



ENGAGE

Enabling Global Agricultural Research for Gender Equality
A proposal for the CGIAR Gender Equality in Food Systems Research Platform

Submitted by:

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International Water Management
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WorldFish

African Women in Agricultural
Research and Development
(AWARD)

Royal Tropical Institute (KIT)

Self-Employed Women's
Association (SEWA)

ISEAL Alliance

Acronyms

AR4D	Agricultural research for development
A4NH	Agriculture for Nutrition and Health
AWARD	African Women in Agricultural Research and Development
CCAFS	Climate Change, Agriculture, and Food Security
CFS	Committee on World Food Security
CIAT	International Center for Tropical Agriculture
CIFOR	Center for International Forestry Research
CoP	Community of Practice
CRP	CGIAR Research Program
ENGAGE	Enabling Global Agricultural Research for Gender Equality
FISH	Fish Agri-Food Systems
FTA	Forests, Trees, and Agroforestry
GEIRS	Gender Equality in Research Scale
GRCs	Gender Research Coordinators
ICRAF	World Agroforestry
IDO	Intermediate Development Outcome
IFPRI	International Food Policy Research Institute
IPGs	International Public Goods
IRB	Institutional Review Board
IWMI	International Water Management Institute
JPO	Junior Professional Officer
KIT	Royal Tropical Institute
MC	Management Committee
NRM	National resource management
NARS	National Agricultural Research Systems
PIM	Policies, Institutions, and Markets
RBAs	Rome-based agencies
SC	Steering Committee
SEWA	Self-Employed Women's Association
SLO	System Level Outcome
ToC	Theory of Change
UNFCCC	United Nations Framework Convention on Climate Change
WLE	Water, Land, and Ecosystems

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1. Rationale and scope

Gender equality is a critical human rights issue that can play a transformational role in achieving sustainable and equitable food systems that reduce poverty, improve nutrition and health, and support natural resources and ecosystem services. Closing the gender gaps in access to resources, information, and power in agri-food systems that contribute to persistent poverty, malnutrition, and environmental degradation requires dramatic changes in thought and action on equity and inclusion.

This coalition of CGIAR Centers (IFPRI, Alliance of Bioversity International and CIAT, CIFOR/ICRAF, IWMI, and WorldFish) commits to working with all CGIAR centers and target National Agricultural Research Systems (NARS) to ensure this transformation through the **Enabling Global Agricultural Research for Gender Equality (ENGAGE) Platform**. ENGAGE will lead the transformation of CGIAR into a system that actively promotes gender equality. It will generate cutting-edge knowledge, tools, capacities, and influence to challenge structural inequalities that underpin wicked problems in food systems.

To accelerate actions towards deep, structural, and lasting change (i.e. transformative change) in food systems, ENGAGE has three strategic objectives, to: (1) **Strengthen** the capacity of all CGIAR Centers, CGIAR Research Programs (CRPs), and target NARS to conduct robust, transdisciplinary research that enables and informs the integration of gender in agri-food systems at scale; (2) **Catalyze** high-impact research on gender issues that cut across CGIAR centers and build on previous gender equality research initiatives; and (3) **Influence** national, regional, and global policy processes to advance inclusive transformation centered on wellbeing, inclusion, and sustainable food systems.

The ENGAGE Platform will build strategic partnerships to enhance the impact of CGIAR agricultural research on development processes – and ultimately on the people they aim to serve – by effectively embedding gender equality into its core. The ENGAGE Platform will promote cross-CRP and -Center collaborations with NARS, grassroots organizations, project implementers, private sector, donor organizations, and national and international policymakers to deliver high-quality, grounded, and relevant gender research. ENGAGE will foster cultural change toward inclusive models of research; greater co-development and uptake of gender-sensitive agricultural and postharvest technologies and innovations; improved, empirically-informed, and gender equitable policymaking; and transformation of food systems. Our focus on gender equality goes beyond binary framings of inequalities between women and men, recognizing that gender intersects with age, generation, class, ethnicity, sexuality, place, and other significant axes of difference (Colfer et al. 2018).

