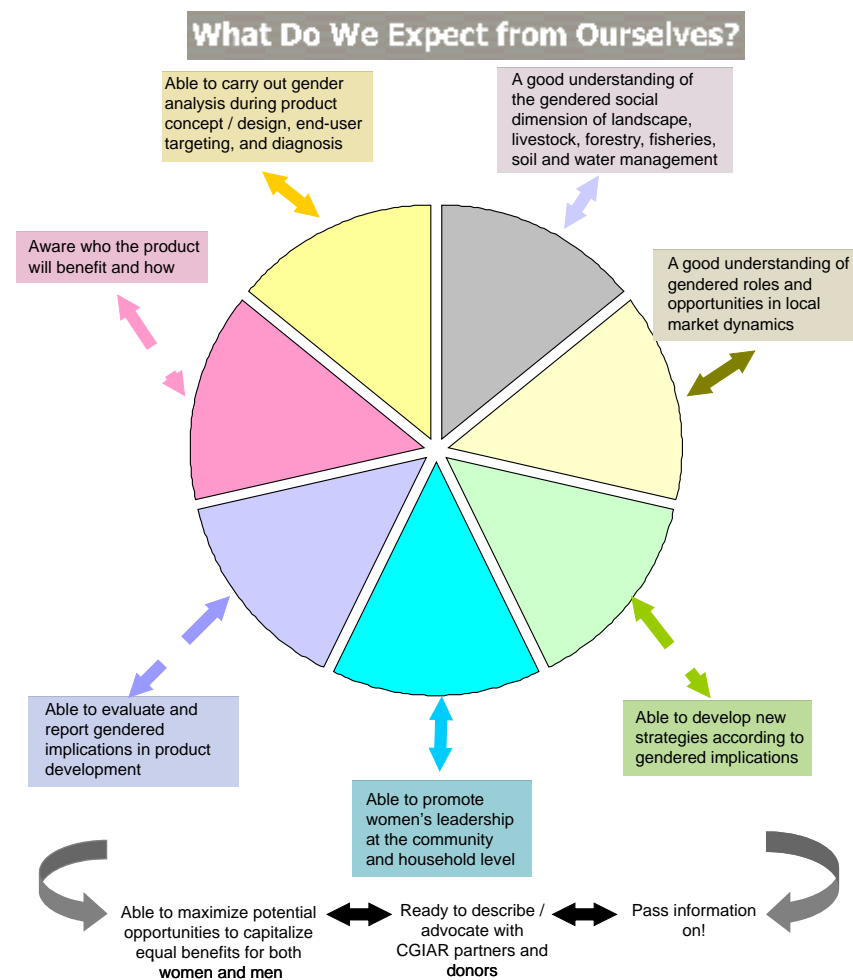


- *Conducting broader awareness campaigns on gender and diversity issues to reach a wider public, including evidence of the impact of gender equity in improving people's lives and institutional performance.*
- *Monitoring and evaluation of progress.*

Discussion with (male and female) scientists has enabled Gender Audits to identify how and where everybody can contribute to mainstreaming gender in research and research-for-development activities in order to have a better understanding of the gendered social dimension of (for example) landscape, livestock, forestry, fisheries, soil and water management. It has also been demonstrated that mainstreaming gender in research allows for the understanding of resources allocation at the community and intra-household levels. In this way, research results will better capture the nature of interventions that benefit both men and women equally.



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Gender auditing and the PRGA Program: The PRGA Program has a mandate to assist agricultural research and development organizations in mainstreaming gender. This includes not only CG Centers, but also NARS and NGOs.



The CGIAR Systemwide Program on Participatory Research and Gender Analysis for Technology Development and Institutional Innovation (PRGA Program) conducted valuable work on gender mainstreaming in NARS in Africa, Asia and Latin American during its second phase (2003–2007), and developed key gender models and typologies during its first phase (1997–2002). Meanwhile, various efforts have been made to introduce gender analysis into the wider CGIAR System throughout the life of the Program (*see* Box 1).

