

An update on progress towards increased gender representation in CGIAR workplaces

Purpose

This document shares an update on the proportional representation of women in professional roles in CGIAR Centers and the CGIAR System Organization based on data from 30 September 2019.

Background

1. At its April 2019 meeting, the System Management Board ('Board') adopted the target of CGIAR's workplaces achieving at least 35% representation of women in professional roles by end-2020. This decision built upon a 2017 independent evaluation of gender in CGIAR's workplaces, discussions with CGIAR's Centers and the System Organization, and stewardship and leadership from the Board's gender champions.
2. At its 8th meeting, the System Council:
 - a. took note of the adopted target of 35% representation within CGIAR workplaces, and data towards that target as at end-2018; and
 - b. heard a selection of good practices and processes currently being utilized by CGIAR Centers to strengthen gender equality in their workplaces; and
 - c. considered it helpful to receive updates on achievement of that overall target at each System Council meeting through to end 2020.¹

Progress update at 30 September 2019

3. The snapshot of gender representation in **Table 1** below shows that most Centers are achieving the target of at least 35% representation of women in professional roles, with a few Centers still working towards the target. **Table 2** provides a comparison between the data presented at SC8 (current to 31 December 2018), and then nine months forward (to 30 September 2019). The later data shows an increase in representation of women both overall, and in many CGIAR Centers and the System Organization, with some notable areas of increase in Leaders and Senior Managers.
4. Recognizing the need for mechanisms to support progress towards and achievement of the target, the current 2019-2021 CGIAR System Business Plan (Action 4.3) includes as a key deliverable, the design and implementation of a CGIAR Gender, Diversity and Inclusion Framework ('Framework'). This Framework and its accompanying 2-year Action Plan are also being made available to the System Council for strategic reflection at SC9.

¹ Agreed action at the 8th System Council meeting (SC/M8/AP1)

Table 1: Snapshot of gender representation data as at 30 September 2019 across CGIAR Centers and the CGIAR System Organization

Introductory note for Table 1:

As with previous gender equality snapshots presented, this data presented is provided on a best-efforts basis and on the basis of different staffing grades and categorizations. The new Gender, Diversity and Inclusion Framework and Action Plan will include efforts to develop a means of providing 'like' data, and a more efficient way to collect and present it.

<i>*Note: 2019= data as of 30 September 2019</i>	Overall % Women	AfricaRice	Bioversity	CIAT	CIFOR	CIMMYT	CIP	ICARDA	ICRAF	ICRISAT	IFPRI	IITA	ILRI	IRRI	IWMI	WorldFish	System Org
	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019
Governance																	
Board Chair	33%	0	1	0	1	1	0	1	1	0	1	0	0	0	0	0	0
Board Members	42%	36%	25%	56%	67%	33%	29%	33%	67%	44%	50%	27%	56%	25%	50%	25%	63%
Total Board Membership	41%	33%	33%	50%	69%	40%	25%	40%	69%	40%	55%	25%	50%	23%	44%	20%	56%
Senior Management																	
Directors General	13%	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0
Deputy Directors General	25%	0%	0%	N/A	0%	100%	0%	0%	0%	0%	0%	50%	0%	100%	0%	N/A	N/A
CRP Directors	24%	N/A	50%	0%	0%	0%	0%	N/A	0%	N/A	0%	13%	0%	0%	100%	60%	N/A
Middle Management																	
Directors/Heads	38%	33%	91%	27%	39%	33%	38%	40%	45%	30%	40%	21%	44%	13%	50%	46%	60%
Tot. Leaders and Sr. Mgrs (excl. Board)	35%	29%	71%	21%	33%	32%	38%	33%	36%	25%	38%	22%	35%	16%	53%	47%	50%
Tot. Board, Leaders and Sr. Mgrs	38%	31%	58%	33%	47%	33%	34%	36%	52%	32%	41%	23%	40%	19%	50%	42%	53%
Science Leadership																	0%
Principal Scientists	18%	0%	50%	13%	0%	14%	67%	0%	30%	16%	21%	9%	21%	0%	42%	0%	0%
Senior Scientists	24%	N/A	23%	35%	33%	15%	13%	5%	20%	20%	39%	17%	29%	26%	47%	0%	0%
Scientists																	
Scientists	30%	N/A	48%	27%	50%	23%	33%	25%	27%	35%	48%	29%	46%	10%	16%	35%	N/A
Associate Scientists	36%	9%	39%	36%	44%	20%	42%	14%	39%	25%	50%	31%	N/A	N/A	57%	N/A	N/A
Post-Docs	34%	0%	0%	27%	0%	50%	50%	0%	33%	25%	36%	0%	47%	58%	0%	46%	N/A
Tot. Sci, Assoc. Sci. Post-Doc	33%	7%	44%	31%	47%	25%	38%	21%	34%	33%	44%	25%	47%	28%	30%	39%	N/A
Total - All Scientists	28%	4%	37%	30%	40%	19%	36%	13%	32%	26%	34%	22%	34%	26%	35%	33%	0%
TOTAL - ALL ABOVE POSITIONS	31%	19%	43%	31%	43%	24%	35%	19%	35%	27%	37%	22%	34%	24%	38%	37%	47%