ENGAGE's inclusive governance begins with a Steering Committee (SC) that represents all CGIAR centers and key partners to set overall direction. All resources are allocated either to international public goods (IPGs) or will be open for all CGIAR centers to apply for (including research grants, synthesis, Communities of Practice (CoPs), and outreach resources). As illustrated in the Impact Pathway (section 3), the modules' strategic outcomes will be: increased capacity of individuals and institutions to innovate and integrate gender into agricultural and food systems research; increased capacity for the development of technologies that reduce women's drudgery and lead to labor equality (and associated rewards); greater participation of women in decision-making; increased capacity of women to adopt research outputs; more gender-equitable investments and control of resources; an engendered climate change agenda; and agricultural policy for gender equity.

Strategy

ENGAGE Platform modules and activities will be structured around the three strategic and interlinked objectives: (1) **Strengthen**, (2) **Catalyze**, and (3) **Influence**.

1. Strengthen: This module will build the capacity within all CGIAR centers and partner NARS, at the individual and institutional levels, for high-impact gender research for development. Further details are given in section 4 and Annex 1. This module includes:

- **Gender Research Fellowship** program to strengthen the pool of gender researchers (men and women) in the agriculture and food systems research ecosystem (CGIAR and NARS).
- **Constituency Building** among agricultural research leaders and decision-makers in CGIAR and NARS to promote understanding of the importance of and commitment to prioritizing transformative change in food systems through gender-responsive agricultural research.
- **Resource Center** with a curated portfolio of state-of-the-art tools, methods, manuals, and datasets to elevate the quality of and capacities for gender research among all CGIAR Centers and collaborators, thus generating research visibility, synergies, and efficiencies.
- **Learning Hub** with demand-driven topics on gender research and training programs for a range of audiences, including non-gender researchers in all CGIAR centers and NARS.

2. Catalyze: This module will deliver and embed high-impact gender research through:

- **Innovative methods and tools** developed, that build on and expand the range of existing resources in CGIAR and the broader gender research community, the Big Data Platform, and academic, scientific, and statistical agencies, including the 50 x 2030 Initiative.
- **High-quality research** to address critical gender issues and to better integrate gender dimensions in key lines of CGIAR research. This will include:
 - **Grants for collaborative research** on strategic themes (Annex 3) selected by the SC, based on their importance for achieving impact on the System Level Outcomes (SLOs). All CGIAR Centers and NARS will be invited to apply for these grants, with partners. Those awarded through a competitive process will work with others in a Community of Practice (CoP) to cross-learn and conduct comparative analyses or syntheses so that more is achieved than the sum of the individual projects.
 - **Supporting genuine integration of gender** into existing Center and CRP research, making CGIAR research more relevant, legitimate, and transformative. Synergies will be identified across existing work through the CoPs and the Strengthen module, building alliances and collaboration with non-gender researchers in CGIAR.
 - **Additional fundraising** for gender research, as discussed in the Resource Mobilization Strategy (see section 6.1).
- **Synthesis** of results from gender research, including for each of the collaborative research topics and other key topics selected by the SC, packaged for uptake and impact.
- **Communities of Practice** to foster a critical mass and network of gender researchers – as well as non-gender researchers – working on key topics, ensuring that scientists across all CGIAR Centers and locations can connect, share findings, align methodologies, and find support to close global gender data and evidence gaps.

3. Influence: This module will include internal influence within CGIAR and NARS and outreach to other stakeholders to drive the impact pathway through the following:

- **Partnerships** cultivated by the ENGAGE Platform with actors identified in the ENGAGE Impact Pathway, building on a mapping exercise to identify key civil society and private sector actors in year 1. Each research project will identify and nurture relationships with

its own national and other boundary partners who intend to use the evidence generated. This will be considered in developing the Communications Strategy in Year 1.

