

1997 Workplan Gender Analysis Program CGIAR Gender Program

- Annex A -

I. INTRODUCTION

1997 a Transition Year: Background

1997 marks a transition year for the CGIAR Gender Analysis Program. Members of the CGIAR have been eager to have the CGIAR Gender Analysis Program administratively housed in a suitable systemwide program. The acceptance by TAC of the Systemwide Program in Participatory Research and Gender Analysis (SWP on PRGA) provides such an opportunity. During 1997, The CGIAR Gender Analysis Program will continue its direct support of center initiatives as well as providing leadership for the Gender Working Group (GWG) established under the SWP on PRGA. It is expected that in 1998, the whole of the CGIAR Gender Analysis Program will be housed under the SWP on PRGA, but will retain its own system of governance and advice.

The two components of the program of work for 1997 are the CGIAR Gender Analysis Program that has been coordinated from the CGIAR Secretariat for the past five years and the key aspects of the GWG of the SWP on PRGA for which the convening center is CIAT. The objectives of each are summarized below.

CGIAR Gender Analysis Program (CGIAR-GAP)

To use gender analysis and to pay particular attention to poor rural women has been accepted by the CGIAR. For each center, this means (a) identifying where in their mandate and program of activities and with what partners, these issues can be addressed most effectively, (b) determining the most effective methods and approaches to use, including in impact analysis, and (c) building the capacity of the center, through training staff and/or forging alliances with expertise not in the centers, including NARSs scientists, to help them do their work better. The overall goal of the CGIAR Gender Analysis is to mainstream the use of gender analysis and a gender perspective in the research and training activities of the international agricultural research centers, and dissemination and publication. The program supports research which will provide methodological insights to a center and the wider community on the use and value of gender analysis. It supports capacity building by providing training and technical expertise or small disseminates examples excellence from international centers and other institutions to key stakeholders. Overall, the program implements its activities through liaison and support of gender analysis focal persons, support of center based initiatives through small grants or consultancies, and expansion of links between [ARC and other scientists conducting gender-related research in agriculture and natural resource management.

Systemwide Program on Participatory Research and Gender Analysis (SWP on PRGA)

Currently, the program of the SWP on PRGA supports a set of empirical studies using participatory research methods and gender analysis in plant breeding (PB) and natural resource management (NRM). These empirical studies will evaluate the impact of participatory research and gender analysis, separately and together, on the technologies and institutions on particular client groups, including especially poor rural women. The SWP on PRGA is made up of three working groups, on PB, NRM, and gender analysis (the gender working group, GWG). The decision-making body for the SWP on PRGA is two tiered: a Planning Committee made up of representatives from specific constituent groups (IARCs, NGOs, NARSs, Donors, PB, NRM, and GWG as well as the convening center, CIAT), and a Steering Committee of three from the Planning Group representing IARCs,

NARSs, and CIAT. The principle responsibility of the CGIAR Gender Analysis Program will be to support the GWG and, for the time being, represent it on the Planning Committee.

The objectives of the GWG for 1997 are

- (a) to identify best practices in the use of gender analysis and gender sensitive participatory methods.
- (b) to develop a set of indicators and a research framework for assessing the impact of gender analysis and gender sensitive participatory research on PB and NRM on different user groups, especially poor rural women.
- (c) to participation in the selection of study sites, and
- (d) to identify trainers and other experts who can provide assistance to study sites. These activities fall principally into the category of research support under the CGIAR Gender Analysis Program.

International Center for Research on Women. Beginning April 1, 1997, the responsibility for program development and implementation of the CGIAR Gender Analysis Program will be subcontracted to the International Center for Research on Women (ICRW) where the Program Leader, Hilary Sims Feldstein will assume a fulltime position. ICRW has conducted economic and social analysis research on the circumstances of rural women in developing countries for twenty years, is well placed to implement this program. The aim of the Center is to promote social and economic development with women's full status in the family, and their management of environmental resources. A major thrust of their research is on women's roles in environmental management. They have conducted this research with colleagues from of their work has a focus on women's roles, their research is done with a gender perspective assessing costs and benefits to women and men of development interventions. The Center is currently working with IIMI to bring a gender perspective into the work of their scientists and to initiate a large scale study on women and water

II. SCOPE OF WORK

As stated above, the CGIAR Gender Analysis Program has three foci.

- Research support. The program provides funds and/or technical assistance to systemwide or center projects addressing methodological development in gender analysis. This includes special studies with systemwide applications and assessments of the efficacy of the integration of gender analysis into specific agricultural and natural resource management research.
- Capacity building. Through the provision of gender audits, technical assistance, training, and small grants to build liaisons with other suppliers of these services, the program works with centers to increase the capacity of IARC scientists and their partners to undertake gender analysis in their research and training activities.
- Dissemination and publications. The program disseminates to the system and other stakeholders examples of best practice, new methods, and new insights on the use of gender analysis and gender sensitive participatory methods from the research of Centers and other institutions.

During 1997, the bulk of the gender analysis program activities with respect to research support will be in support of the Gender Working Group of the SWP on PRGA. For these activities, financing and administration of direct costs associated with these activities will be the responsibility of ICRW.

The principle activities to be carried out within each area of activity are outlined below. Priority will be given to providing expertise to four centers in the form of consultancies or

small grants to undertake a gender audit or review of current activities and to getting the gender analysis component of the SWP on PRGA off to a good start.

For the purposes of this document and budget, the proposed activities are organized according to the three areas for activity of the CGIAR Gender Analysis Program and identified as to which component, the original program (CGIAR-GAP) or the SWP on PRGA (PRGA-GWG) they apply. The program of work for the (PRGA-GAP) is subject to further consideration of the best way to address its key topics in collaboration with the PB and NRM groups.

