizations, youth groups) levels. These relationships are the foundation of cross-learning and knowledge exchange among partners at multiple levels. CGIAR has a track record in leading projects that deliver cutting-edge, quality research that generates real development impacts. This proven capacity stimulates demand among governments and global organizations for research that will yield concrete, equitable solutions to FLWS challenges.

- **Physical capital.** The campuses and stations of CGIAR Centers house the GEI Accelerator's social and biophysical scientists. The laboratories and long-term field experiments across CGIAR's study sites and locations are crucial for developing gender- and youth-responsive crop varieties, animal breeds (including fish), and agronomic solutions that are socially, culturally, and politically relevant.
- **Incentives.** The CGIAR Impact Area on Gender Equality, Youth and Social Inclusion demonstrates institutional buy-in for research in this area. CGIAR Centers include gender and inclusion as part of their strategy and encourage this research through institutional incentives and support. CGIAR is motivated and well-placed to lead groundbreaking research across FLWS and to become the global clearinghouse and "go-to" place for GESI resources.

In sum, CGIAR excels in multidisciplinary research on gender and inclusion in FLWS. It sustains and nurtures strong and longstanding partnerships and networks, with partners who provide complementary strengths. As a "neutral broker", CGIAR brings together different stakeholders, from grassroots to governments and private firms, to co-design innovations and policy solutions to accelerate gender equality and social inclusion in FLWS.

## 5. Accelerator-level theory of change (TOC)

Figure 2. Accelerator-level theory of change



CGIAR's ability to deliver on an inclusive and just food system is limited by significant challenges that require change in agricultural research processes. FLWS innovations are often developed with little or no attention to social inequalities, treating women and men as homogeneous groups. Ignoring complex social issues may exacerbate inequalities and prevent some FLWS innovations from achieving their full potential of benefits for end users.

To catalyze change and empower women and youth as partners and drivers of equitable FLWS solutions, FLWS actors (including CGIAR, national governments, and other AR4D partners) must: (a) adopt a socioecological system framework<sup>7</sup> to identify solutions to guide interventions towards key leverage points in the multiple systems (social, economic, technological, and governance) that feed into inclusive and just FLWS and result in transformation and empowerment; and (b) ensure FLWS actors are equipped with the tools, methods, and evidence required to enhance access to, and adoption of, innovations, measures, and technologies that promote the resilience and livelihoods of women, particularly from IP&LC, as well as youth and other socially excluded groups.

These ambitions are reflected in the GEI Accelerator's 2030 outcomes, namely that: (i) AR4D actors in FLWS disseminate, replicate, and scale socially inclusive, gender-responsive, and transformative innovations while (ii) FLWS decision-makers and actors use metrics and analytics to understand and monitor progress in addressing structural barriers to systemic inequalities. These outcomes assume that the actors in question are: (i) motivated to respond to their constituencies and donors and committed to advancing GESI through AR4D; and (ii) willing and able to change their attitudes, behaviors, practices, and institutional frameworks.

Gender and inclusion research in CGIAR Centers and CGIAR Initiatives — in particular, the HER+ Initiative and the GENDER Impact Platform — form the core of two AoWs. These two AoWs build on the significant demand and momentum created through these research Initiatives' strong partnerships, lessons learned, and evidence gathered, all of which offer a solid foundation upon which the Accelerator's outputs and outcomes in this portfolio can be identified and generated.

The Accelerator's two-pronged approach is reflected in its two AoWs. AoW 1 tests **Solutions for Impact** that take a socioecological systems approach by bundling innovations to respond to the differentiated needs and challenges faced by women, youth, IP&LC, and other socially excluded groups. For example, women may derive more benefit from a new irrigation technology if it is bundled with training, financing, and marketing of the produce, and if the users are organized as a mutual-support group.<sup>8</sup>

AoW 2 fosters structural **Change through Evidence** across the FLWS ecosystem. This is achieved by assisting FLWS actors to use evidence from research to set policies, to set priorities, and to define solutions for delivery and scaling and by sharing capacities to conduct quality GESI and youth research while tracking impacts.

A core principle of this Accelerator is the co-design of solutions and their implementation in a participatory manner. Building on experiences from the past portfolio, AoW 2 expands work on targeting, demand signaling, evidence synthesis, and facilitation of

uptake. The joint identification of innovations will lead to solutions and form a basis for developing metrics to assess impact and for building capacity to take up solutions and create positive feedback loops for learning and adjustment.

#### The two AoWs address these overarching research questions:

- What are the most effective and scalable solutions for advancing gender equality and engaging youth to deliver on inclusive and just FLWS?
- What evidence, strategies, and policies can enable structural change to drive integration of GESI in AR4D organizations and catalyze equality in FLWS?

The GEI Accelerator's major outputs include:

- Co-developed and tested solutions advancing GESI and youth engagement and catalyzing inclusive FLWS.
- Solutions supporting women's empowerment and resilience in FLWS under a changing climate.
- Increased understanding of youth's role in FLWS by CGIAR and partners.
- Advanced methods for intersectional analysis enabling effective targeting and scaling of FLWS solutions.
- Metrics and toolkits capturing GESI and youth outcomes and impacts in FLWS.
- Large datasets and analytics and decision-support systems enabling evidence-based strategic planning and policymaking for equitable and resilient FLWS.
- Enhanced capacities to use and scale GESI approaches, methods, and solutions for FLWS transformation.
- Institutional structures and incentives facilitating GESI inclusion in AR4D.

This Accelerator aligns the priorities of both AoWs with national, regional, and global demands.

Partnerships are key to accelerating change and reaching the GEI Accelerator's 2030 and intermediary outcomes. Within CGIAR, working with the nine Programs and the other two Accelerators will require an iterative relationship, with the Programs contributing to the thematic AoW of the GEI Accelerator and the Accelerator contributing methodologies, evidence, tools, approaches, and best practices that raise the GESI ambitions of the Programs and drive a coherent CGIAR-wide GESI research agenda.

Beyond CGIAR, the Accelerator harnesses high-level support, fosters strategic partnerships, and influences global discourse to build an enabling external environment for GESI in FLWS research through effective communication and engagement. It builds and sustains global coalitions and networks to accelerate the impact of GESI initiatives on a broader scale.

This Accelerator works closely with bilateral projects and programs of the USAID Innovation Labs, the German Agency for International Cooperation (GIZ), and the International Fund for Agricultural Development (IFAD), among others, to advance positive GESI outcomes in FLWS. Relevant research and outcomes are also driven

<sup>7</sup> Ostrom, 2009  
<sup>8</sup> Pasha et al., 2023

by strong engagement with research networks such as FARA and its subregional organizations, the Asia-Pacific Association of Agricultural Research Institutions (APAARI), the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA), and national agricultural research systems (NARES) such as the Brazilian Agricultural Research Corporation, the Chinese Academy of Agricultural Sciences, the Ethiopian Institute of Agricultural Research, the Indian Council of Agricultural Research (ICAR), the Kenya Agricultural and Livestock Research Organization (KALRO), and the Uganda National Agricultural Research Organization.

Moreover, the GEI Accelerator engages with national governments and multilateral organizations to understand their information needs in support of evidence-based policymaking and program design and their preferences for accessing this evidence. The Accelerator’s work with global partners — such as the African Development Bank (AfDB), Asian Development Bank (ADB), Food and Agriculture Organization of the United Nations (FAO), IFAD, Sustainably Growing Africa’s Food Systems (formerly, Alliance for a Green Revolution in Africa [AGRA]), and The World Bank — builds on previous successful engagement, such as collaborations on the Status of Women in Agrifood Systems and the Voluntary Guidelines on Gender Equality and Women’s and Girls’ Empowerment in the Context of Food Security and Nutrition. With its presence across Centers and connections to a broad spectrum of actors, the Accelerator will continue to help make agricultural innovation more inclusive.

Through engagement with these partners, the Accelerator:

- Develops new methods and metrics to advance and measure changes in gender equality and the inclusion of IP&LC, youth, and socially excluded groups.
- Develops analytics and decision-support systems to inform policy and program design and gain the ability to use evidence and data.
- Collaborates with capacity development organizations to build human and social capital in CGIAR and partner organizations to enable them to use the new approaches and metrics developed.
- Nurtures communities of practice around GESI and youth, incorporating agricultural universities and research networks globally, e.g., African Women in Agricultural Research and Development (AWARD), Asian Institute of Technology, APAARI, Cornell University, FARA, Gender-Responsive Researchers Equipped for Agricultural Transformation (GREAT), Makerere University, Royal Roads University, and SEARCA.
- Identifies what works, where, for whom, and under what conditions as well as cost-effective GESI solutions for FLWS — in partnership with research organizations with a strong background on impact assessments, such as the Abdul Latif Jameel Poverty Action Lab, Africa Gender Innovation Lab, and Airbel Impact Lab.
- Synthesizes evidence and communicates it to target audiences, including through evidence explainers, infographics, and other innovative and strategic communication products to inspire and enable other organizations to scale these solutions for equitable FLWS.

- Engages global policy processes such as the UN Convention on Biological Diversity, UN Convention to Combat Desertification, and UN Framework Convention on Climate Change to provide evidence-based recommendations and strategies.
- Monitors and manages evidence uptake to facilitate scaling.
- Supports change in CGIAR institutional frameworks to systematically address gender equality and social inclusion when setting research priorities, defining partnerships, and making decisions with partners to ensure intentionality on GESI in technology design, delivery, and scaling.

## 6. Areas of Work

### 6.1. Introduction to Areas of Work

Progress on reducing hunger has stalled as healthy diets become less affordable and trade regimes deteriorate amid a polycrisis that includes increasing climate change, conflicts, and health risks. These challenges place a disproportionate burden on women, youth, socially excluded people, and IP&LC, and many of the inequalities they face are growing.<sup>9</sup> Forty-three percent of agrifood workers are women, but their pay, labor rights, and control over resources are worse than men’s.<sup>10</sup> Climate change has disrupted indigenous food production, and an additional 34 million people in 25 countries are now acutely food insecure.<sup>11</sup> Progress toward social justice, equality, peace, and global prosperity is undermined when large segments of the world’s population are marginalized in FLWS. Yet FLWS themselves can be a source of solutions.

CGIAR research in HER+, the GENDER Impact Platform, the Sustainable Animal Productivity Initiative (SAPLING), the Diversification in East and Southern Africa Initiative (Ukama Ustawi), and other Initiatives has produced results that have strengthened women’s access to agricultural technologies, tested bundled livelihood interventions to strengthen poor women’s resilience to climate shocks, enhanced women’s voices in local reforestation committees, improved measurement of women’s empowerment, identified restrictive social norms in FLWS markets, and more.

The themes of CGIAR’s three Accelerators — Gender Equality and Inclusion, Digital Transformation, and Capacity Sharing — interface with the rest of CGIAR’s Portfolio to catalyze transformation toward more sustainable and inclusive food systems. The three Accelerators share the following characteristics.

- **Serving as centers of excellence (practices, methods, approaches, external advocacy):** Each Accelerator standardizes and disseminates best practices, methodologies, and approaches in its domain, ensuring that cutting-edge techniques are developed and consistently applied across the Programs, the other Accelerators, and the Centers.
- **Serving as think tanks, setting research agenda:** While CGIAR’s Programs conduct research and generate scientific evidence, each of the Accelerators sets and leads the research agenda in its domain, guiding the future direction of CGIAR’s Portfolio in those areas and collaborating with the Programs, other Accelerators, and Centers in a whole-of-Portfolio approach.

<sup>9</sup> <https://cic.nyu.edu/resources/an-age-of-crises-prospects-for-inequality-and-division/>

<sup>10</sup> <https://openknowledge.fao.org/items/adc0741f-9de2-4d09-ae68-b19cc871601a>

<sup>11</sup> <https://www.worldbank.org/en/news/feature/2022/08/08/indigenous-women-leaders-persevere-amid-a-changing-climate>

- **Building and sharing capacity:** The three Accelerators build and share capacity by increasing the skills and competencies within the Programs, other Accelerators, and Centers. This includes training and development programs enabling CGIAR scientists to implement their methods and practices.
- **Delivering solutions:** Each Accelerator delivers scalable, demand-driven solutions in its domain, responding to the needs of the Programs and other Accelerators and translating research into practical applications that can be deployed across the Programs.

Two AoWs will catalyze equitable transformation in FLWS:

1. **Accelerating Solutions for Impact:** Finding solutions — through research with partners — that lead to gender equality and open opportunities for youth and social inclusion in FLWS.
2. **Accelerating Change through Evidence:** Building a conducive environment to engage, disseminating and scaling solutions, sharing capacity to support adoption, and adaptively learning from engagement with FLWS actors to help solve new or more complex development challenges.

These two AoWs reinforce and collaborate actively with each other and with the Programs, other Accelerators, and Centers. To this end, this Accelerator has a strategic leadership and management unit that takes responsibility for accelerating CGIAR progress in its GESI Impact Area. This unit provides continuity to the work and roles of the GENDER Impact Platform by: (a) fostering global critical thinking; (b) building internal capacity; (c) advising management on the priorities, design, and implementation of the Programs, Accelerators and bilaterally funded projects; and (d) amplifying CGIAR’s external profile and voice.

Building on the experiences of the GENDER Impact Platform, this Accelerator will continue advising CGIAR Senior Leadership on the conditions needed for people to excel at GESI research in CGIAR — such as by providing incentives for gender-responsive research and impacts on gender and inclusion; building gender-research teams in Centers; and adopting practical and fit-for-purpose monitoring and reporting guidelines, strategies, and accountability frameworks.

The two AoWs in this Accelerator do not function in a linear fashion; rather, their remit is to co-create, in iterative steps, with GESI working in diverse teams at multiple levels. For instance, the Accelerator will explore ways to strengthen community resilience, work that requires new and different pathways and approaches than those of innovation-bundle scaling.

The GEI Accelerator adopts a social inclusion lens, which “seeks to address the structural factors and processes that result in inequality and marginalization; and refers to a multidimensional, relational process of improving the ability, opportunity and dignity of individuals and groups — including the otherwise disadvantaged and marginalized people — to take part in society. [Social inclusion] is based on the premise that every person is instrumental in transforming their societies.”<sup>12</sup>

Efforts to develop just and resilient FLWS for current and future generations require engaging with, and creating opportunities for, **young women and men** in all their diversity. Young people face barriers in FLWS, ranging from exclusion from governance, poor access to cash and other resources, and the frustrations of trying to make a prosperous living from small-scale food and farming enterprises. Their aspirations, opportunities, and constraints are shaped by changes in education, in gender and other norms, and in digital innovations, among other shifts. This Accelerator will create conditions that enable young people to pursue their aspirations and drive positive change in FLWS.

**IP&LC** also face unique challenges, including historical land expropriation, assimilation policies, land privatization, and little recognition of their customary land rights. Indigenous women and youth face additional discrimination. These challenges undermine traditional land and food systems — forests in particular — and erode indigenous farming practices that support soil health and food security.<sup>13</sup> In South Asia, **caste** heightens social differentiation, hampering access by people of marginalized castes to land, labor, and livelihood opportunities. Globally, mental and physical health challenges due to disability are commonplace, affecting 16% of the world’s population<sup>14</sup> and severely restricting farming choices and capacities to build viable agrifood livelihoods in LMICs.<sup>15</sup>

<sup>12</sup> CGIAR GENDER Impact Platform, 2024

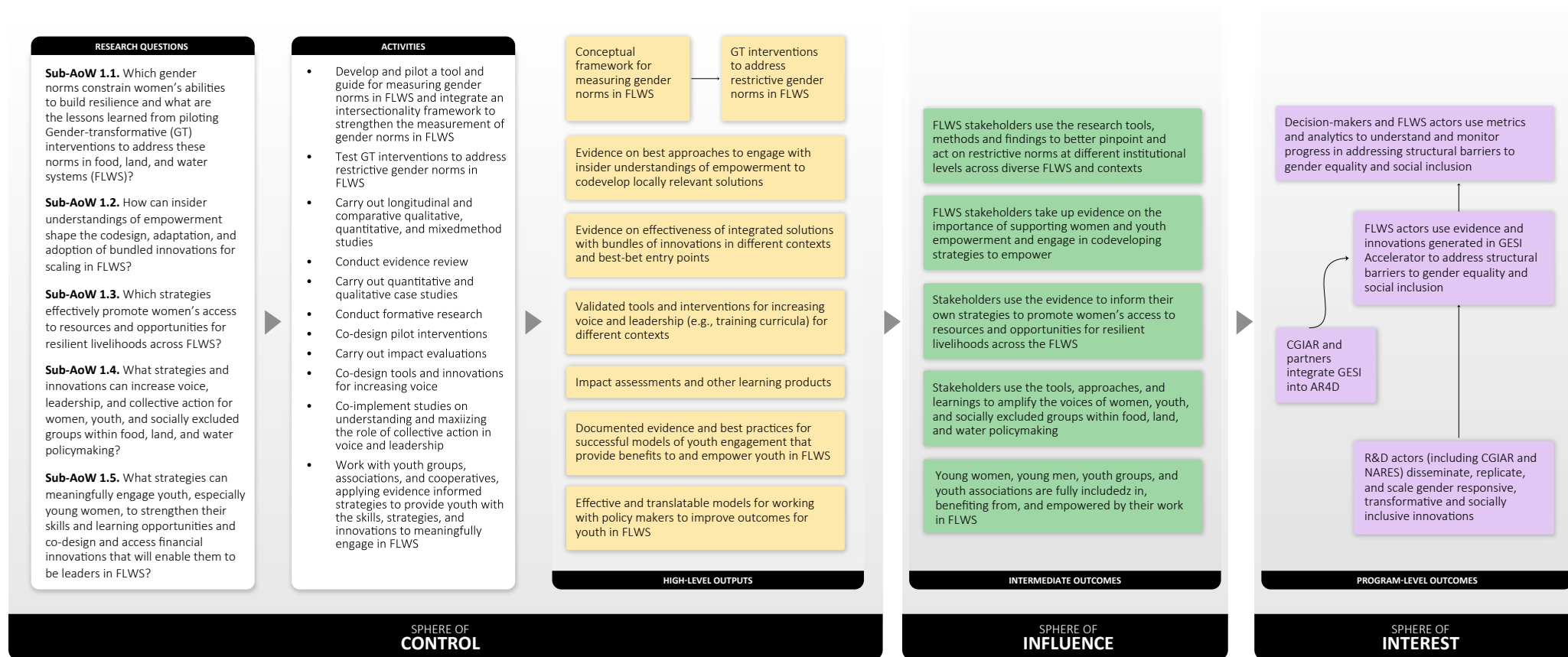
<sup>13</sup> IWGIA, 2022

<sup>14</sup> <https://www.who.int/teams/noncommunicable-diseases/sensory-functions-disability-and-rehabilitation/global-report-on-health-equity-for-persons-with-disabilities>

<sup>15</sup> Cullen & Debevec, 2024a

## 6.2. AoW 1: Accelerating Solutions for Impact

Figure 3. AoW 1 theory of change



*AoW 1, Accelerating Solutions for Impact* builds on a conceptual framework that surfaces four dimensions of inequality, which was further developed by CGIAR and partners to frame an understanding of inequalities in food systems in the lead up to the UN Food Systems Summit.<sup>16</sup> The framework identifies four types of changes, from the individual to the systemic level, that are needed to achieve gender equality in FLWS and further stipulates that these four changes must be pursued in concert to transform FLWS.

The Accelerator focuses on these change areas, which are reflected in the sub-AoWs of AoW 1, namely: at the individual level, the changes needed to achieve gender equality in FLWS require redressing unequal power relations by **increasing women's empowerment** and **promoting equitable access to and control** over FLWS resources throughout the entire life cycle of a person, from youth to old age. But these changes alone cannot transform food systems because disadvantage stems from deep-seated biased social structures. As such, FLWS will be transformed only by **fostering equitable and inclusive norms** and **policies** that provide a conducive environment for empowerment and equity, while **amplifying the voice and influence** of women, youth, and socially excluded groups.

As such, *Accelerating Solutions* comprises the following sub-AoWs:

- 1.1 Fostering equitable and inclusive norms.
- 1.2 Supporting pathways to empowerment and resilience.
- 1.3 Promoting equitable resource access and resilient livelihoods.
- 1.4 Amplifying voice and influence within FLWS institutions.
- 1.5 Youth thrive.