Auditing Gender in Agricultural R&D Organizations: Gender Mainstreaming in the CGIAR

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Notes:

† AGM – Annual General Meeting (CGIAR); CGIAR – Consultative Group on International Agricultural Research; CIAT – International Center for Tropical Agriculture; CIMMYT – International Maize and Wheat Improvement Center; CIP – International Potato Center; ICARDA – International Center for Agricultural Research in the Dry Areas; ICLARM – now World Fish Center; ILRI – International Livestock Research Institute.

During the Program's First External Review (2006–07), it was agreed that work on gender mainstreaming should be continued, but with a renewed focus on gender mainstreaming within the CGIAR. To achieve this, the Program should develop close, mutually-supportive links with the Gender and Diversity (G&D) Program, as well as other task forces at various Centers working in gender research within the CGIAR System.

The goals of the two Programs (PRGA and G&D) are complementary. G&D Program aims to support the recruitment and development of women and other 'under-represented' groups in relation to their professional advancement within the CG System. The PRGA

Program aims to support the development of scientific capacity, including within the CG's R&D clients and stakeholders, to adopt gender-sensitive approaches for technology innovation. Nevertheless, the PRGA Program agrees that the time is ripe to discuss a new strategic framework—as part of the new Megaprogram strategy that was approved at AGM† 2008—to further our commitment to explore the possibilities for sharing, with G&D Program, a variety of activities related to the consideration of gender issues.

A first step in enhancing this relationship with the G&D Program was achieved while conducting the **Gender Audit at CIAT**, carried out in 2007–2008 with support from the G&D Focal Point based at CIAT.

Box 1: Gender mainstreaming in the CGIAR†

- *Integrating gender analysis into participatory plant breeding strategies at ICARDA, 2007–2009*
- *Conducting a Gender Audit at CIAT, 2007–2008*
- *Mainstreaming gender analysis in the research process at CIP, 2007*
- *Conducting a gender audit and implementing an action plan for mainstreaming gender analysis in ILRI, 2006*
- *Strengthening community participation and gender involvement in participatory research for management and monitoring of local aquatic resources system at ICLARM, 1999–2002*
- *Gender and stakeholder analysis: integration of gender analysis into research at CIMMYT, 1997–2001*



This was the most comprehensive and thorough gender audit to date within the CGIAR, incorporating the elements of both Program's mandates. In particular, it:

- *looked at gender in both research activities and the workplace;*
- *included all CIAT research activities rather than focusing on selected ones; and*
- *involved staff from headquarters and regional offices.*

Some important issues that emerged from this work included the fact that CIAT's senior staff and managers have been supportive of gender analysis and participatory approaches, and since its inception, CIAT has built priceless experience and knowledge of gender analysis in agricultural research through learning by doing. However, no institutional policy or strategy on gender exists; and the enabling institutional environment for inclusion of gender strategies has deteriorated through the low profile set for social sciences in general and participatory approaches in particular. CIAT staff perceive that there is not enough human expertise and that there are few methodological tools to conduct gender analysis, and basic principles and concepts such as the usefulness of including gender analysis in research activities remain contested. Even though there is a generally positive attitude toward gender mainstreaming at CIAT, many researchers do not see how gender analysis could add value to their projects, especially when time, human and economic resources are perceived as scarce. Cultural resistance also plays a role (although difficult to evaluate) evident in defensive attitudes and the low status given to gender issues in the portfolio of current research challenges.

The **Gender Audit at ILRI** determined that there was a fairly good understanding of the specific meaning of gender analysis in research. However, according to staff, the biggest obstacle to mainstreaming gender analysis in ILRI's work was related to the lack of expertise. Few scientists have been trained in gender research methods, and many feel that this inhibits them from integrating gender analysis in their projects. The second biggest obstacle mentioned related to institutional priorities and support from senior management, including lack of policies, guidelines and mechanisms for mainstreaming gender, besides lack of incentives, and almost exclusive focus on technical issues.