- **Knowledge sharing**, including internal communications across all Centers and CRPs and external communications ensuring engagement and outreach with key stakeholders (see section 6.F and Annex 5).
- **Policy engagement** will convey the gender specific and gender integrated research of CGIAR to key intergovernmental, regional, and national bodies to help shape the policy agenda. The ENGAGE Platform will leverage partnerships with key stakeholders and boundary partners to engage with global, regional, and national policy processes, identifying needs and opportunities for scientific evidence, synthesizing research from across all CGIAR centers and CRPs, and producing targeted policy recommendations.

Strengthening capacity of gender research contributes to more and better research; the Influence module brings this research to the table to achieve high-level impact.

Vision of CGIAR as steward of gender research

Through the ENGAGE Platform, CGIAR will strengthen its position and become THE global leader in high-impact gender research for development. ENGAGE's research, tools and approaches that underpin it, and capacities built will permeate the agricultural research for development (AR4D) ecosystem to shape food system policies, institutions, and practices. Heightened attention to gender will be integrated throughout CGIAR and beyond – from agricultural production and technology, natural resource management and climate change, postharvest processing and marketing, to consumption and nutrition – and within the policies and institutions that underlie these processes. The expansion of a strong network of scientists with gender research capacities across CGIAR, NARS, and target partners will enable gender research to gain influence across the AR4D ecosystem and will help set priorities as the CGIAR undertakes systemic reforms. As the numbers, capacities, and influence of gender researchers increase, they will increasingly move into shaping the agenda for gender-transformative agricultural research that will, in turn, feed into policy and programs so that these become more inclusive and effective in reducing poverty.

CGIAR is unmatched in the scope of its gender research in natural resources, agriculture, and food systems across geographies and ecosystems. By strengthening the capacity of gender researchers across CGIAR, NARS and partner organizations, embedding concerns for gender equality at the core of the system, and catalyzing world-class research, CGIAR will offer contextually-relevant, field-tested solutions to accelerate transformative change toward inclusive and sustainable agri-food systems.

The ENGAGE Platform will build on previous work undertaken by CGIAR Centers, ongoing work of the current gender platform, and new activities proposed here. The Engage Platform has been developed by a team that is ideally positioned to lead on impactful gender research, given its past outputs – including a highly influential role in shaping the [2010–2011 State of Food and Agriculture](#) (see also Quisumbing et al. 2014). The current gender platform is producing a high-level publication that examines how agricultural research can contribute to gender equality, attesting to the potential for agriculture to be gender-transformative.

Comparative advantage of the Lead Center and partners

As Lead Center of the ENGAGE Platform, IFPRI will contribute its expertise as a leader in gender research within and beyond CGIAR, and its significant experience integrating gender

in a research institution and its effective policy outreach. Since the early 1990s, IFPRI has been at the forefront of research on how gender relates to food and nutrition security (Quisumbing et al. 2003); impacts of agricultural development projects (Johnson et al. 2016); power and resource allocation within the household (Haddad et al. 1996); market development and trade (Quisumbing et al. 2015); land tenure (Meinzen-Dick et al. 2017); natural resource management (Meinzen-Dick et al. 2014); institution building; and overall economic development. IFPRI's gender work has demonstrated the credibility of rigorous gender research that integrates qualitative and quantitative methods, notably contributing to the Women's Empowerment in Agriculture Index (WEAI; Alkire et al. 2013), used by over 99 organizations in 55 countries. IFPRI's strong communications capacity helps translate high-quality research into impact on the ground.