These sub-AoWs are already informed by a rich body of gender research in CGIAR, including that of HER+ and the GENDER Impact Platform as well as that generated by the CGIAR Research Initiatives on Climate Resilience, Livestock and Climate, Fragility to Resilience in Central and West Asia and North Africa, Market Intelligence, SAPLING, Seed Equal, and Sustainable Intensification of Mixed Farming Systems.

*AoW 1, Accelerating Solutions*, builds on this research and its key lesson that, although change in each of the abovementioned areas is essential, achieving a deep and lasting transformation requires coordinated progress across all areas, including changing the norms and policies that sustain inequality at multiple scales of FLWS.<sup>17</sup> Furthermore, this research has shown that emerging opportunities — such as digital innovation, financial inclusion, and climate action — are not gender-neutral and may even disadvantage women or other groups if actors are not intentional about overcoming systemic and individual gender inequalities related to norms, resources, agency, and voice.

Together with CGIAR partners and Programs, *Accelerating Solutions* co-develops and inclusively scales integrated solutions that challenge the multiple dimensions of inequality, overcoming inclusion challenges specific to, for instance:

- Climate change adaptation and mitigation.
- Agricultural technology design and use.
- Breeding and genetic innovations.

- FLW value chains and market systems.
- Natural resources management (e.g., water, biodiversity, landscapes).
- Livestock, fisheries, and aquaculture.

CGIAR's gender research has shown that integrated solutions that promote new agricultural technologies — while addressing norms that hinder gender-equal access and adoption of these technologies — can help reduce the gender productivity gap. Moreover, research shows that, while in general women are more vulnerable than men to the shocks of climate change, greater access to resources, technologies, knowledge, and financial services can improve women's climate resilience. Ensuring equitable social norms and an equal voice in climate discussions, negotiations, and solutions are also crucial.<sup>18</sup> Removing the structural barriers facing women and other groups in farming, forestry, fishery, aquaculture, livestock, and their value chains contributes to greater equality, improved resource management, better livelihood opportunities, and improved diets — thus strengthening resilience capacities.<sup>19</sup>

The *Accelerating Solutions* sub-AoW on **youth** livelihoods co-designs solutions to lift barriers and create the opportunities that many youth want in FLWS. Engaging youth requires researchers to think beyond farming, fields, and food production. For instance, digital technology related to agricultural information, markets, credit, or value addition may draw youth into agriculture. But how can we ensure that these innovations are inclusive and sustainable?

*Accelerating Solutions* also expands beyond a gender focus to address other intersecting axes of marginalization and exclusion. This intersectional approach considers how people's social characteristics interact to shape the constraints and opportunities they face in FLWS. A social inclusion approach ensures that otherwise excluded groups, such as people with disabilities, IP&LC, people of lower caste, and vulnerable tribal communities, take part in designing the solutions that shape their lives and livelihoods. For instance, the Accelerator builds on CGIAR's experience in supporting land tenure for IP&LC, co-designing socio-technical innovation bundles (STIBs) with Scheduled Castes and tribes in India, and ensuring social inclusion in climate finance, among other work.<sup>20</sup>

### ***Accelerating Solutions* addresses the following overarching research question:**

Which integrated solutions, implemented under which conditions and contexts, can accelerate a transition toward just and resilient FLWS that deliver gender and social equality and inclusion and other desirable FLWS outcomes?

*Accelerating Solutions* conducts solution-oriented research on gender dynamics, norms, and inclusion in the context of FLWS. It co-designs and tests interventions that help make FLWS more just and resilient, while partnering with other Programs and Accelerators to develop integrated solutions for specific AR4D domains across FLW sectors.

*Accelerating Solutions* (AoW 1), in collaboration with *Accelerating Change* (AoW 2), creates tailor-made tools and standardized metrics that enable conceptually sound, accurate, and consistent measurement of gender equality in institutions, power relations, and agency. This will be the basis for co-designing and refining tools to measure progress toward gender equality, empowerment, and inclusion objectives and commitments and targets in institutions, policies, programs, and projects amid the new reality of polycrisis.

<sup>16</sup> Njuki, et al., 2021

<sup>17</sup> <https://www.sciencedirect.com/science/article/pii/S2211912423000652>

<sup>18</sup> Bryan et al., 2024

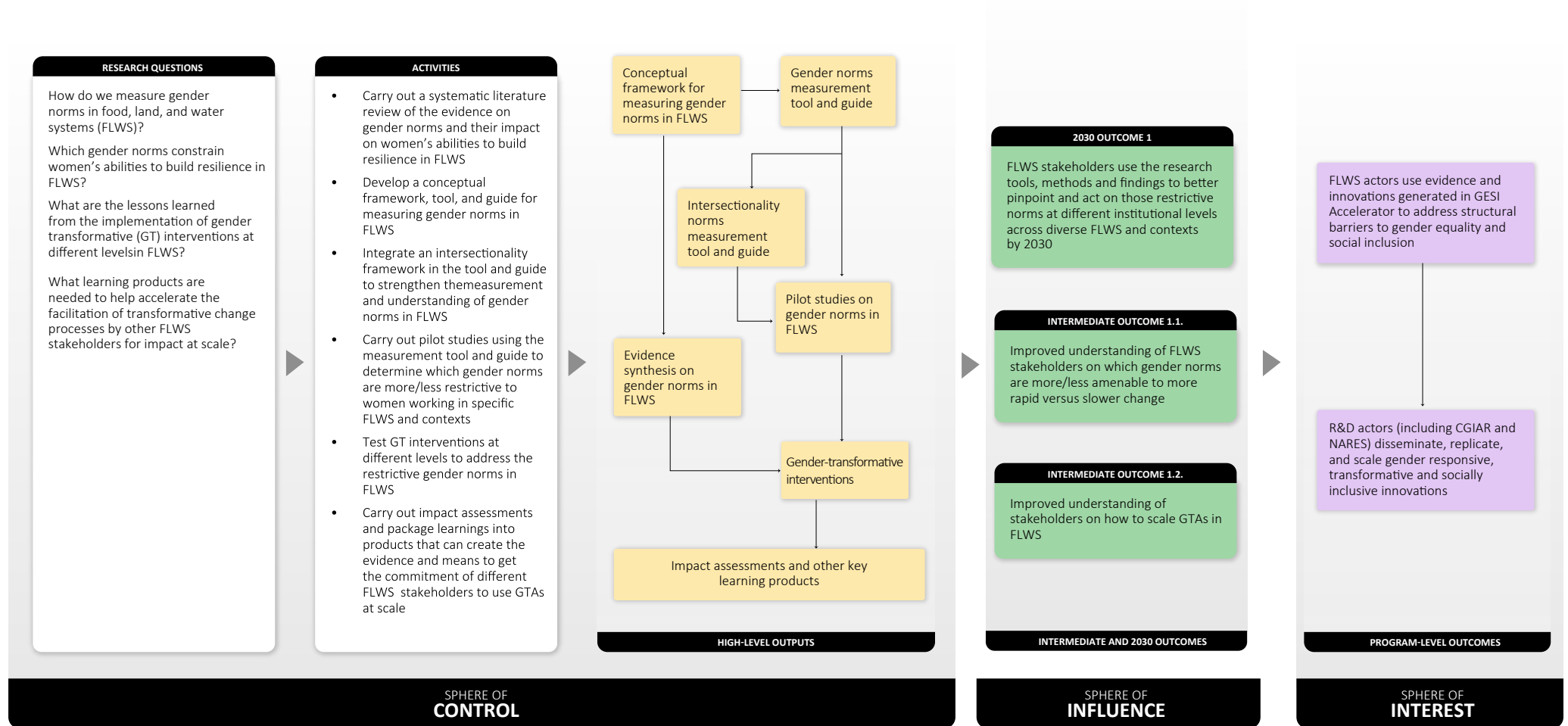
<sup>19</sup> <https://www.sciencedirect.com/science/article/pii/S2211912424000233>

<sup>20</sup> Mukhopadhyay et al., 2023

## 6.2.1. Sub-AoW 1.1: Fostering equitable and inclusive norms

**Figure 4.** Sub-AoW 1.1 theory of change

Figure 4 (Sub-AoW 1.1 ToC): in the high-level outputs, replace “Gender-Transformative interventions” by “”



Social norms are a group's informal rules for behavior, upheld by sanctions when violated. These informal social institutions are context-specific and influence behavior at all levels — individual, household, community, and organizational. Gender norms are the subset of social norms that define appropriate behavior for women and men. Gender norms can dictate and reinforce inequalities in FLWS, limiting the capacities of rural women to improve their livelihoods.<sup>21,22</sup> This creates gender inequalities in agricultural development outcomes. Restrictive gender norms must be addressed to develop inclusive FLWS and to meet many of the SDGs. However, few studies examine the impacts of gender norms on men's and women's abilities to leverage FLWS, and such work currently lacks coherent conceptual framing to guide the measurement of gender norms in FLWS. However, research is crucial for designing, piloting and scaling gender-transformative approaches (GTAs) to enhance equality in FLWS.<sup>23</sup>

To fill these gaps, HER+ carried out an evidence synthesis on gender norms in FLWS,<sup>24</sup> developed a conceptual framework for measuring gender norms,<sup>25</sup> and supported multi-stakeholder co-design processes to pilot a novel quantitative gender norms assessment tool in Nigeria and Tanzania.<sup>26</sup> The SAPLING Initiative also developed a tool to assess gender norms in livestock systems.<sup>27</sup> The GENDER Impact Platform partnered with the Joint Program on GTAs<sup>28</sup> and HER+ to develop guidelines<sup>29</sup> on how to measure gender-transformative change and changes in gender norms. HER+ recently started designing and piloting gender-transformative (GT) interventions with partners using the evidence base generated and a set of leverage points and levers<sup>30</sup> identified via stakeholder consultations in Nigeria and Tanzania. The SAPLING Initiative studied how gender norms on masculinity impacted nutrition security; it demonstrated that gender-accommodative approaches are less efficient than gender-transformative ones in improving women's access to animal vaccines.<sup>31</sup>

### **This sub-AOW addresses the following key research questions.**

1. How do we measure gender norms in FLWS?
2. Which gender norms constrain women's abilities to build resilience in FLWS?
3. What are the lessons learned from the implementation of GT interventions at different levels in FLWS?

This Accelerator works with CGIAR Programs and partners outside CGIAR (e.g., FAO, in-country NGOs) to validate and test its tools and approaches in different contexts by providing technical support and synthesizing lessons for broader uptake by FLWS stakeholders. The Accelerator uses an intersectionality framework to strengthen the gender norms measurement tool and to study how norms for gender intersect with those for youth, and ethnic, caste, or religious groups to create or maintain unequal agricultural development outcomes. It also explores the most restrictive norms (especially harmful masculinity norms that prevent women from engaging in and benefiting from FLWS), how to change them at scale, and the best approaches for transformative change in FLWS.

The Accelerator uses this evidence to attract greater commitment from FLWS stakeholders who will use these research tools, methods, and findings to better pinpoint and act on those restrictive norms at different institutional levels across diverse FLWS and contexts by 2030 (2030 Outcome 1). This work will improve stakeholder understanding of which gender norms are more amenable to change (Intermediate Outcome 1.1) and help determine how better to scale GTAs in FLWS, including what preconditions are needed for scaling GTAs (Intermediate Outcome 1.2).

Achieving these outcomes assumes: (1) gender norms are amenable to change in the shorter term for targeting by stakeholders; (2) changes in gender norms occur fast enough to keep stakeholders motivated while implementing GTAs; (3) GTAs bring about gains in productivity, food, nutrition, and economic security to increase their use by stakeholders; and (4) tools and learning products are developed to accelerate implementation of GTAs by stakeholders. The use of strategic communication targeting FLWS stakeholders is critical to ensuring that these outcomes are achieved via increased understanding of GTAs and confidence in their use.

<sup>21</sup> <https://doi.org/10.1080/09718524.2020.1729480>

<sup>22</sup> <https://doi.org/10.1016/j.agsy.2024.104023>

<sup>23</sup> <https://www.cgiar.org/innovations/gender-transformative-approaches/>

<sup>24</sup> <https://hdl.handle.net/10568/136053>

<sup>25</sup> <https://hdl.handle.net/10568/135873>

<sup>26</sup> <https://hdl.handle.net/10568/136080>

<sup>27</sup> <https://gender.cgiar.org/news/sapling-research-seeks-empower-women-central-uganda-fully-benefit-pig-industry>

<sup>28</sup> <https://www.fao.org/joint-programme-gender-transformative-approaches/en>

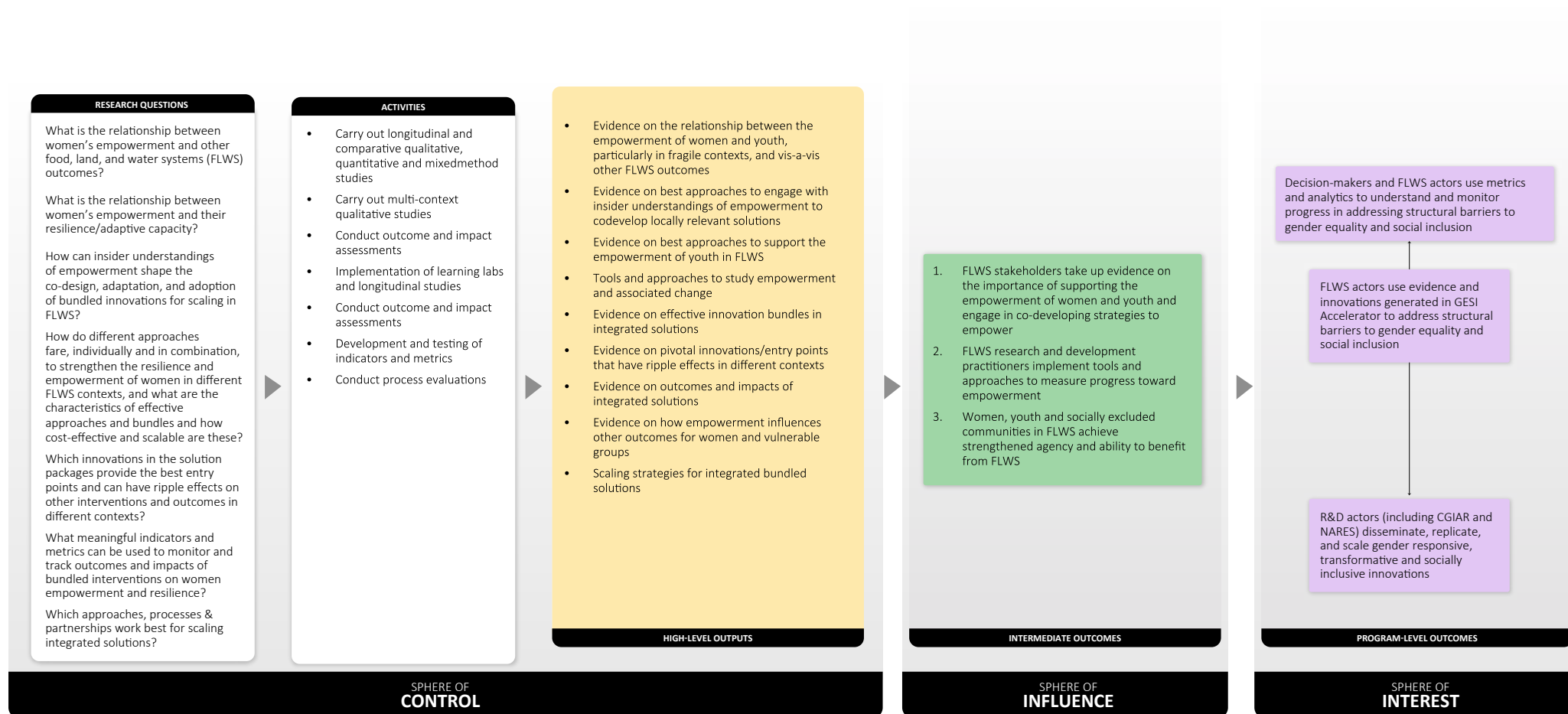
<sup>29</sup> <https://doi.org/10.4060/cc7940en>

<sup>30</sup> <https://hdl.handle.net/10568/149345>

<sup>31</sup> Njiru et al., 2024

## 6.2.2. Sub-AoW 1.2: Supporting pathways to empowerment

Figure 5. Sub-AoW 1.2 theory of change



Women's empowerment is both an end in itself and a means for achieving a just FLWS transformation. The empowerment of women, who are at the heart of FLWS, is needed to allow FLWS to develop to its full potential and support progress toward gender equality. CGIAR developed widely used tools for measuring changes in empowerment (the Women's Empowerment in Agriculture Index [WEAI] and others), yet there remains a need to further capture local concepts of empowerment, including their relational nature and psychological dimensions as well as resilience. The concept of *resilience*, as applied by diverse FLWS actors, remains ambiguous. Evidence shows that technical innovations to increase productivity and adapt to climate change in FLWS can<sup>32</sup> increase women's empowerment. However, these have met with low adoption by women compared to men, mainly because the technologies are introduced without the complementary innovations needed to address the social and institutional barriers that women face.<sup>33</sup>

In response, the GENDER Impact Platform, HER+, SAPLING, and other gender research in CGIAR have worked extensively on developing methods and metrics for measuring women's empowerment in FLWS. They have studied the relationship between empowerment and other FLWS outcomes and piloted bundled social and technical innovations that support the empowerment of women in FLWS.<sup>34</sup> HER+ developed an evidence map<sup>35</sup> of the impacts of STIBs on women's empowerment in FLWS; an interactive map and dashboard<sup>36</sup> with data, tools, and 1,865 socioeconomic datasets that facilitate bundling; and a framework<sup>37</sup> to identify, prioritize, and co-design STIBs. It has facilitated learning labs (multi-stakeholder platforms to address complex challenges with integrated solutions)<sup>38</sup> for STIBs through inclusive, participatory,<sup>39</sup> context-specific,<sup>40</sup> and demand-driven processes. Results show higher productivity,<sup>41</sup> food security, and resilience capacity among women and men STIB users than among non-users.

### **This sub-AoW addresses the overarching research question:**

Which integrated, scalable, and cost-effective solutions can advance women's empowerment and resilience in FLWS and how can they be scaled?

Specific questions include:

1. How can insider understandings of empowerment shape the co-design, adaptation, and adoption of bundled innovations that can be scaled in FLWS? What is the relationship between women's empowerment, adaptive capacity to climate shocks, and resilience in the face of economic, environmental, conflict, and health stressors?
2. Which metrics can help to meaningfully monitor the outcomes of bundled interventions on women's empowerment and resilience?
3. Which are the most effective ways (approaches, processes, and partnerships) for scaling integrated solutions?

The sub-AoW addresses these questions with impact assessments and evaluations across contexts. Mixed-method, longitudinal studies in long-term learning labs reveal pathways toward empowerment and resilience. Evidence syntheses and case studies, quasi-experimental research, and cross-regional analyses shed light on what works — why, where, for whom, and how to strengthen women's empowerment and resilience. A large and rapidly growing dataset collected using the WEAI and its derivatives — as well as other measures of empowerment, combined with other FLWS data (some spatially explicit, big data) — allows for an analysis of the relationship between empowerment and other FLWS outcomes.

This sub-AoW collaborates with other sub-AoWs of AoW1 to test integrated solutions in different contexts and to track outcomes in existing and new STIB learning labs with select Programs. It aims to initiate one longitudinal study and one long-term learning lab in each of the climate-change-agriculture-gender hotspots identified under the GENDER Impact Platform per region.<sup>42</sup> It also engages actively with Small Island Nations of the Pacific — the region most vulnerable to climate change — which have high levels of malnourishment and gender inequality and little data on GESI. It also develops strategies to scale solutions and pilot them beyond the Programs and CGIAR.