Nevertheless, ILRI has made considerable investment in improving gender and diversity in the workplace. This may well have resulted in some improvements in the capacity for conducting gender research, since women have a slightly better understanding of and motivation to engage gender issues.

*These positive experiences point to the potential of a **Gender Audit** to deepen and widen preliminary efforts for gender-sensitive research and an inclusive workplace, and to initiate concrete processes for **Institutional Change toward Gender Mainstreaming***

FAO recognizes that “rural women in particular are responsible for half of the world's food production and produce between 60 and 80 percent of the food in most developing countries. Yet, despite their contribution to global food security, **women farmers are frequently underestimated and overlooked in development strategies. Rural women are the main producers of the world's staple crops**—rice, wheat, maize—which provide up to 90 percent of the rural poor's food intake... Their contribution to secondary crop production, such as legumes and vegetables, is even greater... Women's specialized knowledge about genetic resources for food and agriculture makes them essential custodians of **agrobiodiversity**. In the livestock sector, women feed and milk the larger animals, while raising poultry and small animals... Also, once the harvest is in, rural women provide most of the labor for post-harvest activities, taking responsibility for storage, handling, stocking, processing and marketing.”



The **experience at CIP**, through Urban Harvest (the CGIAR System-wide initiative on urban and peri-urban agriculture) showed that it had been seeking to engender its research on urban agriculture to make it more relevant to the variety of stakeholders involved. The different roles of men, women, youth and children in farming were identified and gender variation was found to exist in crop preferences, access to and control of resources, and especially ways in which people experience and overcome constraints of various types. The kinds of benefits derived from the sale of produce also varied by gender. These findings underlined the importance of an engendered approach to planning, budgeting, monitoring and evaluating agricultural research and development activities.

Currently, challenges for agricultural R&D organizations to mainstream gender into their activities are clearly set by two factors:

- *More than two decades of studies show the key role played by women in agriculture, particularly in small and medium-sized farming systems, and their undeniably disadvantaged position;*
- *The need to enforce agreed international mandates and plans, the most relevant being the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW, 1979), the UN Beijing Platform for Action (1995) and the Millennium Development Goals (2000).*

Nonetheless, in many development spheres women's contribution remains critical and so therefore does its relevance for R&D activities. In agriculture, for example, the presence of the most disadvantaged group among the poor, i.e. women, has increased due to war, permanent and seasonal male migration, HIV/AIDS and other factors.

CIAT's Gender Audit produced a large set of recommendations that underline the need to work strategically in the following issues:

- *Developing an institutional **strategy** for gender mainstreaming in research and in the workplace.*
- *Writing and disseminating explicit **policy** statements that relate the Center's mission, goals and values to gender equality in research and research-for-development actions.*
- *Ensuring that all (new) **projects** address gender issues, from design and planning, through proposal and reporting, to impact assessment, and passing all proposals through the gender unit for screening.*
- *Providing incentives for gender mainstreaming in projects and programs.*
- *Making **resources** available not only to implement capacity-building in various programs, but also to cover the time of a resource person.*
- *Recruiting a gender expert and establishing a **gender unit**.*
- *Ensuring that G&D focal points in the regions play an active role as an integral part of the Center, and improving networking among gender experts at national, regional and international levels.*
- *Building and enhancing scientists' **capacity** in gender analysis.*
- *Developing resource materials for gender integration and mainstreaming—including an information system on gender concepts, tools for integrating gender analysis in research, and cases of impact of gender analysis.*
- *Strengthening communication channels for gender mainstreaming in research.*
- *Including specific gender-analysis criteria and outputs in **job descriptions and performance evaluation systems**.*
- *Sensitizing **all stakeholders** in how gender issues add value to community-support programs, and involving stakeholders in the early stages of designing and planning of research projects (so that gender-sensitive research findings are translated into development).*