The partnership of IFPRI with the Alliance of Bioversity International and CIAT, CIFOR/ICRAF, IWMI, WorldFish, AWARD, KIT, SEWA, and ISEAL has assembled strong gender research capacity from across CGIAR, including agri-food, natural resource management, and integrative center perspectives, and participation in all CRPs (see Annex 2d). **Bioversity International**, where the platform Secretariat will be hosted, has longstanding experience placing women and men farmers at the center of its research and conducts cutting-edge gender-responsive and transformative research on gender and agrobiodiversity to advance gender equality. **CIAT** led the CGIAR Participatory Research and Gender Analysis Program (1997–2011) and has sustained a record of quality gender research related to breeding, value chain developments and capacity of individuals and communities to respond to climate change, especially under CCAFS. **CIFOR and ICRAF** have pioneered gender research on tenure, natural resource governance, and landscape restoration, as evidenced by the well-recognized gender research within the Forests, Trees, and Agroforestry (FTA) CRP and their resources on intersectionality analysis (Colfer et al. 2018). **IWMI** has an interdisciplinary mix of staff who provide critical perspectives on gender and inclusion, including in governance, benefit sharing, policy reforms and intersectoral initiatives across the Water, Land, and Ecosystems (WLE) as well as FISH, CCAFS, and PIM. **WorldFish** brings a track record in gender transformative approaches with expertise in qualitative and mixed methods research, including participatory action research, and co-leading the Gender and Breeding CoP. Emerging out of the CGIAR Gender and Diversity program, **AWARD** is globally recognized for its Fellowship which has been shown to effectively strengthen the research and leadership skills of African women scientists. As a preferred service provider to CGIAR, AWARD has experience customizing learning experiences to strengthen the leadership skills of male and female staff and scientists at centers across Africa, Asia and Latin America. **KIT's** gender specialists are internationally renowned for advising programs to enhance women's empowerment and rights in agriculture and NRM and have been coordinating the gender platform under PIM. **SEWA** has initiatives throughout the food system to achieve social empowerment through economic empowerment of their 1.9 million members. **ISEAL** engages with businesses, governments and the finance sector on how to use standards to achieve their sustainability objectives and drive systemic change for women in supply chains. This strong and collaborative coalition of Centers and partners has extensive gender research experience that spans commodities and natural resources; represents diverse scientific disciplines and geographies, and brings unparalleled expertise in qualitative, quantitative, spatial, participatory and action research methods.

In addition to high-impact gender research on the ground in over 50 countries, these centers have considerable experience in influencing the integration of gender in global policy processes and instruments such as the Green Climate Fund, the Convention on Biodiversity, and UNFCCC, which provides insights on how ENGAGE can influence global agendas and policies, as well as working with grassroots organizations to deliver change on the ground. These strengths are outlined in more detail in section 6B and Annex 2.

2. Platform structure and arrangements

The proposed ENGAGE Platform will be led by IFPRI through a Secretariat hosted by the Alliance of Bioversity International and CIAT at the multi-Center CGIAR hub in Rome, with a strong presence and base in Nairobi. The ENGAGE Platform will be structured around three modules—**Strengthen**, **Catalyze**, and **Influence**—under the overall leadership of the Platform Director. The Catalyze and Influence modules will be convened by the Platform leadership, serving all CGIAR Centers and key partners. The **Strengthen** module will be convened by AWARD, based at ICRAF in Nairobi, and will involve all CGIAR Centers, KIT, SEWA, and ISEAL.

This Platform's Rome location will allow for close and sustained engagement with key multilateral stakeholders and boundary partners (such as FAO, IFAD, WFP, and the [50 x 2030](#) data initiative) that offer unparalleled potential for scaling CGIAR innovations and strengthening the Platform's **influence and impact** in international policy processes and development initiatives. For example, proximity to the Rome-based agencies (RBAs) will allow the ENGAGE Platform Director to participate in the RBAs' periodic gender team meetings to understand their research needs, identify entry points for impactful CGIAR gender research, and contribute to shaping their agenda. The Rome location will also offer possibilities for facilitating engagement with donors to support **fundraising** efforts and contribute to donor agendas. It will also benefit from interaction with the growing number of CGIAR Centers and CGIAR Systems Office representatives at this hub. Rome is also centrally located relative to the totality of CGIAR Centers the Platform aims to serve in Africa, Asia, and Latin America, which will facilitate communication and movement of Secretariat staff across these regions.