<sup>32</sup> <https://cgspage.cgiar.org/items/c3a75105-ca6c-4977-a0a6-172ca1e67304>

<sup>34</sup> <https://link.springer.com/book/10.1007/978-3-030-88802-2>

<sup>35</sup> <https://hdl.handle.net/10568/135070>

<sup>36</sup> <https://stibs.alliance.cgiar.org/inventory-data>

<sup>37</sup> <https://cgspage.cgiar.org/items/c3a75105-ca6c-4977-a0a6-172ca1e67304>

<sup>38</sup> <https://www.irri.org/news-and-events/news/her-stakeholder-workshop-paves-way-piloting-learning-labs-india>

<sup>39</sup> <https://cgspage.cgiar.org/items/bc30ee3c-f6c5-4e5a-bc4e-e8d688c2f93e>

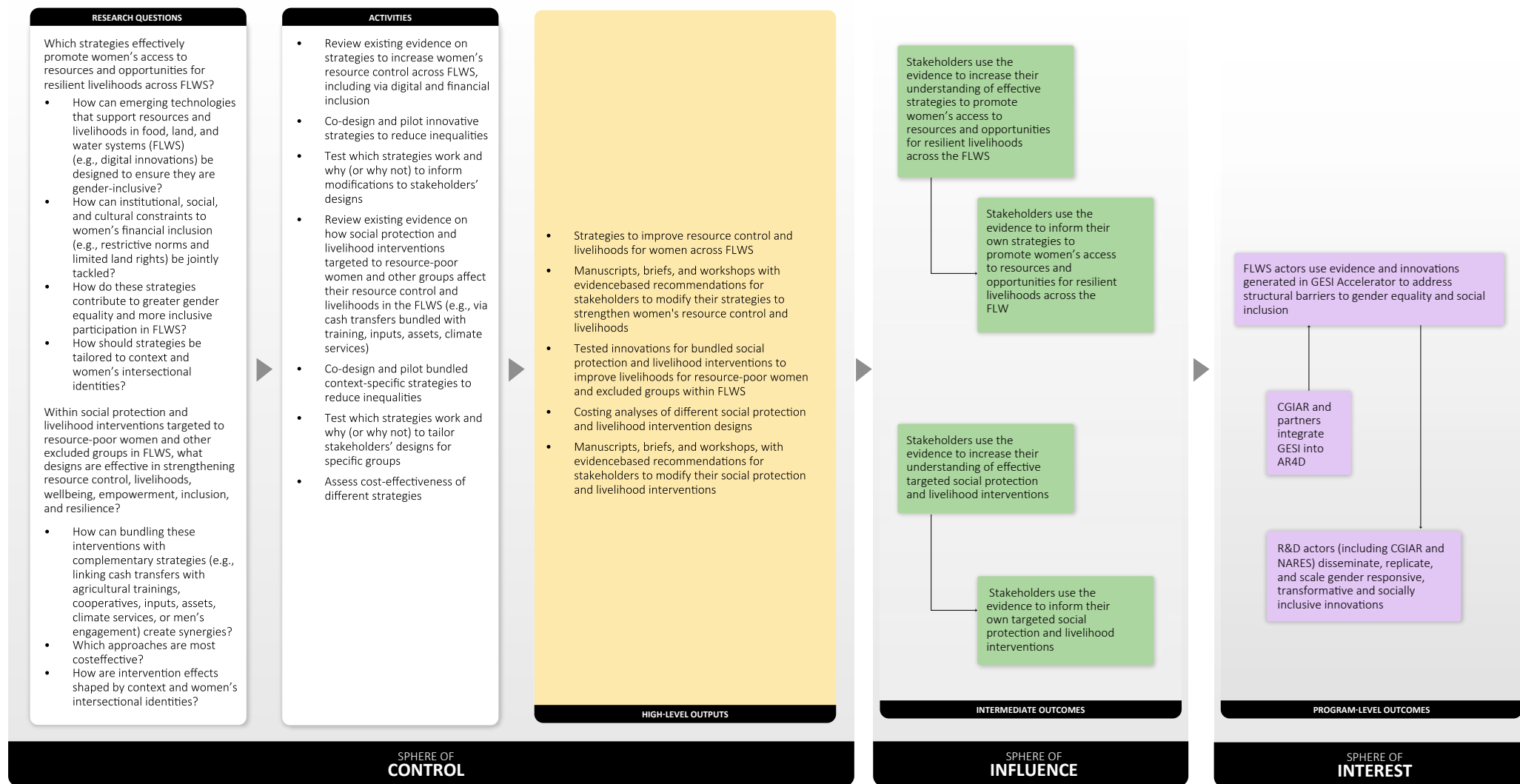
<sup>40</sup> <https://cgspage.cgiar.org/items/28f388ef-75af-4133-a67b-17534723cdcc>

<sup>41</sup> <https://hdl.handle.net/10568/140709>

<sup>42</sup> <https://gender.cgiar.org/news/new-hotspot-mapping-reveals-where-climate-change-hits-women-hardest>

### 6.2.3. Sub-AoW 1.3: Promoting equitable resource access and resilient livelihoods

Figure 6. Sub-AoW 1.3 theory of change



Inequitable access to resources<sup>43</sup> constrains full participation in FLWS, reinforcing inequalities and undermining resilience. For women across FLWS, resource constraints restrict livelihood opportunities, productivity, and investments. Unique structural inequities are faced by resource-poor women and other socially excluded groups — including youth, IP&LC, and people living in fragile contexts. Addressing these constraints will accelerate poverty reduction; improvements to nutrition, health, well-being, and economic empowerment; and adaptation to climate change and other compounding risks.

Evidence-based solutions are needed that address gender-based and other disparities in access to finance, productive assets, natural resources, information, services, and agricultural and other technologies. Approaches must strengthen women’s resources and livelihoods across FLWS while also harnessing social protection (and related) approaches that address the unique constraints of resource-poor women and other excluded groups.

HER+, the GENDER Impact Platform, other Initiatives, and bilateral projects have shown that when women control<sup>44</sup> resources and their livelihoods,<sup>45</sup> this can drive gender equality and FLWS participation. Key questions remain around whether emerging technologies that strengthen resources and livelihoods in FLWS — such as digital solutions<sup>46</sup> — are gender-inclusive.<sup>47</sup> Women’s financial inclusion is still a key domain of inequitable access.<sup>48</sup> HER+ and partners have demonstrated that social protection<sup>49</sup> and livelihood interventions<sup>50</sup> targeting resource-poor women in FLWS can promote/improve their asset ownership,<sup>51</sup> livelihoods,<sup>52</sup> diets,<sup>53</sup> health,<sup>54</sup> sustained poverty reduction,<sup>55</sup> and climate resilience<sup>56</sup> (mitigating harm from drought<sup>57</sup> or flooding<sup>58</sup>) and may increase their adoption of sustainable land management technologies.<sup>59</sup> This work also shows that context<sup>60</sup> and intersectionality<sup>61</sup> shape effectiveness, and bundled interventions<sup>62</sup> create synergies for gender equality<sup>63</sup> and resilience.<sup>64</sup>

### **Building on this foundation, this sub-AoW co-develops solutions with partners to address the following research questions.**

1. Which strategies effectively promote women’s access to resources and opportunities for resilient FLWS-based livelihoods? This includes strategies to make emerging digital and agricultural technologies gender-inclusive and to foster financial inclusion and access to resources through women’s self-help groups, including fisheries and forest-user groups.

2. What social protection and livelihood interventions are effective in strengthening resource control, livelihoods, well-being, empowerment, inclusion, and resilience of resource-poor women, youth, and socially excluded groups in FLWS? This entails testing innovative bundled interventions (such as linking cash transfers with agricultural training, inputs, assets, climate services, men’s engagement, and social inclusion interventions) and assessing their cost-effectiveness.

Recommendations draw on evidence from impact evaluations, case studies, formative research, cost analyses, and reviews. Outputs including manuscripts, briefs, and workshops will engage stakeholders (governments, UN agencies, NGOs, financial institutions, donors, academics) on recommendations for future programming.

Policy reforms, program re-designs, and strategy revisions are key processes for impact. Since these processes vary a lot for each stakeholder, the sub-AoW’s intermediate outcome is instead that the stakeholders use this evidence to increase their understanding of effective strategies and interventions to strengthen women’s resources and livelihoods. At least two steps are needed: (1) generate more evidence on the effectiveness of innovative strategies, co-developed with stakeholders to ensure relevance and ownership; and (2) help stakeholders to understand how the evidence implies modifying their own strategies and interventions.

Intermediate outcomes rely on several assumptions: (1) rigorous analysis will build credibility of research findings; (2) longstanding relationships and co-developed research will promote buy-in; (3) relevance of research for stakeholders’ own programs will encourage uptake; and (4) demand for this evidence exists, because stakeholders recognize that their programs can strengthen resources and livelihoods for women and socially excluded groups — advancing objectives of multiple SDGs.

2030 outcomes are that stakeholders use the evidence to inform their own strategies and interventions to strengthen women’s resources and livelihoods. Additionally, moving from intermediate to 2030 outcomes assumes that: (5) timelines, political economy, continuity of actors, and funding create opportunities for stakeholders to act on their increased understanding, including through policy reforms, program re-designs, or strategy revisions.

<sup>43</sup> <https://www.ncbi.nlm.nih.gov/books/NBK599607/>

<sup>44</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6472297/>

<sup>45</sup> <https://doi.org/10.1080/00220388.2024.2319072>

<sup>46</sup> <https://hdl.handle.net/10568/137672>

<sup>47</sup> <https://hdl.handle.net/10568/134575>

<sup>48</sup> <https://hdl.handle.net/10568/145056>

<sup>49</sup> <https://hdl.handle.net/10568/144240>

<sup>50</sup> <https://hdl.handle.net/10568/138875>

<sup>51</sup> <https://hdl.handle.net/10568/132862>

<sup>52</sup> <https://www.aeaweb.org/articles?id=10.1257/app.20230108>

<sup>53</sup> <https://hdl.handle.net/10568/135967>

<sup>54</sup> <https://hdl.handle.net/10568/126900>

<sup>55</sup> <https://hdl.handle.net/10568/134921>

<sup>56</sup> <https://socialprotection.org/discover/publications/leveraging-social-protection-support-women%E2%80%99s-and-girls%E2%80%99-climate-resilience-low>

<sup>57</sup> <https://hdl.handle.net/10568/134921>

<sup>58</sup> <https://hdl.handle.net/10568/138798>

<sup>59</sup> <https://hdl.handle.net/10568/139548>

<sup>60</sup> <https://hdl.handle.net/10568/135996>

<sup>61</sup> <https://hdl.handle.net/10568/136017>

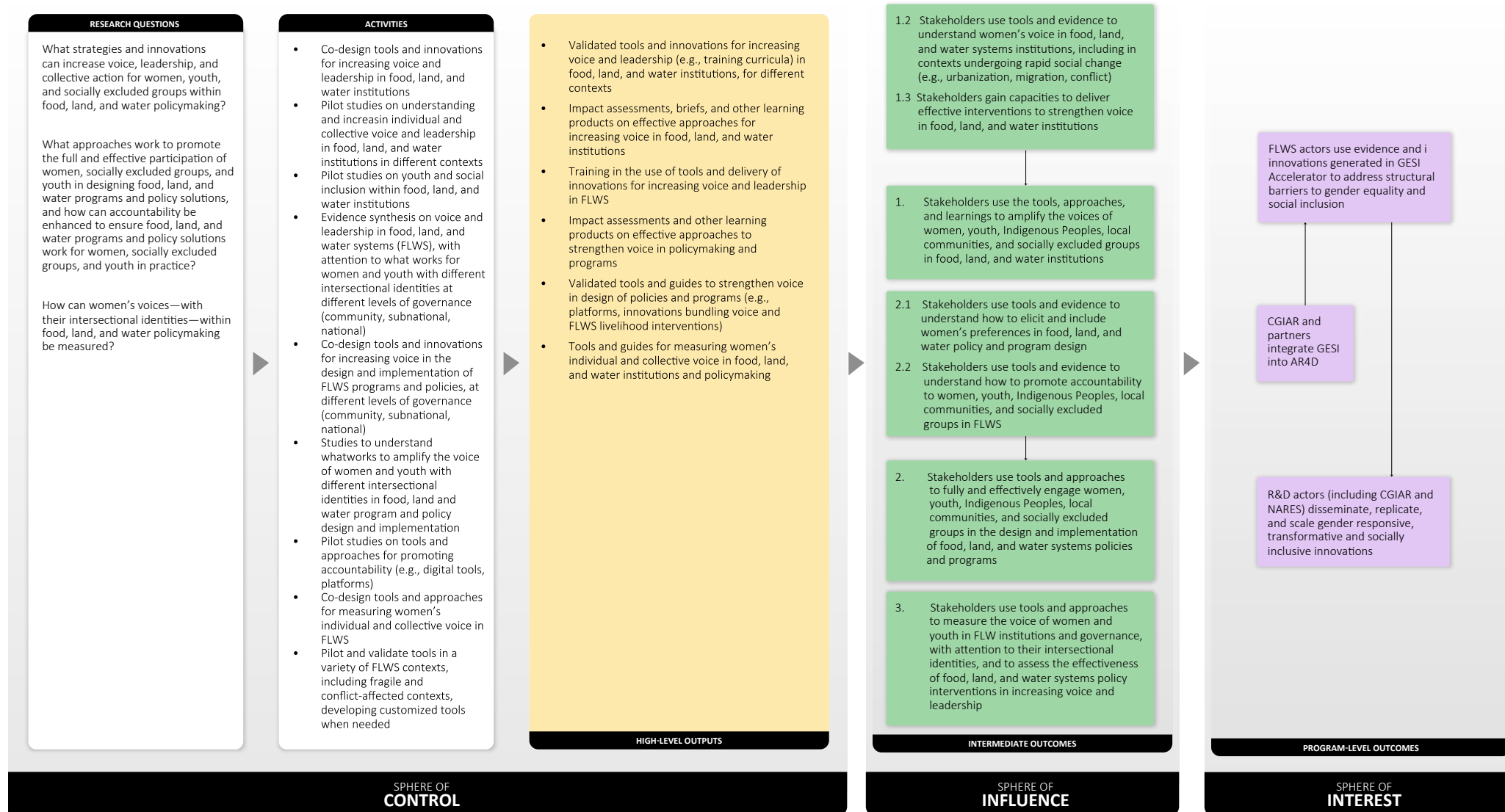
<sup>62</sup> <https://hdl.handle.net/10568/135167>

<sup>63</sup> <https://hdl.handle.net/10568/138878>

<sup>64</sup> <https://hdl.handle.net/10568/137823>

## 6.2.4. Sub-AoW 1.4: Amplifying voice and influence within FLW institutions

Figure 7. Sub-AoW 1.4 theory of change



Amplifying the voices and leadership of women, youth, IP&LC, and socially excluded groups is key to catalyzing equitable solutions to the polycrisis facing FLWS.<sup>65,66</sup> Yet women are only 26.9% of parliamentarians worldwide<sup>67</sup> and, in sub-Saharan Africa, are 10 percentage points less likely than men to speak at community meetings.<sup>68</sup> Women are less likely to be represented in farmer organizations and cooperatives,<sup>69</sup> resource (e.g., forest, fisheries, water) user groups, and in most FLWS governance structures.<sup>70</sup>

Few studies document how to increase women's voices and leadership in FLWS governance. Yet such research is key for ensuring that FLWS policies address women's needs, deliver improved and more equitably distributed FLWS benefits, and transform unequal power relations.

To contribute to filling these gaps, HER+ produced:

- Evidence syntheses on barriers and opportunities for enhancing women's voices in community FLWS governance.<sup>71</sup>
- Innovative approaches for increasing and assessing women's voices and leadership in public settings.<sup>72</sup>
- A conceptual framework<sup>73</sup> and new measurement tools<sup>74</sup> for assessing women's voices in FLWS governance (e.g., Women's Empowerment in Agrifood Governance).

This research found that women's advocacy training increased women's voices in Nigeria and that increasing the share of women in forest-user committees in Malawi increased women's influence. Research by SAPLING found that women's leadership and agency in collectives was related to their ownership of assets and access to extension services, highlighting the need for integrated solutions.<sup>75</sup> Other foundational research has examined how shocks affect women's voices<sup>76</sup> and other barriers to women's voices and influence.<sup>77</sup>

This sub-AoW continues research on enhancing women's voices in key FLWS processes, including through skills training, institutional designs, and programs that boost women's participation, leadership, and influence within agricultural livelihood interventions.

#### **This sub-AoW addresses innovative research to address these research questions.**

1. What co-designed strategies and innovations, developed in response to demand from government ministries and civil society organization (CSO) partners, are effective for amplifying women's leadership, voices, and influence in FLW institutions? This includes exploring solutions for women, youth, IP&LC, and other socially excluded groups; engaging a broader range of FLWS actors to improve their receptivity to women's leadership; developing effective approaches for supporting women's (individual and collective) leadership in FLWS; and investigating approaches to protect women's voices and influence in settings experiencing high rates of climate-induced

migration or conflict. This work is pursued with bilateral projects and with other Programs (e.g., Food Frontiers and Security for work in fragile settings, Multifunctional Landscapes for work on collective action, and Sustainable Animal and Aquatic Foods for work on livestock and fish).

2. Which inclusive participatory approaches and technical solutions promote the full participation of women, youth, IP&LC, and other groups in designing FLW policies, programs, and appropriate accountability mechanisms for FLW policy implementation? This work considers the role of digital tools and platforms in the design and implementation of equitable FLW policies and in supporting deliberative processes and enabling environments for women's influence. Key goals are identifying effective ways to bundle approaches that can increase women's voices and influence, such as through STIBs and social protection. This work is pursued in partnership with other Programs and Accelerators (e.g., the Policy Innovations Program and the Digital Transformation Accelerator) that are testing equitable solutions to specific FLWS challenges.
3. How can the (individual and collective) leadership, voice, and influence of women, youth, IP&LC, and socially excluded groups within FLW institutions and policymaking be measured? This sub-AoW improves measurement tools for women's leadership and collective agency in FLWS decision-making and co-designs capacity-sharing innovations to support the use of these tools. There is strong demand from partners to extend these tools to the subnational and individual levels, incorporate other dimensions of marginalization, and develop versions that work for youth and in fragile settings.

High-level outputs in this sub-AoW include innovations such as platforms, training guides, and implementation manuals for supporting the voices and leadership of various FLWS actors; monitoring, evaluation, learning, and impact assessment (MELIA) studies to identify effective interventions for strengthening voices; policy briefs and journal articles to support evidence-based, inclusive policy processes; and measurement tools for assessing women's influence in FLWS governance. Intermediate outcomes include awareness and use of these co-designed tools and evidence by FLW ministries, NGOs, CSOs, and private-sector institutions.

Expected 2030 outcomes are that stakeholders who have been involved in the co-design of these innovations use the evidence and tools to support inclusive policy processes, policies, and programs and to assess the effectiveness of their approaches for enhancing gender equality and social inclusion in FLWS. Achieving these outcomes assumes that: (1) there is a will and commitment among stakeholders to actively partner in co-design processes and to invest in the solutions generated; (2) capacity sharing to support uptake is effective and fit-for-purpose; (3) women, youth, and socially excluded groups are interested in participating and influencing decision-making processes.

