

# Developing and implementing an effective and efficient gender capacity development strategy for partners

*Elizabeth Waithanji (ILRI)*

Livestock and Fish partner meeting to review and advise on a gender capacity assessment methodology  
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# Introduction

# Context and Justification

- LAF gender strategy developed in a consultative process involving several scientists from different LAF partner institutions (ILRI, WorldFish and CIAT) from multiple LAF VC countries (Uganda, Tanzania, Ethiopia and Nicaragua)
- LAF gender strategy recognizes gender-accommodating and gender transformative research approaches as best-bet approaches to sustainable uptake of research results

- An on-line “gender capacity” survey for national and regional partners in four LAF VC countries conducted in 2014
  - 116 participants; Response by 40 (34%); More males and midlevel professionals
  - Key Findings:
    - Low capacity in gender (analysis, integration, measurement of differences)
    - Low capacity associated with lack of funding gender capacity development activities and a shortage of staff trained in gender;
    - a lack of appropriate gender training tools (participants could not have known of existing tools).

## Justification

- The results from the capacity audit motivated the LAF program to commission a more systematic gender capacity development strategy and its implementation

# Purpose and strategy

- To enhance gender capacity among L&F national partners
  - Intended skills/ capacities
    - identify gender needs,
    - conduct gender analysis
    - use gender transformative approaches in interventions
    - Measure impacts (effectiveness) of interventions
    - Measure efficiency of performance of VCs wrt gender
- Systems approach - pro poor, sustainable and gender equitable

## Achievement

- To enhance the rate of and equity in adoption of CRP technologies by women and men in small and medium scale livestock enterprises through equitable participation in value chains