Basing the Strengthen module in Nairobi will deepen the reach of the Platform and facilitate engagement with African NARS and Africa-based scientists from CGIAR and other institutions. The platform's two bases thus provide an opportunity to address the needs of diverse stakeholders and achieve impact at multiple levels. Active involvement of CGIAR entities will be ensured through the SC; comprising representatives from every CGIAR Center plus key external partners, which will provide strategic oversight of the Platform. A smaller Management Committee (MC) will be responsible for decisions on execution as discussed in Section 5. All Center SC representatives will be convened in December 2019 to select Partner representatives on the SC, appoint the MC, which will initiate the search for the Platform Director, and finalize the selection of topics and process for the first two rounds of Collaborative Research Grants.

The ENGAGE Platform will reach out to all CRPs, Centers, and other Platforms – via the Science Leaders – to identify annual priorities for collaborative research between gender and non-gender researchers. ENGAGE will work with the Big Data Platform to use GIS, mobile phone data, or other technologies that enable the collection and analysis of big data for gender research, to address the current limitations of Big Data for gender analysis, and opportunities to expand the availability of appropriate gender data (e.g. through the 50 X 2030 initiative). Platform leadership will also engage the SMB Gender Champions on how to advance the

overall agenda of gender in CGIAR, including how system demands for accountability on gender research and the work of the ENGAGE Platform can complement each other.

The ENGAGE Platform will nurture and engage the network of all Center and CRP Gender Research Coordinators (GRCs) through periodic (virtual and at least one annual face-to-face) meetings to remain close to their concerns and priorities and communicate important information throughout CGIAR. This network will provide available qualitative and quantitative tools, methods, and datasets from their Centers to the Resource Center, as well as materials from gender-related trainings for the Learning Hub. They will also be asked to articulate their scientists' needs for tools or training via formal needs assessment surveys.

CGIAR Centers and NARS will be invited to apply for the collaborative research grants and to lead the research synthesis activities and CoPs. Potential research topics are described in Annex 3. Subject to SC approval, we will issue two calls in 2020: 1) Drivers of transformative change to empower women; and 2) Gender and youth in food systems. The first is important to address SDG5 and the CFS workstream on Gender Equality and Women's Empowerment; the second can provide key guidance to reforms as CGIAR addresses food systems.

All research grant proposals must include partners from the countries of research, with at least 30% of funds managed by non-CGIAR organizations based in the Global South. Grants will be awarded through a transparent, competitive process of external peer-review of applications guiding final allocation by the MC. Selected projects will work with other projects under the same theme in a CoP, sharing conceptual frameworks, methods, and emerging findings so that each theme is greater than the sum of the individual projects.

The CoPs will support learning and problem solving through meetings at an annual ENGAGE Conference, facilitated online interactions, and—where appropriate—in-person meetings at writeshops/workshops. Each collaborative research theme will have a CoP; additional CoPs can be proposed by Science Leaders and GRCs and approved by the SC.

The knowledge sharing component of the **Influence** module – outlined further in sections 6F and Annex 5 – will strengthen internal communications among gender researchers at all CGIAR Centers, CRPs, and targeted NARS, non-gender researchers with common research interests, and other key partners through facilitated virtual communication (including webinars and a communications platform such as Slack or Microsoft Teams), in addition to face-to-face meetings at the annual ENGAGE Conference.

The annual ENGAGE Conference will bring together gender researchers from across CGIAR with key partners and members of the academic gender research community to showcase research, receive feedback, and promote mutual learning and collaboration. The conference will welcome non-gender researchers addressing gender in their work and provide a forum for related side events and training. Livestreaming and social media at the event will allow for remote participation and expand the reach of the event. ENGAGE webinars and newsletters will foster learning and communication within and beyond CGIAR. External communications will publicize gender research done by all CGIAR entities. Resources are designated for CGIAR gender researchers to present gender research at high-level events with substantial potential for policy impact, such as the Committee on World Food Security (CFS), UN Commission on the Status of Women, Women Deliver, Global Landscapes Forum, Big Data Platform conference, AGRA annual meetings, and European Development Days.