<sup>65</sup> <https://www.sciencedirect.com/science/article/pii/S0305750X14000989>

<sup>66</sup> <https://doi.org/10.1080/00220388.2015.1018904>

<sup>67</sup> [https://data.ipu.org/women-ranking/?date\\_month=1&date\\_year=2024](https://data.ipu.org/women-ranking/?date_month=1&date_year=2024)

<sup>68</sup> <https://cgspace.cgiar.org/server/api/core/bitstreams/703f6a25-4be8-4c11-ba5d-85be192647f7/content>

<sup>69</sup> Kaaria et al., 2016

<sup>70</sup> <https://doi.org/10.1186/s13750-016-0057-8>

<sup>71</sup> <https://hdl.handle.net/10568/126990>

<sup>72</sup> <https://doi.org/10.2499/p15738coll2.136962>

<sup>73</sup> <https://doi.org/10.2499/p15738coll2.136489>

<sup>74</sup> <https://www.ifpri.org/interactive/weagov/>

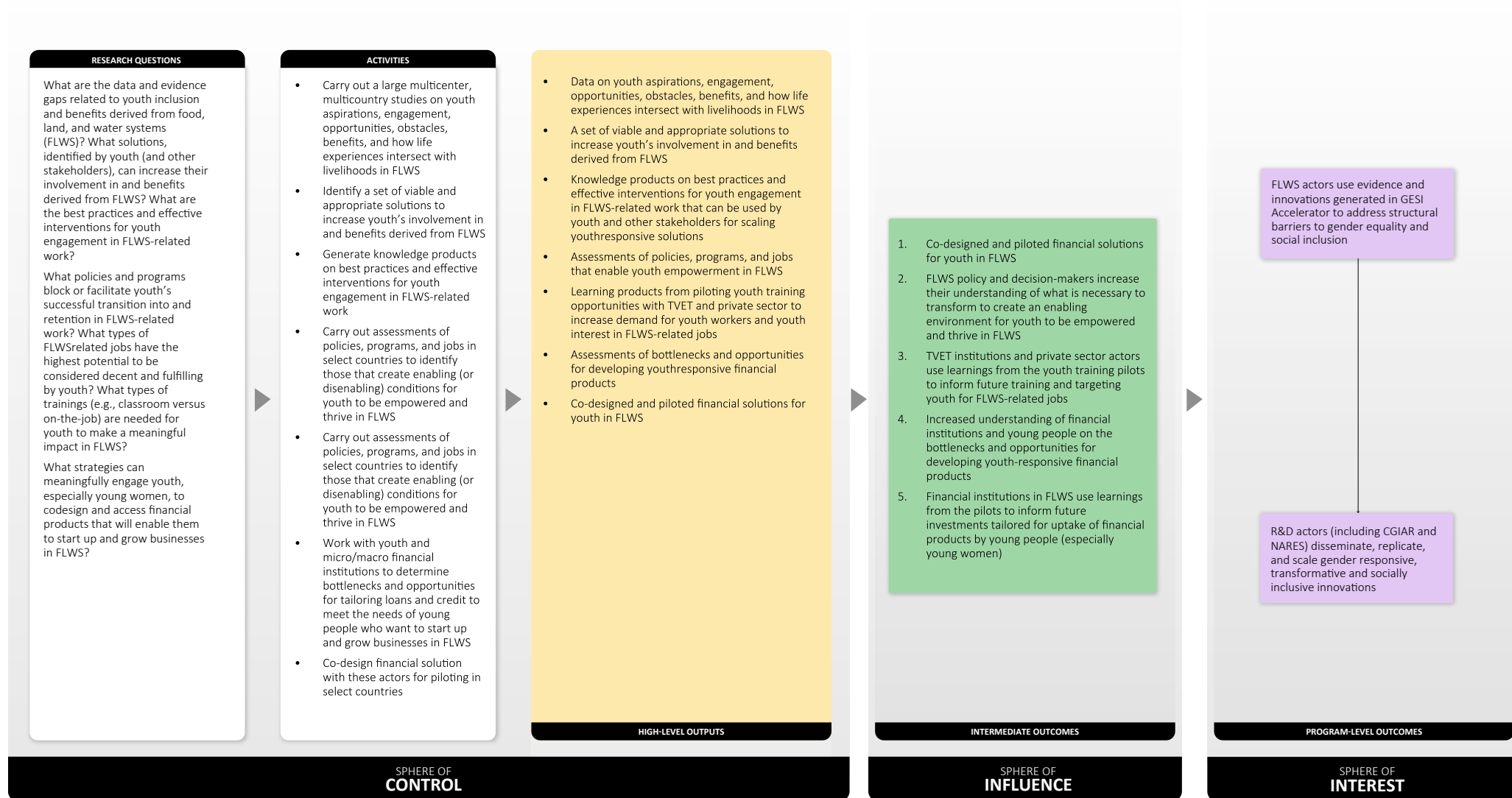
<sup>75</sup> <https://journals.sagepub.com/doi/full/10.1177/21582440241239128>

<sup>76</sup> [https://www.google.com/books/edition/When\\_women\\_hold\\_local\\_office\\_Women\\_s\\_rep/bNnwEAAAQBAJ?hl=en&gbpv=1&kptab=getbook](https://www.google.com/books/edition/When_women_hold_local_office_Women_s_rep/bNnwEAAAQBAJ?hl=en&gbpv=1&kptab=getbook)

<sup>77</sup> <https://hdl.handle.net/10568/126990>

## 6.2.5. Sub-AoW 1.5: Youth thrive

Figure 8. Sub-AoW 1.5 theory of change



Feeding future generations will depend on a vibrant food system that requires engaging today's youth, which are gradually exiting traditional agricultural livelihoods for other opportunities, leaving behind an aging agricultural workforce. Complex political and environmental crises impact young women and men across the world. Improving opportunities for these young people will give them a better future while also improving food security, reducing poverty, and building environmental resilience. A just transformation can only be sustained if the challenges that young people face are addressed and if youth have the chance to be active participants in transforming FLWS. Few current investments create solutions to address the interests of youth in FLWS. The ones that do exist lack strategic direction rooted in a strong evidence base. Most have focused on developing youth entrepreneurship skills,<sup>78</sup> with much less effort put into conducting research to better understand the opportunities and barriers facing young people and how their social positions (based on gender, socioeconomic status, stage in life, education, and more) shape their prospects and aspirations in FLWS.

Under the *Youth thrive* sub-AoW, the GEI Accelerator lays the groundwork for a strategic youth research agenda. CGIAR's research on youth is relatively limited to date but includes, for example, multi-country studies on youth aspirations under agroecology, research by the Sustainable Intensification of Mixed Farming System Initiative on sheep fattening in Ethiopia, studies on youth engagement in the aquaculture sector in many African countries through the Technologies for African Agricultural Transformation project,<sup>79</sup> and the GENNOVATE project.<sup>80</sup> The GENDER Impact Platform's investment in developing a position paper on youth in AR4D is especially relevant to guide future research in this area. CGIAR's rich body of research on gender in FLWS provides a solid foundation for addressing how age intersects with important social identities — such as gender, socioeconomic status, geography, and marital status — to shape agricultural development opportunities and outcomes.

### **This sub-AoW addresses the following research questions.**

1. What are the data and evidence gaps related to youth inclusion in, and benefits derived from, FLWS? What solutions, identified by youth (and other stakeholders), can increase their involvement in, and benefits derived from, FLWS? What are the best practices and effective interventions for youth engagement in and empowerment through FLWS-related work?
2. What policies and programs block or facilitate youth's successful transition into and retention in FLWS-related work? What types of FLWS-related jobs have the highest potential to be considered decent and fulfilling by youth? What types of training (e.g., classroom vs. on-the-job) are needed for youth to make a meaningful impact in FLWS?
3. What strategies can meaningfully engage youth, especially young women, to co-design and access financial products that will enable them to start and grow businesses in FLWS?

The high-level outputs under this sub-AoW include the generation of data on youth aspirations, engagement, opportunities, obstacles, and benefits and how life experiences intersect with

livelihoods in FLWS. This is via a large, multi-Center, multi-country study, conducted in collaboration with Programs using a shared methodology. The study will consult youth and other stakeholders across different contexts about appropriate solutions to increase youth involvement in, and benefits derived from, FLWS. Another output is knowledge products on best practices and effective interventions for youth engagement in and empowerment through FLWS-related work that youth and other stakeholders can consult when scaling youth-responsive solutions. This Accelerator will assess policies, programs, and jobs in selected countries to identify those that create enabling conditions for youth to be empowered by and thrive in FLWS.

Technical and vocational education and training (TVET) institutions in low- and middle-income countries hold great potential for equipping youth with knowledge and skills required by the private (and public) sector. This Accelerator will explore this potential in selected countries and work with TVET institutions to design and pilot classroom-based and on-the-job training opportunities with the private sector to increase the demand for youth workers and increase youth interest in FLWS-related jobs. Lastly, the Accelerator will work with youth and micro- and macro-financial institutions to determine bottlenecks and opportunities for tailoring loans and credit to meet the needs of young people (especially young women) who want to start and grow businesses related to FLWS. Through this process, the Accelerator will co-design financial solutions with these actors for piloting in selected countries.

All of these outputs are pursued in partnership with global FLWS actors such as ADB, AfDB, FAO, IFAD, Institute of Development Studies, and World Food Forum. The team also partners with young people in FLWS and their associations (e.g., Young Professionals for Agricultural Development) and national and local youth associations. CGIAR's established partnerships with these actors, its global footprint and track record in research on inclusion and on creating a conducive research environment will allow rapid progress in this area.

Through these partnerships, the GEI Accelerator will achieve the following intermediate outcomes: (i) FLWS stakeholders use the evidence base, proposed solutions, and knowledge products to design, validate, pilot, and scale youth-responsive solutions to increase youth's involvement in, and benefits derived from, FLWS; (ii) FLWS policymakers and decision-makers have a better understanding of what is necessary to create an enabling environment for youth to be empowered by, and thrive in, FLWS; (iii) TVET institutions and private-sector actors use the lessons from youth training pilot programs to inform future training and targeting of youth for FLWS-related jobs; (iv) researchers and partners have increased understanding of financial institutions and the bottlenecks and opportunities for developing youth-responsive financial products; and (v) financial institutions in FLWS use lessons from the pilots to inform future investments tailored for uptake of financial products by young people (especially young women).

This innovative *Youth thrive* sub-AoW aims to become a leader in research on youth by facilitating with partners the co-design of evidence-based, youth-responsive solutions in FLWS.

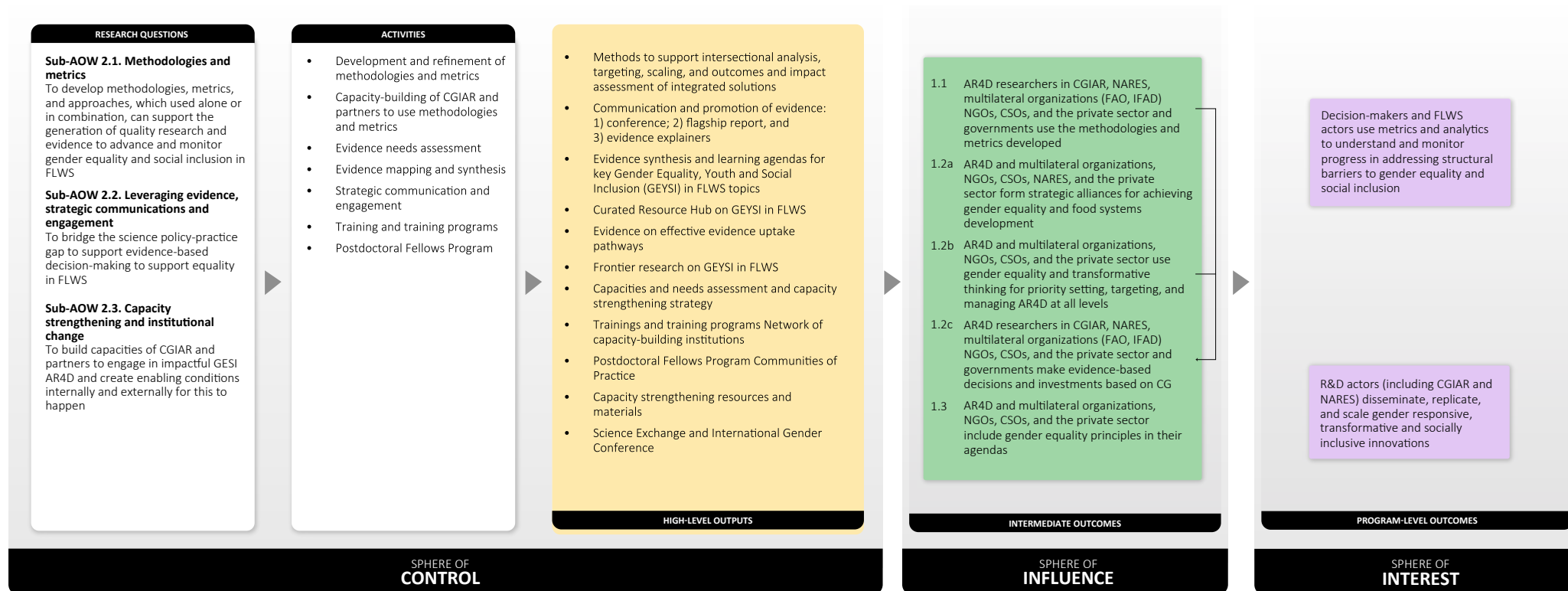
<sup>78</sup> <https://youthagripreneurs.org/>

<sup>79</sup> <https://worldfishcenter.org/blog/eradicating-poverty-nurturing-youth-aquaculture-technologies>

<sup>80</sup> <https://gennovate.org/about/>

## 6.3. AoW 2: Accelerating Change through Evidence

Figure 9. AoW 2 theory of change



AoW 2, *Accelerating Change through Evidence*, builds on CGIAR's gender and youth work of past decades: the demand created, and the strong partnerships formed to deliver, as a system, on gender equality and social inclusion. Its premise is that catalyzing change requires that all people are equipped with the evidence, tools, and methods required to optimize programs for increased access to, and adoption of, resilient and equitable innovations, policies, and capacity sharing.

In other words, *Accelerating Change* focuses on creating conducive conditions for rigorous, solution-oriented GESI research by engaging with gender researchers, CGIAR and FLWS actors and by amplifying the influence and use of this research among relevant end users to contribute to wide-scale impact on gender equality, social inclusion, and meaningful opportunities for youth in FLWS. Building on the work of the GENDER Impact Platform, this AoW seeks to:

- Elevate CGIAR's gender-in-FLWS research agenda and its transformative potential.
- Facilitate synergies among gender researchers and other scientists, in CGIAR and beyond.
- Develop methods, metrics, and analytics for gender and inclusion in FLWS.
- Strengthen capacities for equitable and inclusive research.
- Improve conditions for such research and its uptake in an evolving global FLWS.
- Engage in strategic multilevel policy discussion within FLWS.

Since its inception, the GENDER Impact Platform has played a pivotal role in guiding CGIAR in establishing and reporting on gender and inclusion goals and mechanisms for achieving them. This AoW continues this effort.

This work has three interlinked sub-AoWs:

1. Methods and metrics.
2. Leveraging evidence, strategic communications, and engagement.
3. Capacity strengthening and institutional change.

The cutting-edge methods, metrics, and tools developed by the Accelerator are used by CGIAR and partners to generate high-quality evidence on gender, inclusion, and opportunities for youth in FLWS. This is then tailored to policymakers, practitioners, donors, NARES, and other researchers and shared with them in a targeted manner so they can use these approaches and evidence to set research and investment priorities as they work to support equitable and inclusive growth and development. These approaches and evidence are reinforced with capacity sharing to underpin conducive conditions for gender and inclusion research on FLWS. This leads to a system-wide change in which impactful gender-responsive AR4D becomes routine within CGIAR and beyond.

### 6.3.1. Sub-AoW 2.1: Methods and metrics

Conceptual clarity and robust methods generate quality gender research by adhering to four key attributes: relevance, scientific credibility, legitimacy, and effectiveness. Shared methods and metrics enable tracking progress toward GESI and facilitate the large-scale generation of data for evidence-based national and global decision-

making. The GEI Accelerator supports CGIAR researchers and partners to develop this clarity, inspire critical thinking on gender in FLWS research, and provide robust and innovative methods for quality research and outcomes on gender equality and inclusion.

Integral to this is developing the gender targets and indicators that Programs, Accelerators, and Centers will deliver by making the metrics and tools available and having the resources and support mechanisms in place. *Accelerating Change's* ambition is to be a global leader in this area of indicators and metrics because this has been a much-neglected area of work that, by taking it up, can enable the Accelerator to leapfrog big programs in showing substantial impact (see also section 8.2).

Building on the work of the GENDER Impact Platform — including the metrics developed to track progress along the Gender Equality, Youth, and Social Inclusion Impact Area — this sub-AoW advances both innovative and established qualitative, quantitative, and mixed methods and metrics to accelerate change in FLWS policies and programs. The methods cut across thematic areas, Programs, and projects. Developing and promoting collective assessments, best practices, methods, and standards for gender research reduces transaction costs, increases the reach of the methods, and plays to CGIAR's strength in generating global public goods that respond to the demands and needs of multiple countries and contexts. This sub-AoW continues to use the GENDER Impact Platform Resource Hub as a space for sharing tools and methods so that researchers can build on the body of work that CGIAR researchers and partners have developed.

Work also continues to scale women's empowerment indicators that are methodologically sound and rigorously validated, including the WEAI suite of quantitative and qualitative tools and methods. Since its launch in 2012, WEAI has been taken up by research Initiatives across CGIAR and its partners and applied in 62 countries.<sup>81</sup> This has generated comparative, policy-relevant evidence on the relationship between women's empowerment and other development outcomes, as well as the programs and approaches that facilitate women's empowerment. Further scaling requires continued investment in supportive services to ensure that researchers have the capacity to collect, analyze, and communicate these kinds of WEAI results. They also need resources to apply WEAI tools to research areas that have not yet applied women's empowerment measures.

### The overarching research question addressed by this sub-AoW is:

Which methods, metrics and approaches, and in what combinations, can support the generation of quality research and evidence to advance and monitor impacts on gender equality, youth, and social inclusion in FLWS?

Gender research has historically produced a wealth of data and approaches but developing meaningful *and* practical measurements has been a challenge. Analyses often miss context-specific social processes and intangible impacts. The sub-AoW develops and refines frameworks, methods, and tools for understanding how gender intersects with age, socioeconomic status, ethnicity, and caste (and so on) to shape people's experiences and opportunities. This enables CGIAR and partners to target investments where they are most needed and to understand the needs and demand for science and agricultural innovations. This sub-AoW also fosters critical reflection on knowledge production and agency in the research process to

<sup>81</sup> <https://weai.ifpri.info/weai-resource-center/projects-data-where-we-work/>

enable co-design, citizen science, and transdisciplinary approaches and to place those most directly affected by the deep-rooted problems afflicting FLWS at the center of the research process.

New methods and metrics will include:

- Frameworks and implementation to guide CGIAR in impacting gender equality, youth, and social inclusion.
- Indicators to guide impact assessments.
- A case for collecting gender-disaggregated data as a basis for impact assessments.
- Improved methods for working with youth in FLWS.
- Advances in conceptualizing and measuring resilience as relevant for GESI.
- Integrated measures to understand the outcomes of bundled interventions on gender equality, inclusion, and other outcomes in FLWS.

Methodological progress on gender-responsive scaling and on scaling GESI innovations continues, building on CGIAR's efforts in this area. The Programs, Accelerators, Centers, and partners will be the primary boundary partners to pilot, adapt, refine, and adopt the methods and metrics.

### 6.3.2. Sub-AoW 2.2: Leveraging evidence, strategic communication, and engagement to inform policy and implementation

Catalyzing transformation to FLWS that are sustainable, equitable, climate resilient, nutritious, and productive requires evidence-based research, development and policy options. Investment decisions and policies are often poorly grounded in evidence, and while data and evidence generated over the years have filled some knowledge gaps, many remain. Research on gender in FLWS has provided many threads of evidence, but a concerted effort is needed to weave them together and develop a coherent body of evidence to influence policy and practice.

This sub-AoW plays a vital role in building an enabling external environment for GESI research within FLWS. By harnessing high-level support, fostering strategic partnerships, and influencing global discourse through effective communication and engagement, the sub-AoW builds and sustains global coalitions and networks. These efforts can accelerate the impact of GESI initiatives on a broader scale. The GEI Accelerator also influences the global discourse on GESI by informing and training journalists about CGIAR gender research and by engaging in global processes and coalitions to accelerate impacts in FLWS.

This sub-AoW builds on the achievement of the GENDER Impact Platform in making CGIAR the go-to source for high-quality knowledge on equitable and sustainable FLWS. Evidence synthesis in this sub-AoW prioritizes gender equality, youth, and social inclusion research emerging from CGIAR Initiatives, bilateral projects, Programs, Accelerators, and other global research. The sub-AoW develops mechanisms to continuously assess and respond to demand for evidence and innovations from Programs, Centers, and partners (global and regional organizations, NARES, CSOs, and NGOs).