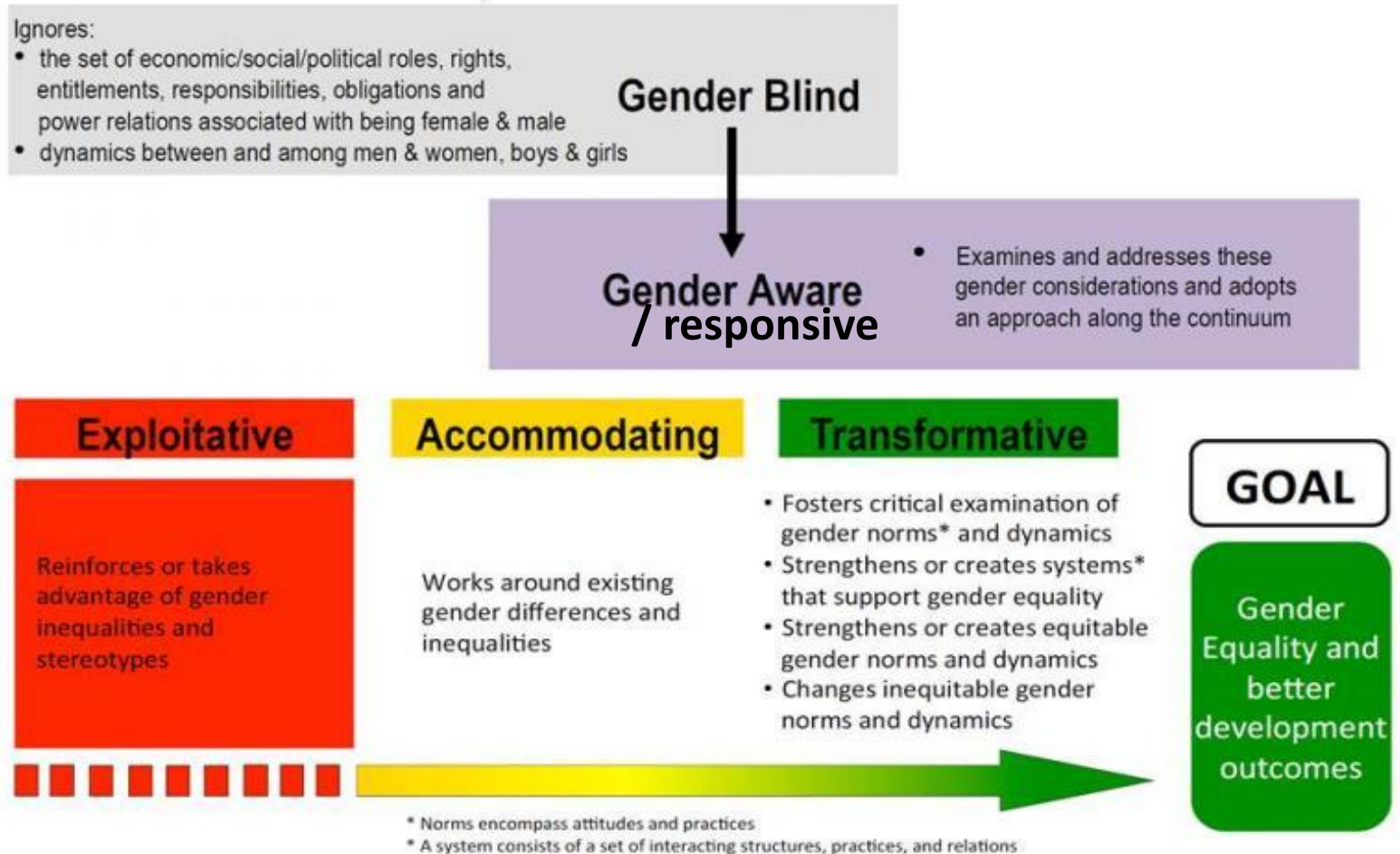
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