The ENGAGE Platform will capitalize on the achievements of the existing PIM-led platform, and will ensure continuity in the transition by pursuing several of the current platform's successful initiatives, namely:

- Carrying over competitive research grants already initiated (Seed Systems, Feminization of Agriculture, and Value Chains), along with their respective CoPs, while initiating new rounds of collaborative research grants with more substantial funding;
- Building on existing conversations with the Big Data Platform on appropriate metadata for all gender-related datasets; integrating gender into questionnaires; and identifying innovative uses of big data for gender analysis.
- Inviting other CoPs ([Gender and Big Data](#); [Gender and Breeding](#); [Gender, Agriculture and Climate Change](#); [Gennovate](#); and [Water and Gender](#)) to be renewed;
- Expanding regular webinars for discussing ongoing research;
- Offering training, particularly to non-gender researchers (on a cost recovery basis);
- Launching the CGIAR-wide landmark publication (underway) on the role of agricultural research in empowering women.

Despite capitalizing on learnings from the current platform, there are points of departure between the current platform and ENGAGE. For instance, partly because of resource constraints, the current platform did not explicitly engage with the broader AR4D ecosystem, including NARS and other partners. The competitive research grants have been small add-ons to existing research, rather than setting a focused research agenda. The ENGAGE Platform would curate and expand this output, with clear criteria for prioritizing the research themes, including potential for impact, capacity building of gender researchers in CGIAR and NARS, and engagement with a broader range of partners. The annual platform conferences (renamed the ENGAGE Conference) would have a higher international profile, drawing on KIT's experience in organizing the conferences, paired with a CGIAR host, under the direction of the ENGAGE SC. The stronger capacity, research agenda and more concerted, strategic, and effective outreach would establish CGIAR as a leader and focal point of gender research in agriculture and food systems.

3. Impact pathway and contribution to CGIAR Theory of Change

As illustrated in Figure 1, outputs of the three modules are targeted to key actors whose desired change in actions will achieve the intermediate development outcomes (IDOs) of the ENGAGE Platform, which align to the CGIAR Strategy and Results Framework and related SDGs.

The Strengthen and Catalyze modules are designed to build the skills and resources of **CGIAR and NARS gender researchers** to undertake high-quality research to close the global evidence gaps on gender, and proactively share knowledge with strategic partners, leading to **increased individual capacity of partners through training and exchange**.