The body of evidence generated continues to be curated and shared through the Resource Hub created by the GENDER Impact Platform.<sup>82</sup> Evidence is shared through key convenings, such as the GENDER Science Exchanges and the globally recognized CGIAR GENDER research conference — a signature biannual event that spotlights gender in FLWS research of CGIAR and partners on the global stage and consolidates the network of scientists conducting gender research in FLWS. Moreover, a new periodic flagship report on key gender and inclusion themes related to FLWS and continued engagement in regional and international processes (e.g., via the African Union's Comprehensive African Agricultural Development Programme, the UN Framework Convention on Climate Change, UN Convention on Biological Diversity, UN Committee on World Food Security, and UN Commission on the Status of Women) mobilize rigorous evidence to influence discourse and policies.

This sub-AoW identifies key evidence gaps to help prioritize research and evidence generation by co-creating “learning agendas” with partners on critical gender-in-FLWS themes, building on the GENDER Impact Platform's experience on gender and climate-smart agriculture (CSA).

Based on a sound understanding of the FLWS policy arenas, policy windows, and policymaker evidence needs and engagement opportunities, this sub-AoW tests different pathways for context-specific evidence uptake and tracks policymakers' use of evidence and outcomes in select countries. It identifies strategic alliances on key topics to enable broad and rapid change.

This sub-AoW communicates new evidence in a strategic manner to influence agriculture and natural resource management R4D policy and investments that will define pathways for equitable FLWS transformations. Contributing to this effort are evidence explainers, infographics, blog articles, and other products communicating key evidence and opportunities for interventions and investments in an accessible manner to a wide audience.

This sub-AoW also identifies and initiates research in frontier areas based on partner demands, allowing GESI science to move beyond what might fit squarely in a bilateral project or Program. For example, while great leaps have been made in big data, researchers have not generally used geospatial methods — besides the hotspot mapping<sup>83</sup> — effectively in GESI research and data visualization. Significant investments have been made in foresight exercises on food systems but with little integration of gender or social dimensions, which often tend to be qualitative. Digital innovations hold great promise but making artificial intelligence gender-responsive could revolutionize the way these innovations are used. Other examples include:

- Gender dimensions of precarity and informality (contractual work) in FLWS.
- Urbanization impacts on agricultural land and gendered livelihoods, particularly on members of landless households.
- Gendered impacts of land-use change on traditional knowledge systems.
- “Post-human” / “more-than-human” lens applied to the study of FLWS.<sup>84</sup>

<sup>82</sup> <https://gender.cgiar.org/>

<sup>83</sup> <https://gender.cgiar.org/news/new-hotspot-mapping-reveals-where-climate-change-hits-women-hardest>

<sup>84</sup> Definition: The “post-human” or “more-than-human” turn in social sciences is a shift away from solely anthropocentric perspectives toward acknowledging the agency, importance, and interconnectedness of non-human entities such as animals, plants, ecosystems, and even technology. This theoretical approach challenges traditional human-centered views by considering how non-human elements actively shape social, cultural, and environmental dynamics. It is now considered key to understand climate change impacts with all its nuances.

- The intersection of disabilities with GESI in FLWS systems.
- Engagement of primary and secondary schools to socialize positive norms in FLWS for the next generations.

### 6.3.3. Sub-AoW 2.3: Capacity strengthening and institutional change

A core way of catalyzing change through the Gender Equality and Inclusion Accelerator is to strengthen the capacities of FLWS stakeholders to address gender and inclusion in their own work. GESI R4D knowledge and capacities differ across Centers and among NARES, CSOs, development investors, influencers, policymakers, communities, and the private sector. The GEI Accelerator is familiar with and responsive to their diverse needs.

Capacity sharing will transform FLWS by offering different options for capacity development designed for targeted groups of stakeholders and innovative pathways for last-mile delivery of science and innovations with a GESI perspective. This includes and is outlined in the Capacity Sharing section (Section 9): (i) training in and development of related resources, and (ii) knowledge sharing for social learning.

This sub-AoW supports the Programs and Centers in using the methods and metrics developed through the Accelerator and in acquiring capacities to deliver GESI research. Tailored capacity-strengthening support on gender is provided to key communities and roles within CGIAR, including MELIA specialists, communication officers, and senior leaders. As in previous years, the GENDER Conference also provides a privileged space for strengthening capacity through dedicated sessions and knowledge exchanges. In response to demand from NARES partners for strengthening gender integration in their research areas, this sub-AoW works with regional networks of NARES organized around FLWS themes (e.g., rice, bean, breeding, plant pathology networks) to support strengthening capacity in gender and social inclusion and collective research on gender in relevant FLWS themes to foster “learning by doing”.

This sub-AoW collaborates closely with the Capacity Sharing Accelerator to build synergies, capitalize on best practices, and continue development of the gender-in-FLWS-training-database initiated by the GENDER Impact Platform.

## 7. Boundaries and linkages with other components of the Portfolio

### 7.1. Boundaries with other components of the Portfolio

The core mission of the Gender Equality and Inclusion Accelerator is to lead strategic and innovative research that advances gender equality, youth, and social inclusion **across the CGIAR Portfolio**. By definition, the Accelerator can achieve this only through close and sustained collaborations with **all** CGIAR Programs, Accelerators, and Centers.

In this collaboration, the GEI Accelerator identifies research priorities and sets a strategic gender-in-FLWS research agenda to guide CGIAR’s Portfolio and accelerate its efforts in its Gender Equality, Youth, and Social Inclusion Impact Area. The Accelerator’s role in research does not replace the research conducted in CGIAR’s

Programs, other Accelerators, and Centers but rather strengthens the Portfolio through innovative GESI research that would not otherwise be undertaken but is vital for catalyzing future research with the Programs, other Accelerators and Centers. Examples include investments to develop guidelines for GTAs or research on gendered time use across several commodities.

Working in collaboration with CGIAR’s Programs, other Accelerators, and Centers, the GEI Accelerator identifies and co-develops solutions toward equality within FLWS research themes based on the principles that:

- The research is relevant, rigorous, and can inform significant segments of CGIAR and partner portfolios.
- The research could not be done as effectively by another Program, Accelerator, or Center and avoids duplication.
- CGIAR has a track record in this area of research.
- The research fills critical knowledge gaps on co-creating and testing solutions, signaling demand, targeting, creating and improving metrics and methods, mapping and synthesizing evidence, and identifying knowledge gaps.

As the Programs and other Accelerators develop individual pieces of work on youth and gender, the GEI Accelerator acts as a global clearinghouse for GESI resources in FLWS. It curates outputs, evidence, methods, and metrics by maintaining an up-to-date Resource Hub to synthesize knowledge on GESI for global FLWS. The Accelerator influences discourse on GESI through gender-responsive communications and by building global coalitions to accelerate impacts in FLWS.

The Accelerator builds conducive conditions for GESI in FLWS research by building an enabling environment in CGIAR by, inter alia:

- Advising senior management on gender equality, youth, and social inclusion in FLWS in CGIAR and the institutional conditions needed to enable this research.
- Facilitating an ambitious and shared vision and agenda on GESI in FLWS research in CGIAR.
- Ensuring coherence in gender equality, youth, and social inclusion research across the CGIAR Portfolio.
- Providing a collaborative space on GESI across Programs, Accelerators, and Centers.

This enabling environment strengthens cohesion, networking, social learning, and capacity among the CGIAR gender and youth research community. This environment is created through communities of practice and knowledge sharing and with other CGIAR researchers and partners within the GESI space. This collaboration will ultimately advocate for incentives and accountability measures to make GESI a part of CGIAR’s “DNA”.

### 7.2. Linkages across the Portfolio and with external stakeholders

The GEI Accelerator will co-create and use synergies with the CGIAR Programs and other Accelerators to optimize CGIAR outcomes. This will dramatically change gender inequities, youth opportunities, and social inclusion within FLWS.

This Accelerator has several clear entry points for collaboration:

1. Thematically aligning research questions and agendas.
2. Pushing the ambition of the Programs based on the research and knowledge of the Accelerator.
3. Building the capacity of CGIAR researchers to integrate gender into impact assessments and research to close gender gaps in FLWS generally.
4. Developing and agreeing on a set of baseline indicators to inform CGIAR.
5. Aligning and sharing outputs and outcomes.
6. Starting a program enabling this Accelerator to share post-doctoral researchers with the Programs.
7. Developing a competitive grant program with co-funding by this Accelerator and the Programs (possibly on research topics with the post-docs).
8. Supporting networks of NARES partners working with the Programs to integrate gender into their thematic research areas.
9. Working with and supporting the Programs to enhance their gender and youth research and help them to achieve their overall goals.

More importantly, to achieve impact and accelerate CGIAR's work reducing inequities, the GEI Accelerator will employ the use-case-based prioritization mentioned described in Section 3 to identify priority research areas and to develop a portfolio of research that contributes collectively to CGIAR's Gender Equality, Youth and Social Inclusion Impact Area.

Simultaneously, the Programs and Accelerators must develop clear gender implementation strategies, building on the gender and social inclusion section (see Section 11) of their proposals within their first six months of operation. Each Program must also design a work plan and commit resources to address gender intentionally in their research and delivery. This Accelerator will continue to work with each Center's gender teams, support the creation of a critical mass of researchers with gender capacities, and build on work with the established inter-Center network of gender research coordinators.

Indicative areas of work that have been co-identified with the Programs and other Accelerators are mentioned below.

**Climate Action Program** (described in Section 11)

### **Multifunctional Landscapes Program**

The collaboration consists of research on:

- How to support and measure collective agency in the context of common property resources.
- How to change norms to accelerate equality and environmental outcomes.
- Youth aspirations, mobilities, and livelihoods in the "living labs" of multifunctional landscapes.

The research is rooted in the principles of co-design and inclusive participation, which are central to both the Programs and this Accelerator. Co-investing in this research in the Program locations allows for larger, multilocation studies that can generate a broader and more impactful evidence base that will support the aims of both the Programs and the Accelerator. This will be done through the Program's AoW dedicated to "fairness, gender equality, inclusion, and opportunities for youth".

### **Policy Innovations Program**

The Gender Equality and Inclusion Accelerator plans two areas of collaboration with CGIAR's Policy Innovations Program. First, we will work together to accelerate uptake of the Women's Empowerment Metric for National Statistical Systems, a survey tool to measure women's empowerment in nationally representative samples. This strengthens gender analysis in national statistical offices; informs how women's empowerment shapes national strategies (e.g., on agricultural transformation); and increases the availability of representative, comparable cross-country data on women's empowerment.

Second, scientists from both teams will work together to strengthen and enrich gender and inclusion analysis in key areas of the Policy Innovations research, including foresight modeling, market-led transformation, social protection, nexus policy gains, and political economy and governance. The Accelerator shares knowledge across all of these topics and anticipates collaboration and joint funding on selected topics.

### **Better Diets and Nutrition Program**

A collaborative effort by the GEI Accelerator and the Better Diets and Nutrition Program aims to improve access to safe, affordable, and nutritious diets for all, including women, youth, and IP&LC seeking their own empowerment. By integrating GTAs, the Program could promote equitable food distribution within households and encourage diverse, healthy food choices for all. The collaboration improves food environments and market systems to ensure the availability and affordability of nutrient-rich foods, including native crops and local varieties.

Because Better Diets and Nutrition also works on social protection mechanisms and community engagement, gender collaboration adds to that supportive environment. Such a holistic approach ensures that interventions are inclusive and effective, addressing the specific needs of diverse social groups and contributing to sustainable nutrition outcomes. Another potential opportunity is to support women's entrepreneurship in the food sector and better understanding of ways to improve their decision-making about diets and nutrition.

### **Breeding for Tomorrow and Genebanks Program**

The Gender Equality and Inclusion Accelerator is partnering with the Breeding for Tomorrow and Genebanks Program, focusing on its gender strategy in its Market Intelligence and Accelerated Delivery AoW. This collaboration supports the Program in four ways: defining global indicators to evaluate the impact of gender-intentional varieties, using gender analysis to guide breeding priorities, analyzing institutional innovations for promoting gender analysis, and fostering transdisciplinary research to direct product development. Additionally, strategies will be piloted to encourage the participation of women and youth in seed production and

enterprise. Co-funding gender specialists ensures alignment between areas of work in the Breeding for Tomorrow and Genebanks Program and the GEI Accelerator’s two AoWs.

### Sustainable Animal and Aquatic Foods Program

The Gender Equality and Inclusion Accelerator collaborates with the Sustainable Animal and Aquatic Foods (SAAFS) Program through its AoW on Gender, Youth and Social Inclusion (GYSI). GYSI leads the strategic gender and social research of SAAFS and coordinates the integration of gender and social analysis across the other AoWs. GYSI strategic research focuses on increasing the empowerment of women, youth, and groups seeking empowerment in animal and aquatic systems, for better livelihoods, particularly in fragile contexts. It conducts diagnostic research, develops and tests equity interventions on the ground, and contributes to creating packages of SAAFS technical and institutional innovations.

To conduct such research, GYSI will develop appropriate methods and tools that will be co-created and feed into the GEI Accelerator. GYSI coordinates the integration of social and gender analysis across its AoWs: productivity plus resilient and low-emissions production systems, the “One Health” approach<sup>85</sup>, market systems and policy, and digital. These strategic and integrated pieces of work are interlocked in a continuous exchange of learning and innovations. Such learning and innovations in the Sustainable Animal and Aquatic Foods Program will accordingly feed into and learn from the Gender Equity and Inclusion Accelerator, given the mutually aligned work on equitable norms, empowerment, resources, livelihoods, and youth.

### Scaling for Impact Program

The Scaling for Impact Program and the Gender Equality and Inclusion Accelerator have close ties in a shared agenda of ensuring a better understanding of the roles and impacts of gender and youth in the adoption and scaling of innovations. Both have also invested in research on responsible scaling methods — the implementation of which requires further refinement. The shared agenda of the Scaling for Impact Program and the GEI Accelerator supports CGIAR’s Strategy by strengthening community engagement and awareness through participatory approaches. These transformative approaches also address normative barriers and opportunities for innovation, as well as the adoption and dis-adoption of those innovations.

### Food Frontiers and Security Program

The GEI Accelerator and the Food Frontiers and Security Program share an agenda to improve the well-being of women, youth, and socially excluded groups in fragile and conflict-affected areas of FLWS. We anticipate collaboration and co-design and testing of solutions that address socially restrictive gender norms, low empowerment, lack of access to resources, and limited voice and leadership. We will analyze barriers to gender equality, social inclusion, and youth engagement in fragile and conflict-affected settings; co-develop training manuals and tools to support women’s empowerment; and evaluate programs and policies that support women’s livelihood opportunities and voices in their communities.

## 8. Monitoring, evaluation, learning, and impact assessment (MELIA)

Detailed Accelerator MELIA plans will be developed during the Inception Phase, once system-level MELIA principles and indicators are further advanced — but the plans are briefly outlined in this section.

### 8.1. Monitoring, evaluation, and learning (MEL)

The Gender Equality and Inclusion Accelerator is committed to strengthening CGIAR’s capacity to reach its outcomes and results and to measure the impact of its projects and Programs. Results-based management principles will be used to plan, monitor, and evaluate the Accelerator investments to focus on achieving evidence-based AR4D results.

A results framework will be developed based on the Accelerator’s TOC, defining results (outputs, outcomes, and impact), indicators, baselines, targets, and means of verification. The AoWs, each with a MEL plan, will be guided by and aligned with the Accelerator results framework. The indicators of the Accelerator results will be formulated based on the specific, measurable, achievable, relevant, time-bound (“SMART”) principles. Results will be measured by quantitative and qualitative indicators, using various methods, including partner surveys and in-depth document reviews.

Program-specific data (collected for results reporting) will demonstrate the extent to which GESI and intersectional approaches have been integrated into developing solutions for resilient and sustainable FLWS.

The MEL system of the Accelerator will be executed through three components:

1. **Joint annual programmatic reviews:** Activities and outputs will be monitored and recorded annually on a web-based platform. The Accelerator will embrace continuous critical reflection; review using the TOC; and use lessons learned for priority re-setting, annual planning, and as input to reports. Joint annual reviews will involve implementation actors and the Accelerator leadership team, to recommend any required course corrections and re-prioritization.
2. **Mid-term study:** A mid-term study will be conducted in the third year to evaluate the progress toward outcomes. Adjustments for improvement will be made to the TOC and Accelerator implementation.
3. **Endline study:** An endline study will be conducted in the last three months of the Accelerator to determine the progress made in achieving program-specific outcomes and end-of-Accelerator outcomes. The endline evaluation will be used to judge the performance of the Accelerator against outcome indicators and targets.

<sup>85</sup> [https://www.who.int/health-topics/one-health#tab=tab\\_1](https://www.who.int/health-topics/one-health#tab=tab_1)

The Accelerator will rely on two full-time MEL officers (senior and junior), a research fellow, and the community of practice formed by the MEL officers from the participating Centers and target countries, especially to mainstream best practices across the bilateral projects mapped to this Accelerator.

## 8.2. Impact assessment (IA)

The GESI IA strategy aims to put in place actions that:

- Deepen CGIAR researchers' understanding of the challenges faced by women, youth, and socially excluded groups in FLWS by accessing a robust knowledge base and the methods to address gaps.
- Foster collaborative research among experts in gender, IA, and other relevant fields to build capacity, exchange knowledge, and promote transdisciplinary approaches to address complex challenges related to gender and social inclusion.
- Enable CGIAR researchers to generate evidence that addresses knowledge gaps and informs effective solutions for gender equality, youth empowerment, and social inclusion.
- Promote the use of causal IAs and mixed-methods research designs, recognizing the complementary of quantitative and qualitative methods in addressing diverse research questions.
- Translate research into actionable knowledge for diverse stakeholders, including researchers, funders, implementers, and policymakers.

Achieving this requires having a clear understanding of what the objectives of an IA are, and the strengths and limitations of different IA methods. The IA strategy will foster causal impact assessments, advocating for gold-standard experimental methods such as randomized controlled trials. While quasi-experimental methods can be employed based on specific research questions, their use must be grounded in validated assumptions, with minimal reliance on propensity score matching.

Finally, it is essential to understand the complementary roles of IA and MEL. Robust MEL systems are crucial for tracking progress on outputs, which inform and complement the results from IAs.

## 9. Capacity sharing

### 9.1. Training and development of resources

The Gender Equality and Inclusion Accelerator will strengthen capacity by leveraging and informing rather than by replicating the current capacity-strengthening activities of the Centers and Programs. The focus is on filling major gaps and understanding key GESI concepts, TOCs, methods, and areas of relevance to the Programs. The Accelerator will assess the needs of gender researchers and non-specialists with a capacity and needs assessment (CNA), building on the GENDER Impact Platform's 2021 capacity and needs assessment<sup>86</sup> that informed the Platform's capacity-strengthening strategy. The new CNA will establish a baseline for the Accelerator and support the development of its capacity-strengthening strategy. The assessment's focus is on opportunities to strengthen the capacities of social and biophysical scientists within CGIAR and of partners, including NARES. It also covers the enabling environment for GESI in FLWS research and practice.

The objectives and expected outcomes of these capacity-sharing activities will be tailored to different actors, as shown in Table 1.