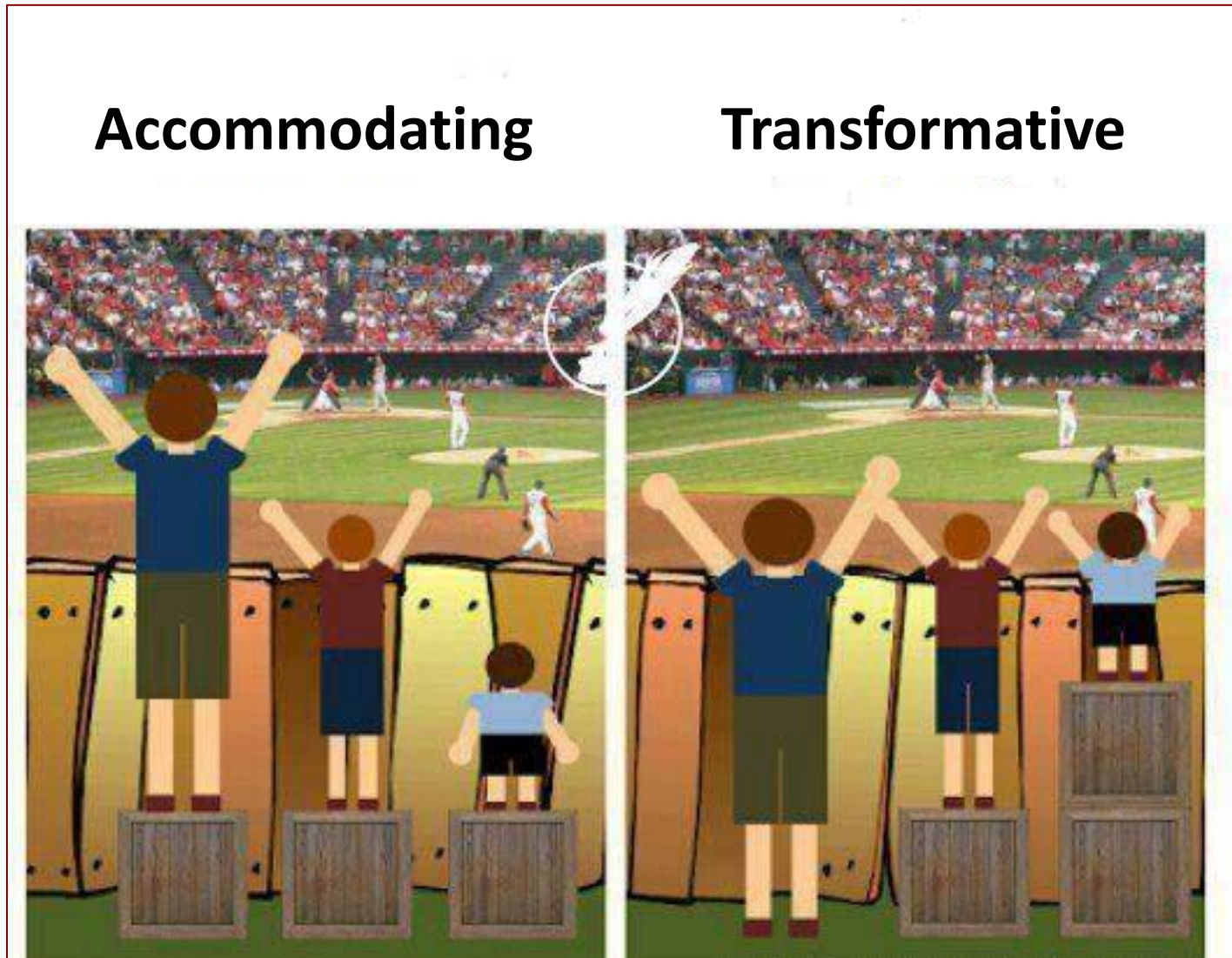
# Conceptual framework