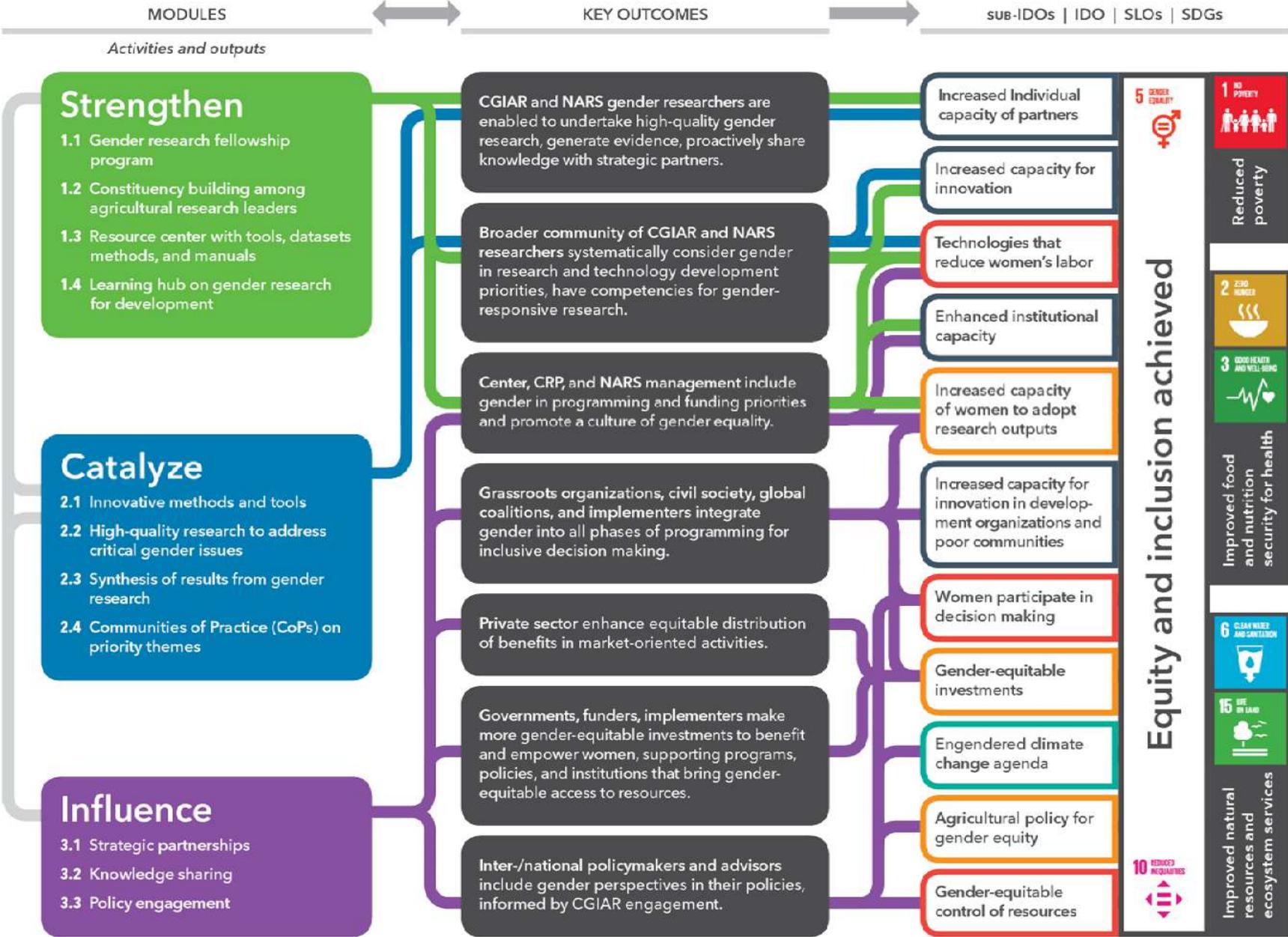
These modules will also enable the **broader community of CGIAR and NARS researchers** to understand how quality gender-responsive and transformative research can enable more equitable policies and initiatives, thereby contributing to the SLOs and the SDGs. They will systematically consider gender relevance in research priorities and have the capacities and competencies to conduct gender-responsive research. The Strengthen module is also directed toward **Center, CRP, and NARS management** to include gender in programming and funding priorities, give visibility to gender research, and promote a culture of gender equality. Together, the Strengthen and Catalyze modules will **increase capacity for innovation and increase institutional capacity in partner research organizations**, so that they **develop and disseminate technologies that reduce women's labor and energy use**, identify ways to **increase women's control over resources** and contribute to the IDO of **equity and inclusion achieved**.

The Influence module will reach out to **grassroots and civil society organizations, program implementers, and global coalitions** to integrate gender into all phases of programming and improve different gender groups' agency to **enhance capacity to adopt, adapt, and use research outputs**. This module will provide tailored and repackaged research results for **development organizations and poor communities** to have **enhanced capacity for innovation and improve women's participation in decision-making**.