<sup>86</sup> <https://www.cgiar.org/research/publication/capacities-needs-assessment-gender-research-cgiar/>

**Table 1.** Competency framework for CGIAR researchers and partners

Accelerator roles	Actors	Key objectives	Key outcomes
Leading strategic GESI research	<b>Gender researchers</b>	<ul style="list-style-type: none"> <li>• Increase impact by collaborating with agricultural scientists and CGIAR leaders to influence the agenda of Programs.</li> <li>• Remain up to date on new advances in the field of gender and development relevant to AR4D.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased ability to influence the GESI research agenda and the design of Programs, including through own career progression.</li> <li>• Information provided at scale to scientific collaborators and decision-makers.</li> <li>• Contribution of advanced gender concepts, theories, methods, and evidence to the field of GESI.</li> <li>• Increased ability to accomplish CGIAR’s mission and achieve System-level outcomes.</li> </ul>
Driving CGIAR forward	Senior leaders	<ul style="list-style-type: none"> <li>• Understand the role leadership plays in creating and sustaining institutional change and how to exercise that role (e.g., accountability) to create a culture of gender-responsive AR4D.</li> <li>• Move from commitment to action in enabling institutional change in integrating gender and equity into CGIAR research and Programs.</li> <li>• Strengthen CGIAR and Center capacities to develop and engage with their gender strategy.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to more effectively and efficiently draw on gender experts and gender research findings to create gender-responsive research and development strategies and programs.</li> <li>• Improved gender-informed decision-making.</li> <li>• Leadership of CGIAR and Centers to accomplish their mission and achieve GESI System-level outcomes.</li> </ul>
<b>Accelerating progress toward CGIAR’s Impact Area on GESI</b>	<b>Biophysical science collaborators/ senior researchers</b>	Undertake effective interdisciplinary collaboration to achieve desired results throughout the AR4D project cycle.	<p>Generation of gender-responsive research without having to become a gender expert.</p> <p>Collaboration with gender researchers to identify and understand relevant gender issues throughout the R4D project cycle.</p> <p>Collaboration with gender researchers to ensure their work does not reinforce discriminatory structures and practices but contributes to gender equality and social inclusion.</p> <p>Increased ability to accomplish CGIAR’s mission and contribute to the Gender Equality, Youth, and Social Inclusion Impact Area to achieve equitable, sustainable impact.</p>
Building conducive CGIAR conditions for GESI	Social science collaborators	<p>Acquire a more sophisticated understanding of gender analyses and research.</p> <p>Call for and competently contribute to gender integration across project cycles.</p> <p>Enhance the quality of gender-integrated research.</p>	<p>Integration of gender and social inclusion across project cycle.</p> <p>Contribution to gender analyses and research on gender.</p> <p>Support for the project team in gender integration.</p>

The GEI Accelerator’s capacity strengthening components include:

- Revival of the postdoctoral fellowship program that ran from 2014–2015 to bring gender-research capacity into CGIAR, which will require co-financing and co-supervision from the Accelerator and Programs.
- Leadership training, coaching, and mentorship for gender researchers from CGIAR and NARES in collaboration with the AWARD program.
- Basic and intermediate training for non-gender experts (social scientists and biophysical scientists from CGIAR and NARES), delivered by GREAT.
- A series of short-term courses on key gender-in-FLWS topics for gender researchers.

Efforts focus on working with a thriving group of gender researchers in CGIAR and partner institutes — including NARES — through courses, capacity-strengthening materials, and a training repository. Dedicated investments will support NARES networks focused on FLWS topics and commodities (e.g., networks focused on rice, beans, plant pathology, breeding, aquaculture, and more) to strengthen their gender integration capacities and pursue collective gender-integrated research to inform their work.

This Accelerator will establish a network of capacity-building institutions — such as universities, research Centers, and CGIAR academies (like IRRI education, Dryland Academy, CIMMYT Academy) which can prepare the next generation of FLWS–gender researchers. The communities of practice (e.g., on gender transformative methods) will be channels for interactive knowledge sharing.

## 9.2. Knowledge sharing for social learning

The *knowledge sharing for social learning* function acknowledges the diverse strengths of different actors and promotes collaboration around GESI that reflects the principles of respect, mutual learning, and equitable partnerships. The aim of knowledge sharing is to efficiently respond to research gaps, encourage peer-to-peer learning, build synergies, and avoid duplication. Implementation includes GESI-focused knowledge-sharing events and channels which are interactive and interdisciplinary, including communities of practice such as on GT methods, the development of GESI capacity-strengthening resources, and their placement in the GENDER Resource Hub to facilitate researchers’ access to resource materials (tools, frameworks, methodologies, online training).

Continuing the tradition of GENDER newsletters and listservs, the GEI Accelerator shares the latest gender research findings across CGIAR and partners' networks. Building on the GENDER Impact Platform's annual convenings, an annual Science Exchange or an international GENDER conference will allow for several substantial capacity-strengthening efforts and for building and maintaining social capital among what has now become — under the leadership of the GENDER Impact Platform — the largest global network of gender-in-FLWS researchers. The convening will promote knowledge sharing and constructive peer review of gender research and will identify synergies and complementarities across Programs, projects, and organizations.

The capacity-sharing function will engage with various partners and alliances to address prevailing capacity gaps and the learning objectives of different actor groups. Primary partners for co-developing and delivering capacity-strengthening activities and institutional capacity sharing include: the GREAT program on interdisciplinary gender-responsive approaches to crop improvement, seed systems, and agronomy; the AWARD program on institutional cultures and strengthening the leadership capacities of women scientists; the specialized groups such as the MenEngage Alliance; the UN Women Training Centre; and universities that offer training on gender research in agriculture. Global leaders in relevant GESI research and practice will be invited to share new and current thinking on GESI-related issues with CGIAR and partner scientists, to inject dynamism, integrate new theoretical approaches and developments, and stimulate innovative thinking and cross-fertilization of ideas across institutes and fields.

## 10. Gender and social inclusion

This Gender Equality and Inclusion Accelerator focuses on gender and social inclusion.

## 11. Climate change

Climate change vulnerabilities, impacts, and adaptive capacities differ according to gender and other intersectional identities. Adaptive capacities depend on complex climate–society interactions. Structural barriers aggravate gender inequalities and worsen women's vulnerability to climate change.

Overcoming gender inequality in FLWS is critical for climate-resilient development.<sup>87</sup> Women are often powerful change agents. Women's strength and resourcefulness under adverse circumstances build resilience in households and communities.<sup>88</sup> The active engagement of women in political arenas and decision-making is essential for achieving climate-resilient FLWS;<sup>89</sup> and that active engagement can be amplified through targeted investment.

Adaptive capacities depend on context-specific, complex climate–society interactions. Mitigation measures must account for these dynamics to effectively support equality goals and to minimize harm to people (e.g., free and informed consent processes). Adaptation measures — such as CSA and forest landscape restoration — may still lack sufficient gender-responsiveness to address the underlying issues that cause inequities in the face of climate change. Adaptation measures also often lack consistent integration with gender and social difference in private, public, and NGO spaces.

There is limited evidence on the intersectional and gendered outcomes of climate change adaptation measures — such as young women's engagement with CSA, or providing climate finance to diverse people. Climate mitigation technologies and practices that address root causes of gender inequality have the potential to reduce women's labor burden, boost incomes, and create/protect more gender-equal relations in FLWS.

A GESI R4D approach must work toward social transformation at multiple scales, aiming to:

- Weaken deep-rooted structural barriers.
- Improve the incomes of smallholder women farmers and youth.
- Increase access by women and youth to productive skills, resources, and services.
- Create conditions to increase agency in individual and collective decision-making at the household and community levels.

Promising strategies include:

- Using gender-responsive delivery models for technology integration and training.
- Choosing GTAs in forest and landscape restoration.
- Creating social safety nets.<sup>90</sup>
- Addressing harmful gender norms to support women's participation in and benefits from low-carbon agricultural value chains.
- Providing financial incentives for women-controlled renewable energies.
- Supporting women to access carbon markets and trading schemes that reward low-carbon agricultural practices.

The Gender Equality and Inclusion Accelerator proposes to bring about this transformational change and reimagine adaptation and mitigation in FLWS (e.g., CSA and forest landscape restoration) by undertaking the following:

1. Deliver gender-responsive adaptation and mitigation solutions that address root causes of inequality.
  - a. Identify research, development, and policy options to increase the resilience of women, youth, and other groups in the face of increasing heat stress in agriculture.
  - b. Amplify the role of women's collectives in accessing carbon markets and certification programs.
  - c. Catalyze meaningful engagement of women, youth, landless, and IP&LC in land- and ecosystem-conservation initiatives.

<sup>87</sup> FAO, 2023

<sup>88</sup> Cabot Venton et al., 2021; Barrett et al., 2021; Nellemann et al., 2011; Babugura et al., 2010; Huyer & Gumucio, 2020

<sup>89</sup> Morgan et al., 2024

<sup>90</sup> Page 23: [https://www.ipcc.ch/report/ar6/wg2/downloads/report/IPCC\\_AR6\\_WGII\\_SummaryForPolicymakers.pdf](https://www.ipcc.ch/report/ar6/wg2/downloads/report/IPCC_AR6_WGII_SummaryForPolicymakers.pdf)

2. Facilitate investment in socially inclusive approaches to climate change mitigation and adaptation in FLWS.
  - a. Develop strategies to route climate finance to people in vulnerability hotspots.
  - b. Develop evidence-based strategies to mitigate the risk of gender-based violence and intimate-partner violence, which increase with climate change.
  - c. Promote evidence-based incentive mechanisms to increase women’s control over renewable energy, such as solar-powered irrigation.
3. Standardize GESI-responsive data collection on climate change impacts across CGIAR and its partners.
  - a. Develop data systems that prioritize GESI-disaggregated data and use triangulation.
  - b. Generate evidence on the effect of transformative approaches on engagement, empowerment, and benefit sharing of carbon markets, REDD+, etc.
  - c. Promote climate change-agriculture-gender inequality hotspot mapping to identify where inequities are growing. Use intersectional analyses to facilitate effective targeting. Develop and improve gendered vulnerability-assessment tools.
  - d. Conduct impact assessments of climate adaptation and mitigation activities and technologies, with a focus on gender and social equality.

## 12. Risk management

*Note: Risks will be finalized and mitigation actions will be developed as part of the risk management plan during the Inception Phase.*

A detailed risk assessment will be conducted during the Inception Phase when teams are in a better position to identify a complete set of risks and mitigation actions. A process for this will be developed by a Working Group, including the Risk Community of Practice and the Program Coordination Unit, Portfolio Coordination Team, and Digital and Data.

For this Accelerator’s design stage, five main risks have been identified (Table 2).

**Table 2.** Preliminary risks identified at early design stage

Risk title (summarized statement)	Risk statement including potential event, sources, and consequences on objectives (see this PPT)
Risk 1: CGIAR is no longer a front-runner	Too few gender researchers in CGIAR Centers and partner institutions hampers CGIAR’s and Accelerator’s ability to carry out activities. This risk will be mitigated by hiring a select number of new gender researchers, by ensuring resources are available to deliver through professionalization of gender in CGIAR, and, by creating opportunities to maximize the number of gender researchers.
Risk 2: CGIAR loses its central role in AR4D	External partners in gender research may already be filling knowledge gaps. While the Accelerator will work to develop and share methods with individual CGIAR Centers, there is a risk that efforts could be duplicated, on either side. To mitigate these risks, the Accelerator will engage with partners inside and outside CGIAR and undertake a situation analysis.
Risk 3: Unsatisfactory evidence and assurance received	There is a risk that the broader AR4D ecosystem, including biophysical researchers within and outside CGIAR, will not value the evidence and outputs delivered and will not incorporate them into research portfolios and investments to achieve development outcomes. To mitigate this risk, the Accelerator will work closely with partners, Programs, Accelerators, and Centers to understand and generate evidence that is demanded. The Accelerator will also hold annual conferences to share evidence and outputs gained.
Risk 4: Inadequate funding	Inadequate funding is available to deliver results and put into use the evidence generated. Donor interests might shift, de-emphasizing gender in the future. This will be mitigated by engaging with partners in resource mobilization and working across CGIAR, especially with Centers and Programs. Evidence generated on the returns to investment in gender research in agriculture will be used to mobilize resources.
Risk 5: Poor execution undermines capability	Ensuring delivery within a diffuse matrix structure where the system or Centers do not prioritize gender or youth can lead to poor execution of the work and mean that the Accelerator will not be able to deliver.

## 13. Funding sources

The GEI Accelerator will drive accountability, transparency, complementarity, and synergy across all sources and types of funding. Strategic and innovative research that advances gender equality, opportunities for youth, and social inclusion will be resourced in three main ways:

- i. Pooled funding to the Accelerator: most of this funding will be from CGIAR donors who wish to earmark funding to the Accelerator.
- ii. Pooled funding supporting GESI research within Science Programs and Accelerators.
- iii. Bilateral funding for GESI research across the CGIAR Portfolio.

The pooled and designated funding to the GEI Accelerator will support its core mission to lead strategic and innovative research that advances gender equality, opportunities for youth, and social inclusion across the CGIAR Portfolio. This includes collaborating with GESI research programs across CGIAR, which themselves are funded by both pooled and bilateral funds, to further shared ambitions and enhance overall impact.

An estimated 80% of the Accelerator's pooled funding is specifically earmarked by donors — including BMGF, FCDO, Australia, USAID, EC/EU, Germany, and Switzerland — who wish to support the development of impactful solutions and drive systemic change toward positive impacts on gender, youth, and social inclusion.

The current estimated baseline scenario funding available to the GEI Accelerator is \$12M, which will allow the Accelerator to build on the research and engagement of the Gender Equality Initiative and GENDER Impact Platform. Higher levels of funding would allow the Accelerator to fund and solidify emerging work on youth and work even more closely with CGIAR Programs to co-develop research projects and support CGIAR in unlocking gender equality and youth opportunities to achieve just and inclusive FLWS transformation.

Table 3 contains an overview of key bilaterally funded projects and programs that the Accelerator will coordinate with for selection of use cases, communication, capacity building, and networking.

**Table 3.** Key bilaterally funded projects mapped to the Gender Equality and Inclusion Accelerator.

No.	Project/program title	Lead CGIAR Center	Funder	Duration (end date)	Expected 2025–30 funding	Relevant Program/ Accelerator AoWs if known
1	ASIA-AFRICA BLUETECH SUPERHIGHWAY PROJECT (COAST)	WorldFish	United Kingdom-Foreign, Commonwealth and Development Office (FCDO)	3/31/1930	\$43,270,534	
2	FTF BANGLADESH APC	IFPRI	US Agency for International Development (USAID)	2/8/2027	\$18,842,101	
3	MasterCard – WAEMU	AfricaRice	Mastercard Foundation (Mastercard)	6/30/2029	\$14,509,582	
4	Climate-Resilient Aquaculture Systems for Africa	WorldFish	Bill & Melinda Gates Foundation (BMGF)	12/31/2028	\$11,178,972	
5	Roots Tubers and Bananas Breeding: a consolidated investment	IITA	BMGF	45747	\$9,749,441	
6	Small-Scale Aquaculture Investments for Livelihood	WorldFish	USAID	9/14/2027	\$9,000,000	
7	ISARC Phase III	IRRI	India-Department of Agriculture and Cooperation and Farmers Welfare	3/31/2027	\$6,260,764	
8	Technologies for African Agricultural Transformation Phase II	IITA	The African Development Bank (AfDB)	3/31/2025	\$5,672,202	
9	Cassava Value Chain Development to Support Food Security and the Bread Industry in DRC	IITA	USAID	9/30/2027	\$5,590,844	
10	TAAT Clearinghouse: Re-invest to Accelerate Innovation Adoption	IITA	BMGF	10/31/2025	\$5,176,061	
11	An innovative approach to agribusiness training and start-up for Nigeria’s young people within the Young Africa Works Program	IITA	Mastercard	5/31/2025	\$4,826,833	
12	SPIR II Ethiopia	IFPRI	World Vision International	7/7/2028	\$4,715,194	
13	Dev. & Scaling of Sus. Feeds for RAqFS in Sub-Saharan Africa	WorldFish	Norway-Norwegian Agency for Development Cooperation (NORAD)	6/30/2027	\$3,564,738	
14	Potential climate change effects on food security, nutrition, and health of the Mexican population. Codesigning integrated policy measures	CIMMYT	Wellcome Trust	10/31/2027	\$3,000,500	
15	Youth In Agribusiness: enabling scaling of innovation	IITA	Embassy of the Kingdom of the Netherlands in Nigeria (EKN, Nigeria)	11/30/2025	\$2,921,160	
16	DFAT-Generating Revenues and Opportunities for Women	CIP	Canada-Department of Foreign Affairs, Trade and Development (DFATD)	9/30/2026	\$2,566,646	
17	World Bank-Food Systems Resilience	AfricaRice	World Bank	06/31/2026	\$2,215,879	
18	IKAN ADAPT	WorldFish	Food and Agriculture Organization of the United Nations (FAO)	10/31/2026	\$2,190,967	
19	On farm Selection	CIMMYT	BMGF	10/31/2026	\$2,000,500	
20	Additive intercropping in wide row crops for resilient crop production in Bangladesh, Bhutan and eastern India	CIMMYT	Australian Centre for International Agricultural Research (ACIAR)	5/31/2028	\$2,000,000	
21	Climate-Adaptive, Inclusive, Nature-base Aquaculture	WorldFish	International Development Research Centre (IDRC)	5/31/2027	\$1,628,467	
22	IPV RESEARCH COLLAB PH 2	IFPRI	Anon	4/2/2027	\$1,457,136	
23	CANADA -GAC - Beans For Women For Empowerment In Eastern DRC (BEANS4WOMEN)	Alliance	Global Affairs Canada (GAC)	3/31/2028	\$1,352,072	
24	Secure Timor-Leste Fisheries for Sustainability	WorldFish	Minderoo Foundation	6/30/2028	\$1,305,531	
25	Technologies for African Agri Transformation Phase	WorldFish	AfDB	3/31/2025	\$1,282,333	
26	USAI-Emergency and livelihood recovery support	CIP	USAID	6/31/2026	\$1,279,418	
27	DEFIS	AfricaRice	International Fund for Agricultural Development (IFAD)	12/31/2026	\$1,027,454	
28	Center for renewable energy in Aquaculture (CeREA)	WorldFish	Norway-Ministry of Foreign Affairs	5/31/2027	\$950,177	
29	SGP-AGGRI2 AGGRI Project	IRRI	BMGF	2/28/2025	\$894,409	

No.	Project/program title	Lead CGIAR Center	Funder	Duration (end date)	Expected 2025–30 funding	Relevant Program/ Accelerator AoWs if known
30	Biodiversity for Resilient Ecosystems in Agricultural Landscapes (B-REAL)	Alliance	GAC	3/31/2026	\$800,000	
31	Technical Assistance for Sweet potato processing	CIP	Unité Nationale de Gestion de Projets – Banque Mondiale	5/31/2025	\$757,897	
32	ICAR 2023 – 2027	IRRI	India-Indian Council of Agricultural Research (ICAR)	12/31/2027	\$753,212	
33	Scaling Commercialization of Drought Tolerant Crops (DTC) Technologies to Secure Dignified and Fulfilling Work for 120,000 Youth in Rural Kenya	ICRISAT	Mastercard	7/31/2027	\$716,300	
34	IITA Accelerated Innovation Delivery Initiative (AID-I) Mozambique	CIP	USAID	6/30/2025	\$693,000	
35	Transforming Agri-Marketing through effectively operationalizing RMCs (including PHM & Primary Processing centers), Develop Market Linkages, and Empower Women SHGs through Supply Chain Management in Odisha	ICRISAT	India-Odisha State Agriculture Marketing (OSAM), Government of Odisha	5/1/2026	\$688,190	
36	Cap. Build. of Mission Shakti in Gram Panchayat ta	WorldFish	India-Department of Mission Shakti, Government of Odisha	3/31/2028	\$666,561	
37	A-2019-180	IRRI	India-Department of Agriculture and Farmers' Empowerment, Government of Odisha	12/31/2025	\$657,330	
38	Creating Employment Opportunities for Rural Youth in Africa: Support to Integrated Agribusiness Hubs in Nigeria	IITA	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	6/30/2025	\$652,936	
39	Youth, Citizen Science and E-commerce: scaling integrated conservation solutions and farmers' rights by connecting key diversity hotspots: Bolivia, Chile, and Peru	CIP	FAO	2/20/2027	\$550,000	
40	Build resilient seed systems & fish value chains	WorldFish	EC-European Commission	12/31/2026	\$439,218	
41	Women in Agricultural Technical Education and Apprenticeship in Nigeria (Femmes dans l'Enseignement Technique et l'Apprentissage en Agriculture et Agribusiness au Nigeria) (FET3A-Nigeria)	IITA	Ministry for Europe and Foreign Affairs (MEAE)	4/14/2025	\$414,254	
42	RiceEco	IRRI		11/30/2025	\$413,321	
43	Achieving Genetic Gains	CIMMYT	BMGF	3/15/2025	\$398,529	
44	Climate Change and Child Malnutrition in Zimbabwe: Evidence to Action	CIMMYT	Wellcome Trust	12/31/2026	\$369,503	
45	Establishment and Operation of Aeroponics Facility	CIP	India-State Government of Odisha-Directorate of Agriculture and Food Production	9/30/2026	\$350,000	
46	GAC-SCALING UP CLIMATE INFORMATION SERVICES AND CLIMATE- SMART AGRICULTURE FOR WOMEN FARMERS IN NICARAGUA'S DRY CORRIDOR	Alliance	GAC	12/31/2026	\$337,512	
47	IMPACT EVALUATION ETHIOPIA (IMPEL)	IFPRI	Save the Children	7/12/2027	\$331,655	
48	Sustainable valorization of water hyacinth biomass through aerobic composting as rural enterprise – A waste to wealth initiative	ICRISAT	India-Government of Odisha	3/31/2026	\$313,380	
49	WOMENS EMPOWERMENT- PHND	IFPRI	USAID	7/12/2026	\$282,806	
50	ACIAR in Timor-Leste and Indonesia	WorldFish	Australia-Australian Centre for International Agricultural Research (ACIAR)	7/31/2025	\$267,806	
52	Seed Production Technology for Africa (SPTA)	CIMMYT	BMGF	4/30/2025	\$262,897	
52	GLOBAL DATA HUB ENBLE GEN	IFPRI	USAID	7/12/2026	\$222,928	
53	EDUTAINMENT PHASE 2	IFPRI	Anonymous	6/6/2026	\$213,139	

The high-level indicative budget by AoW is presented in Table 4. A detailed budget will be prepared during the Inception Phase. This budget will be impact-oriented and guided by several factors including identification of opportunities, costing, impact estimation and prioritization. Use-cases will be selected during the Inception Phase based on a set of criteria described in Section 3; therefore, the allocations in Table 4 are preliminary.