¹ ICRAF and CIFOR now have a common board, so the figures included under the 'governance' section for both CIFOR and ICRAF are the same.

Update: progress towards increased gender representation in CGIAR workplaces

Table 2: Comparison of snapshots of gender representation data as at 30 September 2019 and end-2018

Introductory note for Table 2:

The following table, displayed in two sections, presents next to each other the data provided by Centers and the System Organization of gender representation in a set of staffing categories based on data from end-2018 (annotated as 2018) and data as of 30 September 2019 (annotated as 2019).

**Note: 2019= data as of 30 September 2019*

	Overall % Women	Overall % Women	AfricaRice	AfricaRice	Bioversity	Bioversity	CIAT	CIAT	CIFOR	CIFOR	CIMMYT	CIMMYT	CIP	CIP	ICARDA	ICARDA	ICRAF	ICRAF
	2018	2019*	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
Governance																		
Board Chair	38%	33%	0	0	1	1	0	0	0	1	1	1	0	0	1	1	1	1
Board Members	37%	42%	23%	36%	33%	25%	40%	56%	75%	67%	15%	33%	22%	29%	30%	33%	50%	67%
Total Board Membership	37%	41%	21%	33%	40%	33%	36%	50%	67%	69%	21%	40%	20%	25%	36%	40%	55%	69%
Senior Management																		
Directors General	19%	13%	0	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Deputy Directors General	26%	25%	0%	0%	0%	0%	N/A	N/A	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%
CRP Directors	18%	24%	N/A	N/A	67%	50%	8%	0%	0%	0%	0%	0%	0%	0%	N/A	N/A	0%	0%
Middle Management																		
Directors/Heads	34%	38%	40%	33%	78%	91%	40%	27%	41%	39%	31%	33%	28%	38%	25%	40%	31%	45%
Tot. Leaders and Sr. Mgrs (excl. Board)	31%	35%	33%	29%	71%	71%	21%	21%	35%	33%	30%	32%	27%	38%	21%	33%	25%	36%
Tot. Board, Leaders and Sr. Mgrs	33%	38%	27%	31%	58%	58%	26%	33%	45%	47%	26%	33%	25%	34%	28%	36%	37%	52%
Science Leadership																		
Principal Scientists	17%	18%	14%	0%	50%	50%	7%	13%	0%	0%	22%	14%	50%	67%	0%	0%	20%	30%
Senior Scientists	24%	24%	N/A	N/A	17%	23%	27%	35%	25%	33%	14%	15%	13%	13%	5%	5%	29%	20%
Scientists																		
Scientists	32%	30%	N/A	N/A	55%	48%	28%	27%	38%	50%	23%	23%	41%	33%	24%	25%	36%	27%
Associate Scientists	37%	36%	20%	9%	42%	39%	39%	36%	56%	44%	29%	20%	42%	42%	22%	14%	34%	39%
Post-Docs	30%	34%	0%	0%	75%	0%	35%	27%	50%	0%	20%	50%	25%	50%	0%	0%	0%	33%
Tot. Sci, Assoc. Sci. Post-Doc	33%	33%	17%	7%	53%	44%	35%	31%	47%	47%	24%	25%	39%	38%	21%	21%	34%	34%
Total - All Scientists																		
TOTAL - ALL ABOVE POSITIONS	30%	31%	20%	19%	46%	43%	31%	31%	42%	43%	21%	24%	31%	35%	17%	19%	33%	35%