Research Support

- CGIAR-GAP: Small workshop on the feminization of agriculture and its implications for the agenda of international agricultural research. Of interest to agriculture research are the dynamics affecting the location, duration, and resource costs or benefits of the growing number of rural female headed households with respect to investment in agricultural production and natural resource management. This workshop will bring together interested center scientists with experts from other institutions to assess the availability, reliability, and utility of current data and the means and costs of gathering new data which would provide the kind of information sought by centers. An output of the workshop will be better links to currently available information and the determination of whether a special study, separately funded, would be of benefit to the IARCs and their NARSs partners.
- PRGA-GWG: Workshop on the research issues, indicators, and proposed framework for gender analysis with respect to PB and NRM. Members of the GWG and outside experts will review the products of the commissioned papers and email conference (see below). The workshop will develop a research framework and set of indicators for assessing the impact of technologies developed in PB and NRM. This will provide the basis for assessing research site proposals and for integrating gender issues into the work of the PB and NRM groups.
- PRGA-GWG: Papers commissioned on best practices and indicators with respect to the use of gender analysis and gender sensitive participatory approaches in plant breeding and natural resource management. These will inform the development of indicators and a research framework for the GWG.
- PRGA-GWG: Email conference on gender impact indicators for plant breeding and natural resource management. These will be held in conjunction with the commissioned papers. The discussion of indicators by a larger body of scholars will be summarized and will feed into the research framework of the GWG.
- PRGA-GWG: Liaison between the Plant Breeding and National Resource Management Groups and the Gender Working Group. Through the Program Leader, members of the GWG, and/or consultants, the findings and deliberations of the GWG will be made available to the PB and NRM working groups and integrated into their respective research frameworks. A parttime coordinator, Jennifer Green, paid by the SWP on PRGA, will carry out much of this work in collaboration with Ms. Feldstein.
- PRGA-GWG: Written reviews of proposed empirical studies in PB and NRM as to their gender content.

Capacity Building

- CGIAR-GAP: Increased capacity of three centers to mainstream the systematic use of gender analysis in their research activities. Consultancies or small grants will be provided to centers on a cost sharing basis in order that they conduct gender audits, provide training, and/or create linkages with other suppliers that strengthen their understanding and use of gender analysis. The criteria for such awards will be that (a) the proposed activities will further systematic use of gender analysis by the Center and

- (b) substantial cost sharing. Awards will be made in consultation between the Program Leader, the Program Director, and the Management Team at the CGIAR Secretariat.
- CGIAR-GAP: Meeting of gender analysis focal persons. The biannual meeting of gender analysis focal persons will be held in conjunction with and after the annual meeting of the SWP for PRGA or in conjunction with a meeting of the GWG. This will provide focused exchange of experiences and a joint discussion of how the centers are addressing gender analysis and poor rural women and how their programs can be strengthened. The meeting will also recommend on how to run both components of the gender analysis program inside of the SWP on PRGA.
- PRGA-GWG: Commissioned inventories of gender trainers and experts in Africa, Asia, Latin America and WANA. This will provide a solid basis of regionally based expertise for training and consultation for the study sites of the SWP on PRGA, centers and their outreach staff, and other collaborators.

Dissemination and Publication

- Network of Gender Analysis Focal Persons supported through email communication and one mailing of reference materials.
- Exchange of information and experiences among GAFP and between them and other scientists working in similar areas encouraged.
- Quarterly reports on gender analysis in the CGIAR on the Gender-CG email network run by IFPRI.
- Circulation of current program publications to the CGIAR and its partners.
- One working paper on conducting a gender audit of agricultural research.
- One impact publication completed on excellent work with respect to gender analysis conducted by one of the international centers.

General

- Consultations with donors to identify 'other windows' for support to gender analysis work at the centers.
- Progress reports for Midterm Meeting 1997 and ICW 1997.
- Annual progress report for Gender Working Group of the SWP on PRGA.
- Briefing Note for Center Boards on gender analysis in LARC research.
- Revised External Program Review guidelines for key issues on gender analysis to monitor in Center research.
- Background paper on Gender Analysis for CGIAR Systemwide Review.
- Meetings with the Advisory Panel and Committee of Deputy Directors-General to discuss progress in 1997 and plans for 1998
- Meetings with donors to report progress in 1997 and discuss plans for 1998
- Plan for terms and governance with respect to the integration of the CGIAR Gender Analysis Program into the Systemwide Program for PRGA.

III. COORDINATION, ADMINISTRATION, AND STAFFING

The CGIAR Secretariat will continue to be responsible for coordination of the Gender Analysis Program and for linking with donors and other relevant activities within the Secretariat. ICRW will be responsible for program development and implementation.

Hilary Sims Feldstein will continue as the Program Leader. She will work approximately half-time on CGIAR Gender Analysis Program program development, delivery, and management. She will also be responsible for maintaining the links between the Program and the centers, the external advisors, the Advisory Panel of Deputy Directors General, the network of Gender Analysis Focal Persons, the GWG, and the SWP on PRGA. Jennifer Green has been hired by CIAT as the facilitator for the Gender Working Group of the SWP/PRGA and in collaboration with will take primary responsibility for integrating

gender concerns in the work of the Plant Breeding and Natural Resource Management Groups.

Dr. Rekha Mehra, the Director of Economic Analysis Division of ICRW, will serve as Program Director. She will work with the Program Leader to provide strategic direction for the program and linking program activities with other relevant activities at ICRW. Dr. Mehra is currently heading the collaborative work with IIMI.

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