**Table 4.** High-level breakdown of pooled funding by Area of Work for the baseline scenario (2025).

Area of work	Funding type	Base scenario
AoW1	Pooled	\$6.0
AoW2	Pooled	\$6.0
Total		\$12.0

## Annex. Pooled funding

### Key elements to be supported by pooled funding

The GEI Accelerator builds on the Gender Equality Initiative and GENDER Impact Platform, as well as gender and inclusion research in CGIAR Centers and Initiatives. The Platform and Initiatives have gathered evidence, learned lessons, and formed strong partnerships, all of which has created significant momentum and demand for the Accelerator to grow.

The Accelerator’s two-pronged approach described in Section 5 and 6 is reflected in its two AoWs: *Accelerating Solutions for Impact and Accelerating change through Evidence*.

#### AoW 1: Accelerating Solutions for Impact

In AoW 1, the Accelerator will test solutions that take a socioecological systems approach by bundling innovations to respond to the differentiated needs and challenges faced by women, youth, IP&LC, and otherwise socially excluded groups. It comprises five sub-AoWs:

- 1.1 Fostering equitable and inclusive norms.
- 1.2 Supporting pathways to empowerment and resilience.
- 1.3 Promoting equitable resource access and resilient livelihoods.
- 1.4 Amplifying voice and influence within FLWS institutions.
- 1.5 Youth thrive.

In addition to the Gender Equality Initiative and the GENDER Impact Platform, these sub-AoWs also build on CGIAR’s broader body of gender research — including from the Sustainable Animal Productivity, Market Intelligence, Mixed Farming Systems, Livestock and Climate, Climate Resilience, SeedEqual, and Fragility to Resilience Initiatives.

#### AoW 2: Accelerating Change through Evidence

In AoW 2, the Accelerator fosters structural change across the FLWS ecosystem. This is achieved by engaging with actors to use evidence from research to set policies and priorities and define solutions for delivery and scaling; and by sharing capacities to conduct quality GESI and youth research while tracking impacts. This AoW focuses on creating conducive conditions for rigorous, solution-oriented GESI research by CGIAR and partners, and amplifying the influence and use of this research among relevant end users to contribute to wide-scale impact on gender equality, social inclusion and meaningful opportunities for youth in FLWS. The AoW has three interlinked sub-AoWs:

1. Methods and metrics.
2. Leveraging evidence, strategic communications, and engagement.
3. Capacity strengthening and institutional change.

This AoW particularly builds on the work of the GENDER Impact Platform and aims to catalyze change based on the right evidence, tools, and methods to optimize programs for increased access to, and adoption of, resilient and equitable innovations, policies, and capacity sharing. Specifically, this AoW will use pooled funding to:

- Elevate CGIAR’s gender-in-FLWS research agenda and its transformative potential.
- Facilitate synergies among gender researchers and other scientists, in CGIAR and beyond.
- Develop methods, metrics, and analytics for gender and inclusion in FLWS.
- Strengthen capacities for equitable and inclusive research.
- Improve conditions for such research and its uptake in an evolving global food system.
- Engage in strategic multi-level policy discussion within FLWS.

Beyond these AoWs, the Accelerator will take responsibility for supporting CGIAR in accelerating progress toward the GESI Impact Area. This provides continuity to the role of the GENDER Impact Platform in: (1) fostering global critical thinking; (2) building internal capacity; (3) advising management on the prioritization, design and implementation of Programs, Accelerators, and bilaterally funded projects; and (4) amplifying CGIAR’s external profile and voice.

#### New and emerging workstreams supported by pooled funding

The Accelerator expands the scope, approach, and ambition of CGIAR’s GESI work in accordance with the evolving trends flagged in the ISDC megatrends report – including the need for research that examines the drivers of deep-rooted inequalities in FLWS and their feedback loops with other negative FLWS outcomes, to enhance adoption of CGIAR innovations by women and IP&LC. This is the focus of the Accelerator’s AoW1, Accelerating Solutions for Impact, which identifies scalable solutions to lift systemic barriers of gender equality specific to FLWS under a changing climate. AoW2, Accelerating Change, examines the systemic conditions, unique to FLWS, that can hinder implementation of these solutions and seeks to create enabling conditions for sustainable change and impact.

The same ISDC report highlights the need for a stronger focus on opportunities for youth to create profitable career paths in FLWS. The Accelerator therefore includes a sub-AoW under AoW 1 on 'Opportunities for youth,' which explores opportunities with digital technologies and adoption and scaling of technologies, and is conducted with youth, from co-design through to implementation and scaling. Similarly, and as recommended by the ISDC, the Accelerator embraces an approach that centers on women, IP&LC, youth, and other socially excluded FLWS actors as central actors across the entire research process, starting with priority setting and co-design.

### **Partnerships to be supported by pooled funding**

Partnerships are an essential element for the Accelerator to achieve its planned outcomes. First, within CGIAR, the Programs and Accelerators contribute to the thematic AoWs of the Accelerator, while the Accelerator contributes methodologies, evidence, tools, approaches, and best practices to raise the ambition of the Programs on GESI and drive a coherent CGIAR-wide GESI research agenda.

Beyond CGIAR, the Accelerator harnesses high-level support, fosters strategic partnerships, and influences global discourse to build an enabling external environment for GESI in FLWS research through effective communication and engagement. It builds and sustains global coalitions and networks to accelerate the impact of GESI initiatives on a broader scale.

Strong engagement with research networks such as FARA and its sub-regional organizations, APAARI, SEARCA, and NARES such as ICAR, Brazilian Agricultural Research Corporation, Chinese Academy of Agricultural Sciences, Uganda National Agricultural Research Organization, KALRO, Ethiopian Institute of Agricultural Research, etc., drives relevant research and outcomes. The Accelerator engages with national governments and multilateral organizations to understand their information needs in support of evidence-based policy making and program design, and their preferences for accessing this evidence. The Accelerator's work with global partners such as The World Bank, FAO, IFAD, ADB, AfDB, and AGRA builds on previous successful engagements, such as collaborations on the Status of Women in Agrifood Systems and the Voluntary Guidelines on Gender Equality and Women's and Girls' Empowerment in the Context of Food Security and Nutrition. With its presence across Centers and connections to a broad spectrum of actors, the Accelerator is poised to continue to influence agricultural innovation to become more inclusive.

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# Gender Equality and Inclusion Accelerator

## Appendix

November 15, 2024

## Appendix 1. Section 4 - Comparative advantage matrix

High-level output (HLO)	Comparative advantage (CA) required to deliver the HLO	CGIAR's sources of CA in delivering the high-level output	Potential partner types (e.g., NARES, SMEs, private sector)	Partners' sources of CA in delivering the HLO	Trade-offs between CGIAR and partners' CA and where the CA lies (with CGIAR or partners)
1.1.1 Gender and intersectionality norms measurement tool, guide, and studies in FLWS	Incentives, human capital, and social capital	Human and social capital	Local and international NGOs, universities, and NARES	For local NGOs = incentives and social capital For international NGOs = incentives and human capital For universities = incentives and human capital For NARES = social capital	CGIAR has more human capital to lead the development of the tool, guide, and carry out the studies. Local NGOs and NARES in-country have more social capital to scale the tool, guide, and their use in studies. CGIAR and partners have similar degrees of incentives to use these outputs.
1.1.2 GT interventions to address normative constraints in FLWS	Incentives, human capital, and social capital	Human and social capital	Local and international NGOs	For local NGOs = incentives and social capital For international NGOs = incentives and social capital	CGIAR has more human capital to design GT interventions. Local and international NGOs have more social capital to implement GT interventions.
1.1.3 Impact assessments and other key learning products on GT interventions in FLWS	Incentives, human capital, and social capital	Human and social capital	Local and international NGOs, universities, and NARES	For local and international NGOs = social capital For universities = incentives and human capital For NARES = social capital	CGIAR and universities have more human capital to lead the design and implementation of impact assessments and certain other key learning products. Greater degree of social capital exists within NGOs to bring other actors together and coalesce around the evidence base and justify investments on GT interventions in the future.
1.2.1 Evidence on effective context-specific innovation bundles in integrated solutions and entry points	Incentives, human capital, and social capital	Human and social capital	CGIAR Centers and Programs, NARES, research organizations, NGOs, agencies like AGRA, IFAD, FAO, and WFP that implement agricultural development programs	For NARES and research organizations = incentives, human and social capital For NGOs = incentives and social capital For international agencies and programs — incentives, social capital	CGIAR has more human capital to lead the design and evaluation of bundled solutions and carry out the studies. NGOs, NARES, and implementing agencies have more social capital to implement and scale the solutions in their programs. CGIAR and partners have similar incentives to use these outputs.
1.3.1 Evidence on effective strategies to promote women's control over resources and opportunities for resilient livelihoods and evidence on effective targeted social protection and livelihood interventions for resource-poor women, youth, and other groups across the FLWS	Incentives, human and social capital	Human and social capital	Local and international NGOs, national and international universities, NARES, ministries of social welfare and health	For local NGOs (e.g., Organization for Rehabilitation and Development in Amhara) = incentives and social capital For international NGOs (e.g., World Vision, CARE) = incentives and human capital For national universities = incentives, human and social capital For international universities = incentives, human capital For NARES, ministries of social welfare and health = social and human capital	CGIAR and national and international universities have more human capital to design and implement the studies. Local and international NGOs, NARES, and ministries have more social capital to modify programs and scale the lessons from the research. CGIAR and partners have similar incentives to use these outputs.

High-level output (HLO)	Comparative advantage (CA) required to deliver the HLO	CGIAR's sources of CA in delivering the high-level output	Potential partner types (e.g., NARES, SMEs, private sector)	Partners' sources of CA in delivering the HLO	Trade-offs between CGIAR and partners' CA and where the CA lies (with CGIAR or partners)
1.4.1 Validated tools for measuring voice within FLW policymaking and evidence on interventions for increasing voice and leadership	Incentives, human and social capital	Human and social capital	Local and international NGOs, national and international universities, NARES, ministries of social welfare	<p>For local NGOs (e.g., Organization for Rehabilitation and Development in Amhara) = incentives and social capital</p> <p>For international NGOs (e.g., World Vision, CARE) = incentives and human capital</p> <p>For national universities = incentives, human and social capital</p> <p>For international universities = incentives, human capital</p> <p>For NARES, ministries of social welfare = social and human capital</p>	<p>CGIAR and national and international universities have more human capital to design and implement the studies.</p> <p>Local and international NGOs and NARES and ministries have more social capital to modify programs and scale the lessons from the research.</p> <p>CGIAR and partners have similar incentives to use these outputs.</p>
1.5.1 Data on youth aspirations, engagement, opportunities, obstacles, benefits, and how life experiences intersect with livelihoods in FLWS	Incentives, human capital, and social capital	Human and social capital	National/ sub-national governments, NARES, research organizations and universities	<p>For governments = incentives and social capital</p> <p>For NARES = social capital</p> <p>Local and international research organizations and universities = incentives and human capital</p>	<p>CGIAR has more human capital to lead the development of the data-collection tools regarding youth experience in FLWS, carry out the studies and develop the evidence and knowledge products</p> <p>Governments and the NARES have more social capital to use the information for policy development and scale the methods used to generate the evidence</p> <p>This work would benefit from partnerships with local and international research organizations and universities to co-generate the research outputs, due to expertise in these institutions</p> <p>CGIAR and partners have similar incentives to use the outputs.</p>
1.5.2 Knowledge products on best practices and effective interventions for youth engagement in FLWS-related work that can be used by youth and other stakeholders for scaling youth-responsive solutions	Incentives, human and social capital	Human and social capital	National/ subnational governments, private-sector associations, NARES, NGOs, funders, research organizations and universities	<p>For governments = incentives and social capital</p> <p>Private-sector associations = physical and social capital</p> <p>NARES = human and social capital and incentives</p> <p>NGOs = incentives and social capital</p> <p>Funders= physical and social capital, incentives</p> <p>Research organizations and universities= human and social capital</p>	<p>CGIAR has some human capital to lead the development of knowledge products on best practices and interventions for youth to engage in FLWS and lead the studies that will generate those products. Because youth R4D is a small area of work within CGIAR, we will partner with other local and international research institutions and universities to access the expertise needed to deliver the output.</p> <p>Governments, NARES, local NGOs, research organization, universities, and funders have more social capital (as well as incentives in some cases) to use the knowledge products, take them to scale, and work with CGIAR to develop strong FLWS youth programs.</p> <p>Private-sector associations and funders have more physical capital.</p> <p>CGIAR and partners have similar incentives to use these knowledge products.</p>

High-level output (HLO)	Comparative advantage (CA) required to deliver the HLO	CGIAR's sources of CA in delivering the high-level output	Potential partner types (e.g., NARES, SMEs, private sector)	Partners' sources of CA in delivering the HLO	Trade-offs between CGIAR and partners' CA and where the CA lies (with CGIAR or partners)
1.5.3 Co-designed and piloted financial solutions for youth in FLWS	Incentives, human and social capital	Human and social capital	Financial institutions	Incentives, physical and social capital	CGIAR has some human capital to facilitate the co-design and piloting of financial solutions for youth.  Financial institutions clearly have the human capital necessary to work with young people when piloting and have the physical capital (infrastructure, credit and loan mechanisms, etc.) to test and scale solutions.
2.1 Methods to support intersectional analysis, targeting, scaling, outcomes, and IA of integrated solutions	Incentives, human and social capital	Human and social capital	CGIAR Centers and Programs, NARES, research organizations, NGOs, agencies like AGRA, IFAD, FAO, and WFP	For NARES = incentives, social capital For NGOs = incentives, social capital For international agencies and programs = incentives, social capital	CGIAR has more human capital to develop the methods.  NGOs, NARES, and implementing agencies have more social capital to implement and scale these methods.  CGIAR and partners have similar incentives to use these outputs.
2.2 Evidence synthesis and learning agendas, curated resource hub, evidence uptake pathways, frontier research	Incentives, human and social capital	Human and social capital	CGIAR Centers and Programs, NARES, research organizations that specialize in evidence synthesis (like Campbell, International Initiative for Impact Evaluation), NGOs, agencies like AGRA, IFAD, FAO, WFP and donors	For NARES = incentives, social capital For NGOs = incentives, social capital For research organizations = incentives, human capital For international agencies and programs and donors = incentives, social capital	CGIAR and some research organizations have more human capital to collect evidence on GESI in AR4D and test uptake pathways.  NGOs, NARES, and implementing agencies have more social capital to use the evidence to design their programs.  CGIAR and partners have similar incentives to use these outputs.
2.3 Capacities and needs assessment and capacity strengthening strategy	Incentives, human and social capital	Human and social capital	CGIAR Centers, organizations (including NGOs) that specialize in capacity strengthening, universities	Organizations specializing in capacity strengthening = incentives, human capital  Universities = incentives, human and social capital	CGIAR, certain universities, and organizations (e.g., AWARD) have more human capital to develop capacity strengthening resources and training.  Universities and specialized organizations (e.g., AWARD) have strong human capital and networks to deliver training.  All those actors have strong incentives to contribute to this effort.

## Appendix 2. Section 5 - Overall TOC table

ID	TOC element	Statement	Contributing AoWs	Partners (including internal) & roles	Assumption (only for outcomes)	Indicator & target (2030 outcomes only)
1a	Internal Outcome	Programs and Accelerators co-identify the research and innovation opportunities that have a high potential to transform FLWS, to make them more equitable.	Solutions Change	Programs, Accelerators	Programs and Accelerators are motivated by opportunities to showcase their impact on GESI, to develop effective engagement and feedback mechanisms to assess and communicate demand for innovations that respond to women, youth, and other intersectional groups.	NA
2a	Internal Outcome	CGIAR management, Programs, and Accelerators integrate GESI into AR4D, adopting a dedicated strategy and policies.	Solutions Change	Programs, Accelerators, CGIAR Centers, and bilateral projects	Programs and Accelerators can showcase with donors and decision-makers that they allocate adequate funds and staff with capacity to put into practice solutions and innovations that address GESI in FLWS.	NA
3a	Internal Outcome	Programs and Accelerators develop capacities and incentives to advance the use of GESI and intersectional metrics, methods, and tools for targeting in AR4D.	Change	CGIAR decision-makers, Programs, Accelerators, bilateral projects, and policymakers (internal)	CGIAR decision-makers can tangibly show donors and partners how their operational structures and processes have changed to foster more inclusive FLWS innovations and outcomes.	NA
1b	Intermediate Outcome	Partners co-identify the research and innovation opportunities that have a high potential to transform FLWS to become more equitable.	Solutions Change	Selected NARES, regional research networks (e.g., FARA, CORAF, APAARI, SEARCA), NGOs	Partners motivated by constituencies and donors and are able to develop effective engagement and feedback mechanisms to assess and communicate demand for innovations.	NA
2b	Intermediate Outcome	Partners integrate GESI into AR4D.	Solutions Change	Selected NARES	Partners can respond to questions from constituencies and donors about work on GESI by showing how they allocate adequate funds and staff with capacity to put into practice solutions and innovations that address GESI in FLWS.	NA
3b	Intermediate Outcome	Partners develop capacities and incentives to advance the use of GESI and intersectional approaches, metrics, methods, and tools for targeting in AR4D.	Change	Policymakers (external)	Decision-makers from partner institutions are able to show how they contribute to GESI through concrete changes in their operational structures and processes to foster more inclusive FLWS innovations and outcomes.	NA
4	Intermediate Outcome	GESI & R4D researchers target otherwise excluded groups with relevant, demand-driven, co-designed solutions.	Solutions Change	Programs, Accelerators, research and delivery partners, other actors working on gender in AR4D.	Actors are open to changing the way they target and prioritize innovation development and delivery.	NA
5	Intermediate Outcome	FLWS actors use evidence & innovations generated in the Gender Equality and Inclusion Accelerator to address structural barriers to gender equality and social inclusion.	Solutions Change	Programs, Accelerators, CGIAR bilateral projects, NARES, NGOs, governments, AGRA, FAO, IFAD, WFP, donors	Evidence and innovations generated in the Gender Equality and Inclusion Accelerator respond to the research and development priorities of FLWS actors.	NA
6	2030 Outcome	Decisionmakers and FLWS actors use metrics and analytics to understand and monitor progress in addressing structural barriers to gender equality and social inclusion.	Change	CGIAR partner, decisionmakers, policymakers (internal and external)	Decisionmakers and FLWS actors are open to using GESI methods, metrics, and analytics to monitor progress, outcomes, and impact of their innovations and interventions.	% of supported actors using metrics and analytics.
7	2030 Outcome	R&D actors disseminate, replicate, and scale gender-responsive, transformative, and socially inclusive innovations.	Solutions Change	Programs and bilateral projects, selected NARES and regional research networks, NGOs, governments, AGRA, FAO, IFAD, and WFP, donors	CGIAR and partners are committed to increase the adoption and benefits from innovations by women and other intersectional groups.	% of supported R&D actors actively disseminating/replicating/scaling innovations.