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*Note: 2019= data as of 30 September 2019

	Overall % Women	Overall % Women	ICRISAT	ICRISAT	IFPRI	IFPRI	IITA	IITA	ILRI	ILRI	IRRI	IRRI	IWMI	IWMI	WorldFish	WorldFish	System Org	System Org
	2018	2019*	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
Governance																		
Board Chair	38%	33%	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0
Board Members	37%	42%	44%	44%	56%	50%	27%	27%	56%	56%	27%	25%	40%	50%	14%	25%	50%	63%
Total Board Membership	37%	41%	40%	40%	60%	55%	25%	25%	50%	50%	25%	23%	36%	44%	25%	20%	44%	56%
Senior Management																		
Directors General	19%	13%	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Deputy Directors General	26%	25%	0%	0%	30%	0%	50%	50%	0%	0%	100%	100%	0%	0%	N/A	N/A	N/A	N/A
CRP Directors	18%	24%	N/A	N/A	0%	0%	13%	13%	0%	0%	0%	0%	100%	100%	40%	60%	N/A	N/A
Middle Management																		
Directors/Heads	34%	38%	22%	30%	40%	40%	23%	21%	30%	44%	7%	13%	14%	50%	54%	46%	50%	60%
Tot. Leaders and Sr. Mgrs (excl. Board)	31%	35%	18%	25%	36%	38%	23%	22%	21%	35%	11%	16%	30%	53%	47%	47%	40%	50%
Tot. Board, Leaders and Sr. Mgrs	33%	38%	29%	32%	40%	41%	24%	23%	33%	40%	17%	19%	33%	50%	41%	42%	43%	53%
Science Leadership																		
Principal Scientists	17%	18%	17%	16%	13%	21%	11%	9%	26%	21%	0%	0%	36%	42%	0%	0%	0%	0%
Senior Scientists	24%	24%	17%	20%	50%	39%	15%	17%	31%	29%	29%	26%	55%	47%	0%	0%	50%	0%
Scientists																		
Scientists	32%	30%	33%	35%	44%	48%	27%	29%	46%	46%	14%	10%	13%	16%	35%	35%	N/A	N/A
Associate Scientists	37%	36%	20%	25%	0%	50%	28%	31%	N/A	N/A	53%	N/A	20%	57%	N/A	N/A	0%	N/A
Post-Docs	30%	34%	13%	25%	18%	36%	21%	0%	36%	47%	47%	58%	100%	0%	46%	46%	N/A	N/A
Tot. Sci, Assoc. Sci. Post-Doc	33%	33%	29%	33%	33%	44%	26%	25%	43%	47%	39%	28%	18%	30%	39%	39%	0%	N/A
Total - All Scientists	29%	28%	23%	26%	30%	34%	22%	22%	34%	34%	35%	26%	31%	35%	32%	33%	25%	0%
TOTAL - ALL ABOVE POSITIONS	30%	31%	24%	27%	34%	37%	22%	22%	34%	34%	31%	24%	32%	38%	35%	37%	39%	47%