# Working definitions of gender

## (i) *The gender equality continuum*

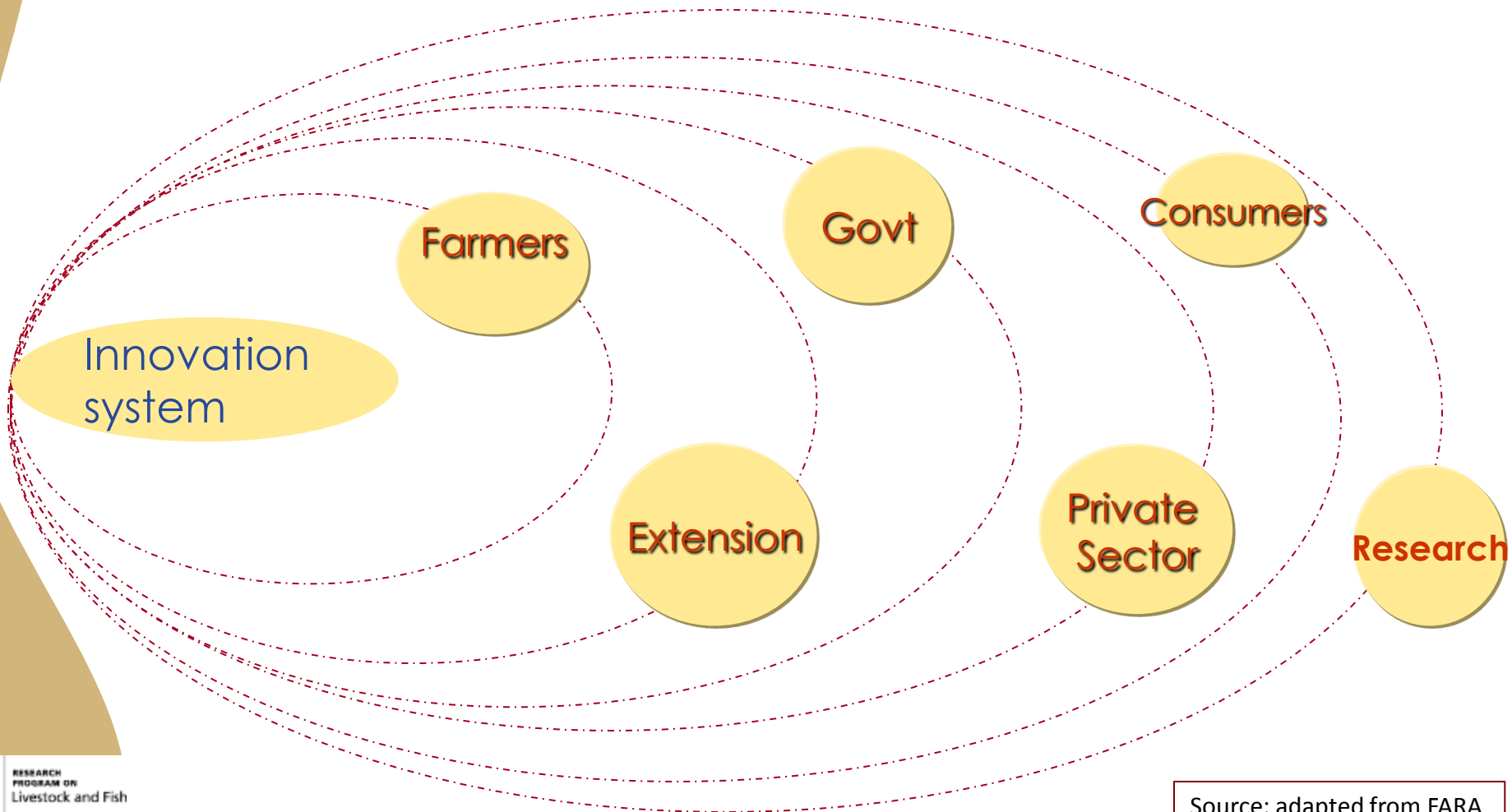


## *(ii) Gender accommodating and transformative interventions*





# Innovation Platform as a dynamic space with multi-stakeholder interactions



# Examples of gendered social relations in linkages within and between VC actor categories

Social relation	Within actor category	Between actor categories
Power – who decides and whose interest is served	Extension – men usually constitute the senior management	Extension / Farmers – Farmer has the power to decide what technology to adopt
People – who is excluded and who is included	Farmers – Women confined to reproductive roles and men to productive roles	Extension/ Farmers – extension workers focus on male dominated farmer activities
Rules – formal and informal norms, values, laws, traditions	Farmers – rules maintain gender hierarchies with men above women	Policy /research – lack of gender mainstreaming in agricultural policies -> gender blind interventions
Resources – who controls/ owns, who accesses	Farmers – men have access to and control over productive assets than women	Support institutions/ Farmers – fewer opportunities for women to access loans because they lack collateral
Activities – who does, who gets and who can claim what	Research – share of women in agriculture research is disproportionately low	Extension / Farmers – women are often constrained from participating in trainings because of workload or the culture of seclusion

Source: Mbo'o-Tchouawou et al FC

# Approach: VCs as Innovation Platforms

Forming

Storming

Norming

High Performance

IPs typically move from **Forming** to **Storming** to **Norming** usually before getting to the phase of **high performance**

## Phased IP Process Approach

### Phase 1

Understanding problems from systems analysis and market chains approaches  
Problems, linkages, interests, ideas

Local participants

L&F R&D Partners

Private sector

Interest

Leadership

Interest

### Phase 2

Systems improvements, value addition and market opportunities  
Improving productivity and creating value

Collaboration

Facilitation

Collaboration

### Phase 3

Setting in place innovations  
• new products  
• new technologies  
• new institutions  
• new marketing outlets