## Appendix 3. Section 6 - TOC table for AoW 1: Accelerating Solutions

### Sub-AoW 1.1: Fostering Equitable and Inclusive Norms

Output/ outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
Output	Conceptual framework for measuring gender norms	Royal Tropical Institute (KIT)	NA	NA
Output	Gender norms measurement tool and guide	FHI360	NA	NA
Output	Intersectionality norms measurement tool and guide	TBD (will aim to work with a research institute on this)	NA	NA
Output	Evidence synthesis on gender norms	No partner	NA	NA
Output	Pilot studies on gender norms	FHI360	NA	NA
Output	GT interventions	In-country NGOs, e.g., Nyakitonto Youth for Development Tanzania, Kolping Society of Tanzania, Justice Development and Peace Commission (in Nigeria)	NA	NA
Output	Impact assessments and other key learning products (e.g., set of leverage points and levers to design GT interventions)	Above partners and TBD	NA	NA
2030 outcome 1	FLWS stakeholders use the tools, approaches, and learning to better pinpoint and act on gender norms that constrain women with different intersectional identities and at different institutional levels across diverse FLWS and contexts	Above partners and many other stakeholders who will collaborate with us or get exposed to this work via different channels	Gender norms are considered malleable in the shorter term by FLWS stakeholders for targeting at different institutional levels Changes in gender norms occur at a fast enough pace to keep stakeholders motivated while implementing GTAs	# of FLWS stakeholders using the tools, approaches, and lessons
Intermediate outcome 1.1	FLWS stakeholders (NGOs, ministries, policy makers, private sector, research, etc.) identify which gender norms are more or less amenable to rapid vs slower change	Above partners and many other stakeholders who will collaborate with us or get exposed to this work via different channels	GTAs bring about gains in productivity and food, nutrition, and economic security (in addition to improved social relations) to generate interest in their use by diverse FLWS stakeholders	# of studies that determine which gender norms are more or less amenable to change
Intermediate outcome 1.2	Stakeholders identify how to scale GTAs in FLWS	Above partners and many other stakeholders who will collaborate with us or get exposed to this work via different channels	Tools and learning products are developed in a manner that accelerates implementation of GTAs by FLWS stakeholders Strategic communication targeting stakeholders is needed to ensure outcomes are achieved via increased understanding of GTAs and confidence in their use	Pre-/post-assessments of FLWS stakeholders on their perceptions of how to scale GTAs

### 14.2.1. Sub-AoW 1.2 Supporting Pathways to Empowerment

Output/outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
Output 1	Evidence on effective innovation bundles in integrated solutions	Programs, CGIAR Centers, NARS, AGRA, IFAD	NA	NA
Output 2	Evidence on pivotal innovations/entry points that have ripple effects in different contexts	Programs, CGIAR Centers, NARS, AGRA, IFAD	NA	NA
Output 3	Evidence on outcomes and impacts of integrated solutions	Programs, CGIAR Centers, NARS, MEL expert organizations/research institutes	NA	NA
Output 4	Evidence on how empowerment influences other outcomes for women and other groups	Programs, CGIAR Centers, NARS, MEL expert organizations/research institutes	NA	NA
Output 5	Scaling strategies for integrated bundled solutions	Programs, CGIAR Centers, NARS	NA	NA
Outcome 1	FLWSs stakeholders take up evidence on the importance of supporting the empowerment of women and youth and engage in co-developing strategies to empower them	CGIAR Centers jointly with policymakers and decision influencers	A1: FLWSs stakeholders are interested in supporting the empowerment of women and youth and in measuring progress  A2: There is a conducive normative environment that allows women, youth, lower caste, Indigenous, ethnic, and religious communities to benefit from empowering opportunities	Quantitative: Number of strategies or policies developed to support the empowerment of women, youth  Qualitative: Reported changes in perceptions and behaviors about the empowerment of women and youth associated to our interventions
Outcome 2	FLWS research and development practitioners implement tools and approaches to measure progress toward empowerment	CGIAR Centers, NARS, NGOs	A1: FLWS stakeholders are interested in supporting the empowerment of women and youth and in measuring progress  A2: There is a conducive normative environment that allows women, youth, lower caste, Indigenous, ethnic, and religious communities to benefit from empowering opportunities	Quantitative: Number of tools and approaches implemented by FLWS research and development practitioners
Outcome 3	Women, youth, and other communities in FLWS achieve strengthened agency and ability to benefit from FLWS	Programs, CGIAR Centers, NARS		Quantitative: Increase in the empowerment score of women, youth and other communities  Qualitative: Reported experiences of empowerment associated with our interventions
Outcome 4	FLWS actors use evidence and innovations generated in the Gender Equality and Inclusion Accelerator to address structural barriers to gender equality and social inclusion	Programs, CGIAR Centers, NARS		
Outcome 5	Decisionmakers and FLWS actors use metrics and analytics to understand and monitor progress in addressing structural barriers to gender equality and social inclusion	CGIAR bilateral projects, AGRA, FAO, AfDB, ADB, NARS, FARA, APAARI, SPC, NGOs		
Outcome 6	R&D actors (including CGIAR and NARES) disseminate, replicate, and scale gender-responsive/transformativ and social inclusive innovations	CGIAR bilateral projects, AGRA, FAO, AfDB, ADB, NARS, FARA, APAARI, SPC, NGOs		

### 14.2.2. Sub-AoW 1.3: Promoting Equitable Resource Access and Resilient Livelihoods

Output/ outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
Output 3.1	<ul style="list-style-type: none"> <li>Evidence review</li> <li>Quantitative and qualitative case studies</li> <li>Formative research</li> <li>Co-designed pilot interventions</li> <li>Impact evaluations</li> </ul>	Governments, UN agencies, NGOs, financial institutions, donors, academics.	NA	NA
Output 3.2	<ul style="list-style-type: none"> <li>Evidence review</li> <li>Quantitative and qualitative case studies</li> <li>Multi-country studies</li> <li>Formative research</li> <li>Co-designed pilot interventions</li> <li>Impact evaluations</li> <li>Costing analyses</li> </ul>	Governments, UN agencies, NGOs, financial institutions, donors, academics.	NA	NA
Intermediate outcome 3.1	Stakeholders use the evidence to increase their understanding of effective strategies to promote women's access to resources and opportunities for resilient livelihoods across the FLWS.	Governments, UN agencies, NGOs, financial institutions, donors, academics.	<p>(A1) Rigorous analysis will build credibility of research findings</p> <p>(A2) Longstanding relationships and co-developed research will promote buy-in</p> <p>(A3) Direct relevance of research for stakeholders' own programs will facilitate uptake</p> <p>(A4) Demand for this evidence exists, because stakeholders increasingly view strengthening women's resource control and resilient livelihoods as among their objectives</p>	At least six stakeholders use the evidence to increase their understanding.
Intermediate outcome 3.2	Stakeholders use the evidence to increase their understanding of effective targeted social protection and livelihood interventions — to strengthen resource control, livelihoods, well-being, empowerment, inclusion, and resilience — specifically for resource-poor women, youth and other groups within the FLWS.	Governments, UN agencies, NGOs, financial institutions, donors, academics.	<p>(A1) Rigorous analysis will build credibility of research findings</p> <p>(A2) Longstanding relationships and co-developed research will promote buy-in</p> <p>(A3) Direct relevance of research for stakeholders' own programs will facilitate uptake</p> <p>(A4) Demand for this evidence exists, because stakeholders increasingly view strengthening women's resource control and resilient livelihoods as among their objectives and have given renewed attention to the well-being of marginalized people</p>	At least six stakeholders use the evidence to increase their understanding.
2030 outcome 3.1	Stakeholders use the evidence to inform their own strategies to promote women's access to resources and opportunities for resilient livelihoods across the FLWS.	Governments, UN agencies, NGOs, financial institutions, donors.	<p>(A1) Rigorous analysis will build credibility of research findings</p> <p>(A2) Longstanding relationships and co-developed research will promote buy-in</p> <p>(A3) Direct relevance of research for stakeholders' own programs will facilitate uptake</p> <p>(A4) Demand for this evidence exists, because stakeholders increasingly view strengthening women's resource control and resilient livelihoods as among their objectives</p> <p>(A5) Timelines and political economy will create opportunities for stakeholders to act on increased understanding, including through policy reforms, program re-designs, or strategy revisions</p> <p>(A6) There will be continuity of stakeholders over this period and sufficient funding to take action on the evidence</p>	At least three stakeholders use the evidence to inform their own strategies.
2030 outcome 3.2	Stakeholders use the evidence to inform their own targeted social protection and livelihood interventions — to strengthen resource control, livelihoods, well-being, empowerment, and resilience — specifically for resource-poor women, youth and other groups within the FLWS.	Governments, UN agencies, NGOs, financial institutions, donors.	<p>(A1) Rigorous analysis will build credibility of research findings</p> <p>(A2) Longstanding relationships and co-developed research will promote buy-in</p> <p>(A3) Direct relevance of research for stakeholders' own programs will facilitate uptake</p> <p>(A4) Demand for this evidence exists, because stakeholders increasingly view strengthening women's resource control and resilient livelihoods as among their objectives</p> <p>(A5) Timelines and political economy will create opportunities for stakeholders to act on increased understanding, including through policy reforms, program re-designs, or strategy revisions</p> <p>(A6) There will be continuity of stakeholders over this period and sufficient funding to take action on the evidence</p>	At least three stakeholders use the evidence to inform their own interventions.

### 14.2.3. Sub-AoW 1.4 Amplifying Voice and Influence within FLW Institutions

Output/Outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
Output	- Measurement tools and guides for women's voices in FLW policymaking, women's individual voices in FLW governance, and collective agency.			
Output	- Custom measurement tools for youth and other groups, in fragile settings, and for specific sub-sectors.			
Output	- Approaches (e.g., training curricula) to increase women's voices and leadership in FLW governance  - Evidence on interventions to engage traditional leaders and FLW groups to build broad support for women's voices and leadership  - Pilot studies on amplifying voices and leadership in rapidly changing social contexts, e.g., urbanization, conflict, migration.	PRADAN, FES, ActionAid, FLWS ministries at state and federal level, ISEAL, AWARD	NA	NA
Output	- Digital tools and guides for bundling inclusive voice and accountability interventions with social protection programs and agricultural livelihoods interventions.		NA	NA
Output	- Research and learning products from impact assessments reporting effective approaches to strengthen voices and leadership.	Local and international research partners and implementing partners		
Intermediate outcome	FLWS stakeholders' improved understanding on how to amplify voices within FLW governance, including how to engage other FLW actors effectively to broaden support for women's voices.			
Intermediate outcome	FLWS stakeholders' improved understanding of how to amplify voices within FLWS governance amid rapid social change (e.g., urbanization, migration, conflict).			
2030 Outcomes	FLWS actors use the evidence and innovations generated in the Gender Equality and Inclusion Accelerator to amplify the voices of women, youth, and other groups within FLW policymaking.	Programs/bilateral projects, NGOs, governmental agencies and policymakers, NARS, private-sector institutions and NGOs supporting inclusive value chains (e.g., VSS)	Multi-center, multi-country longstanding relationships with partners will allow for the co-design and testing of new approaches  Collaborative research will increase partner engagement and buy-in  Stakeholders with sufficient expertise in youth and in other target groups can be identified and engaged	Number of governments, NARS, NGOs, INGOs, and private-sector institutions that adopt validated tools and approaches for amplifying voice.
Intermediate outcome	Improved understanding of how to design digital tools and social innovations to promote voice and accountability within FLW policies and programs (for women, youth, and other groups).			

Output/Outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
2030 Outcomes	FLWS actors use GEI Accelerator tools and approaches to consult women, youth, and target groups in the design of FLW policies and programs.	Programs/bilateral projects, Digital Transformation Accelerator, NGOs, governmental agencies/policymakers, FAO, IFAD, WFP, private_sector institutions (e.g., VSS)	<p>Digital platforms can reach women, youth, and marginalized groups and/or be used for aggregating their policy views and supporting their collective action</p> <p>Longstanding relationships with partners will allow for the co-design and testing of new approaches</p> <p>Collaborative research will increase partner engagement and buy-in</p> <p>Stakeholders with sufficient expertise in youth and in other target groups can be identified and engaged</p>	Number of policies and programs using evidence and tools to increase women's voices and influence in program design or accountability.
Intermediate outcome	Improved understanding of how to measure women's individual voices and collective voice within FLW governance.			
2030 Outcomes	FLWS actors use GEI Accelerator tools and approaches to measure women's voices in FLW governance, with attention to women's intersectional identities, and to assess the effectiveness of FLW policy interventions at increasing women's voices and leadership.	Programs/bilateral projects, Digital Transformation Accelerator, NGOs, governmental agencies and policymakers, FAO, IFAD, WFP, private-sector institutions (e.g., VSS)	<p>Sufficient funding and effort can be dedicated to capacity building and dissemination of tools</p> <p>It is possible to establish meaningful yet practical measures of voice and influence that are also scalable</p>	Number of stakeholders using measurement tools to measure voice in FLWS governance processes.

#### 14.2.4. Sub-AoW 1.5 Youth Thrive

Output/ Outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
Output 1	Data on youth aspirations, engagement, opportunities, obstacles, benefits, and how life experiences intersect with livelihoods in FLWS	NARES, Centre for Agriculture and Bioscience International (CABI), IFAD, local and international universities	NA	NA
Output 2	A set of viable/appropriate solutions to increase youth's involvement in, and benefits derived from, FLWS	NARES, FAO, NGOs such as Mercy Corps and CARE, local and international universities.	NA	NA
Output 3	Knowledge products on best practices and effective interventions for youth engagement in FLWS-related work that can be used by youth and other stakeholders for scaling youth-responsive solutions	NARES, NGOs such as Mercy Corps, AGRA, private-sector actors, local and international universities.	NA	NA
Output 4	Assessments of policies, programs, and jobs that enable youth empowerment in FLWS	TVET institutions and private-sector actors.	NA	NA
Output 5	Learning products from piloting youth training opportunities with TVET and the private sector to increase demand for youth workers and youth interest in FLWS-related jobs	TVET institutions and private-sector actors	NA	NA
Output 6	Assessments of bottlenecks and opportunities for developing youth-responsive financial products	Financial institutions	NA	NA
Output 7	Co-designed and piloted financial solutions for youth in FLWS	Financial institutions	NA	NA
Outcome 1	FLWS stakeholders use the evidence base, proposed solutions, and knowledge products to design, validate, pilot, and scale youth-responsive solutions to increase youth's involvement in, and benefits derived from, FLWS	NARES, local and national governments, local and international universities.	A1-All stakeholders, including decision-makers, are willing to use Gender Equality and Inclusion Accelerator evidence, data, and tools in effective policy design, investment designs, and operations. A2-Business opportunities and jobs across FLWS have been created and embraced by youth.	# of stakeholders who use the evidence base, proposed solutions, and knowledge products
Outcome 2	FLWS policy- and decision-makers increase their understanding of what is necessary to create an enabling environment for youth to be empowered and thrive in FLWS	NARES, local and national governments, NGOs such as Mercy Corps, FAO, IFAD, local and international universities, and private-sector actors.	A3-All actors across FLWS, including private-sector actors, households, and communities, have embraced, and have sufficient incentives to invest in, providing opportunities and resources for the youth to excel in their engagement, and to improve their earnings as they work in FLWS. A4- All youth and groups can engage meaningfully across FLWS.	# of policy- and decision-makers who have increased their understanding because of the research findings and communication about knowledge products and solutions
Outcome 3	TVET institutions and private-sector actors use the learning from the youth training pilots to inform future training and targeting youth for FLWS-related jobs	TVET institutions and private-sector actors		# of TVET and private-sector actors that use learnings from the pilot studies to inform future work/ investments
Outcome 4	Increased understanding of financial institutions and young people of the bottlenecks and opportunities for developing youth-responsive financial products	Financial institutions		# of financial institutions that have a better understanding of both the bottlenecks and opportunities for developing financial products for young people
Outcome 4	Financial institutions in FLWS use the learning from the pilots to inform future investments tailored for uptake of financial products by young people (especially young women)	Financial institutions		# of financial institutions that use the learning to develop new financial products designed specifically for young people

## Appendix 4. Section 6 - TOC table for AoW 2: Accelerating change

Output/outcome	Output/outcome title	Partner	Assumption (only for outcome)	Indicators (only for outcome)
1.1 Output	Methods to support intersectional analysis, targeting, scaling, and outcomes and IA of integrated solutions	Advanced research institute (e.g., Cornell U, Stockholm Environment Institute, Institute for Development Studies, FHI 360), FAO, IFAD, AfDB, World Bank, CGIAR Programs	NA	NA
1.1 Outcome	AR4D researchers in CGIAR, NARES, multilateral organizations (FAO, IFAD), NGOs, CSOs, the private sector, and governments use the methods and metrics developed	Advanced research institutes (e.g., Cornell U, Stockholm Environment Institute, Institute for Development Studies, FHI 360), FAO, IFAD, AfDB, World Bank, CGIAR Programs	The metrics and methods developed are fit-for-purpose and respond to the demand of targeted users  It is possible to develop meaningful, scalable metrics on gender equality	# of supported organizations institutionalizing the use of the methods  % of methods and metrics
1.2a Output	Communication and promotion of evidence  - conference  - flagship report  - evidence explainers	Universities and research Centers (e.g., Makerere, Wageningen), NGOs (e.g., Oxfam, CARE, Heifer International), NARES (e.g., KALRO, ICAR), CSOs (e.g., Self-Employed Women's Association), UN Agencies (e.g., FAO, IFAD), donors	NA	NA
1.2a Outcome	AR4D and multilateral organizations, NGOs, CSOs, NARES, and the private sector form strategic alliances for achieving gender equality and food systems development			# of alliances formally documented
1.2b Output	<ul style="list-style-type: none"> <li>Evidence synthesis and learning agendas for key GESI in FLWS topics</li> <li>Curated resource hub on GESI in FLWS</li> <li>Evidence on effective evidence uptake pathways</li> <li>Frontier research on GESI in FLWS</li> </ul>	Campbell collaboration, International Initiative for Impact Evaluation, Shared Planet, International Institute for Environment and Development, Communications firm, UN Agencies (FAO, IFAD) (possibly, for flagship report)	NA	NA
1.2b Outcome	AR4D and multilateral organizations, NGOs, CSOs, and the private sector use gender equality and transformative thinking for priority setting, targeting, and managing AR4D at all levels	Communications firm, UN agencies (FAO, IFAD) (possibly, for flagship report)	The evidence generated and the format and channels for sharing are fit for the purpose of supporting evidence-based decisions	% of supported organizations using gender equality and transformative thinking.
1.2b Outcome	AR4D researchers in CGIAR, NARES, multilateral organizations (FAO, IFAD), NGOs, CSOs, the private sector, and governments make evidence-based decisions and investments based on CGIAR and partners' GESI in FLWS research		?	% of supported organizations using GESI in decision processes.
1.3 Outputs	<ul style="list-style-type: none"> <li>Capacities and needs assessment and capacity strengthening strategy</li> <li>Training and training programs</li> <li>Network of capacity building institutions</li> <li>Postdoctoral fellows program</li> <li>Communities of practice</li> <li>Capacity strengthening resources/materials</li> <li>Science Exchange and international GENDER conference</li> </ul>	Consultancy firm (e.g., Advancing Learning & Innovation on Gender Norms Platform), AWARD, GREAT, universities (e.g., East Anglia, Penn State), NARES, agricultural research institutes, CGIAR Centers, Programs, and partners	The capacity strengthening program will suit the needs and priorities of targeted users  Users will have the time, incentives, and commitment to participate in these programs	NA
1.3 Outcome	AR4D and multilateral organizations, NGOs, CSOs, and the private sector include in their agenda gender equality principles			% of supported organizations with documented agenda having included gender equality principles.