

Gender strategy

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Research Centre

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Internal

Question	Answer
Objective	Improving leadership position of female staff
Level	Internal
Activities (how do you plan to achieve the objectives)	<ul style="list-style-type: none">- Capacity building (Training, awareness creation)- Encouraging female staff in center based committees- Implementing affirmative action
Target group (who is supposed to benefit from this? Include age, sex, ethnicity, etc.)	<ul style="list-style-type: none">- Female staff
Period (By when and how long do you plan to achieve the objective?)	<ul style="list-style-type: none">- 2010 (January -June, 2018)
Place (where do you want to this to	<ul style="list-style-type: none">- In the office

Internal---Continue

Responsibility (Who in the organization should have the responsibility to guide implementation, follow up and evaluation of the activities towards achieving objectives?)

- Management committee of the center
- Center director
- Gender committee

Source of verification (how can we check if the achieved our objectives?)

- Number of female participated committee,
- Number of female on leadership position

Opportunities and threat (What opportunities and threat are there in surrounding of the organization?)

Opportunities

- Affirmative action strategies

Threat

- Number of female staff

External---

Question	Answer
Objective	To empower women in technology demonstration
Level	external
Activities (how do you plan to achieve the objectives)	<ul style="list-style-type: none">- Encouraging gendered research project development- Enhancing participation of women in research activities
Target group (who is supposed to benefit from this? Include age, sex, ethnicity, etc.)	<ul style="list-style-type: none">- Male and female households
Period (By when and how long do you plan to achieve the objective?)	<ul style="list-style-type: none">- November 2017-October 218
Place (where do you want to this to happen? E.g. In the office, specific location, etc.)	<ul style="list-style-type: none">- Research site

External---Continue

Question

Answer

Responsibility (Who in the organization should have the responsibility to guide implementation, follow up and evaluation of the activities towards achieving objectives?)

- Respective research team
- Planning officers
- Center manager
- Individual researcher

Source of verification (how can we check if the achieved our objectives?)

- Number of female participated in PRG, Data collection and Training

Opportunities a threat (What opportunities and threat are there in surrounding of the organization?)

- Demand for gender disaggregated data
- Government policy to promote female producers
- Availability of research technologies
- Availability of project budget

Expected outcome

Objective I. Improving leadership position of female staff

Outcome Indicator 1: 10% of female will be assigned to leadership position before June 2018

Activities	Output Indicators	Responsible	Budget	Verification Sources
<ul style="list-style-type: none"> Capacity building (Training, awareness creation) 	At least 75% of the staff participated on training	Gender committee	12,000	Quarter report
<ul style="list-style-type: none"> Encouraging female staff in center based committees 	At least one female is committee member	Center management committee	-	Human resources report
<ul style="list-style-type: none"> Implementing affirmative action 	At least 10% of management staff equipped with competent female	<ul style="list-style-type: none"> Management committee Center manger 	-	Human resource report

Expected outcome ---

Objective II. To empower women in technology demonstration				
Outcome Indicator II. At least 30% of the PRG members are female				
Activities	Output Indicators	Responsible	Budget	Verification Sources
<ul style="list-style-type: none"> Encouraging gendered research project development 	<ul style="list-style-type: none"> - At least 75% of the research projects are gender sensitive 	Respective research team Planning officers Center manager	-	Research proposal Quarter report
<ul style="list-style-type: none"> Enhancing participation of women in research activities 	At least 30% of PRG is female 25% of the research respondents are female	Respective research team Individual researcher	-	Field report Quarter report