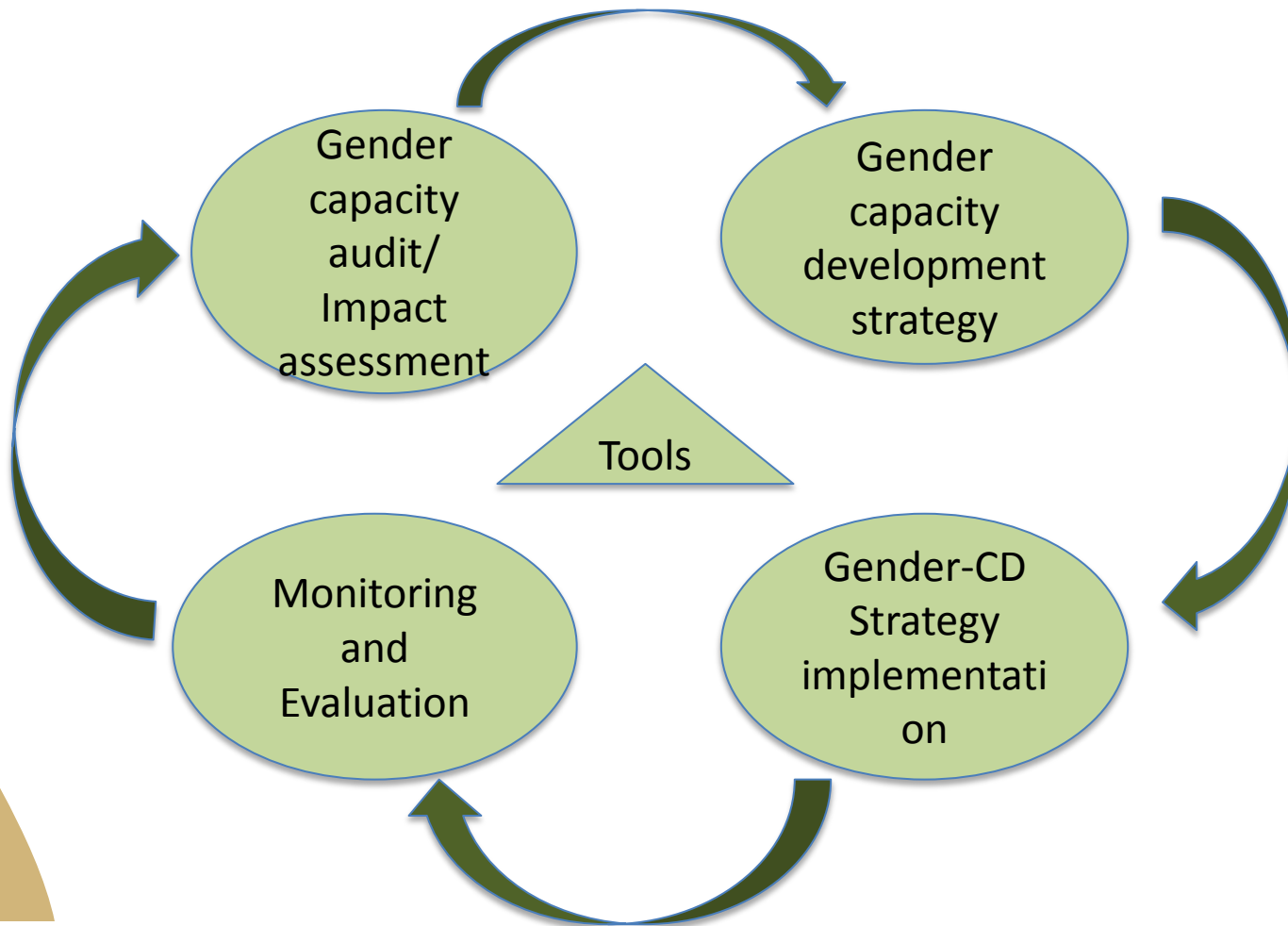
Ownership

Backstopping

Commercial opportunity and farmer support

Source: adapted from FARA

# The big picture



# M&E for effective and efficient delivery/ implementation of strategy

	Efficiency	Effectiveness
Definition	Doing things right – are we implementing activities the best possible way?	Doing the right thing – are we developing the most suitable/ relevant product?
Focus	Process – is the project/ organization performing optimally?	Output/ outcome/ impact – Are these the products with the highest demand?
Orientation	Objectives	Results
Targets	Organization's internal operational requirements – costs and other resource utilization ( <i>i.e. value for money</i> )	Customer requirements – products meet or exceed them and have no deficiencies
<b><i>Complementarity</i></b>	<b><i>Efficiency and effectiveness are mutually reinforcing</i></b>	

# Activities and outputs

- **Immediate (3-6months post implementation)**
  - Conceptual framework (Team led by PIs)
  - Implementation methodology/ roadmap (Consultants lead, team participate)
  - Gender capacity assessment tools/ toolkit adapted/ developed (Consultants led)
  - GC assessment conducted and reported
  - Gender CD implemented and reported (Consultants lead, team participate)
- **Short term (6-12 months)**
  - Completion of gender CD implementation and reporting
  - Briefs, Reports, media events (Team/ consultants according to effort)
- **Medium term (12 – 24 months)**
  - Discussion papers/ book chapters (Team/ consultants according to effort)
- **Long term (after 24 months)**
  - Impact assessment
  - Journal article[s] (Team/ consultants according to effort)

## CGIAR Research Program on Livestock and Fish

[livestockfish.cgiar.org](http://livestockfish.cgiar.org)



CGIAR is a global partnership that unites organizations engaged in research for a food secure future. The **CGIAR Research Program on Livestock and Fish** aims to increase the productivity of small-scale livestock and fish systems in sustainable ways, making meat, milk and fish more available and affordable across the developing world.