The Influence module also will work with ISEAL and other partners to engage with the **private sector** to promote integration of gender into corporate sustainability plans and adoption of gender transformative approaches that enhance the equitable distribution of benefits in postharvest processing and market-oriented activities. This module will target global, regional, and national **policymakers** and their advisors so that they enact sectoral policies based on gender research evidence and create an enabling environment for women. It will also target **donors** so that they fund programs with credible, high-impact gender strategies and promote gender integration in high-level agendas—changes that will be facilitated by **women's participation in decision-making**. These desired outcomes would lead the **private sector, policymakers, and donors** to undertake **gender-equitable investments, policymakers and donors to engender the climate change agenda, create an enabling environment for gender-equitable outcomes**, and support programs, policies, and institutions that bring about **gender-equitable access to and control of public and private resources**.

Together, these intermediate outcomes enable the ENGAGE Platform to contribute to achieving the cross-cutting SLOs of **equity and inclusion**, and of **reduced poverty, improved food and nutrition security for health, and improved natural resources and ecosystem services**, along with the SDGs they support (fig. 1). Assumptions are detailed in Annex 6.

Figure 1. Impact pathway for the ENGAGE Platform.



4. Capacity development

The ENGAGE capacity development strategy is a direct response to needs identified by CRPs and the [IEA evaluation on gender in CGIAR research](#). It is grounded in the Strengthen module, which adapts the highly successful interventions developed by AWARD to invest in building a mutually supportive intergenerational network of gender researchers from across both NARS and CGIAR. Three components are outlined here and in greater detail in Annex 1.

1. A **Gender Research Fellowship program** for gender researchers (men and women) will widen and strengthen the pool of researchers available to the broader agricultural research system and move into leadership roles in CGIAR and NARS. Aimed at investing in a total of 120 gender researchers, this component will provide:

a) *Mentoring*. Fellows will be paired with more experienced gender researchers to work on current gender research topics. Fellows will receive guidance on issues such as fundraising and navigating the peer-review systems to raise the profile of their research. Beyond being networked to each other, second-year Fellows will also identify and mentor a second cohort of researchers (e.g. early career NARS researchers).

b) *Research placements*. Fellows will undertake placements lasting from two weeks to nine months in CGIAR Centers and other centers of excellence for gender in agriculture (e.g. universities, FAO, CARE). These placements will provide hands-on experience to build gender research skills, including rigorous qualitative, quantitative, and mixed research methods.

c) *Leadership courses*. A custom-built leadership course, adapted from the AWARD leadership program, will focus on empowering up to 100 gender researchers by supporting them to build their confidence, establish career roadmaps, and strengthen communication and networking skills. The leadership course will also be available to mentors and other gender researchers from CGIAR and NARS, who would apply to be considered.

2. **Constituency Building** activities with NARS and CGIAR agricultural research leaders and decision-makers across Africa, Latin America and Asia will build alliances with potential champions for gender transformation in agricultural and food systems research. The Platform Director and AWARD trainers' engagement with CGIAR and CRP leaders at their Centers or at Science Leaders forums and with NARS leaders at regional NARS forums will build understanding of how gender affects priorities in technology development, and how gender equality contributes to the SDGs. This will promote systematic consideration of gender relevance in research priorities and allocation of resources for gender-responsive research.

3. A curated **Resource Center** of tools, methods, manuals, and datasets will provide a "one stop shop" for recommended resources to enable qualitative, quantitative, participatory, and mixed methods for gender research and impact assessment. Resources will be leveraged to generate research synergies and efficiencies, and ensure that everyone, including non-gender researchers, has access to state-of-the-art tools and frameworks. The Resource Center will be linked to CG Centers' websites featuring gender research, as well as platforms of ENGAGE partners such as ISEAL's [Evidensia](#).

4. A **Learning Hub** with recommended online and in-person training for gender research and development for a range of audiences, such as gender trainers, government personnel, non-gender researchers, and senior managers of CGIAR and NARS from all regions. This will build on training that CGIAR Centers, KIT, SEWA Academy, universities, international organizations, and NGOs offer, and may commission new training resources to adapt to emerging needs.

The **Catalyze** module would also contribute to the capacity development of researchers who participate in the collaborative research grants and CoPs. The **Influence** module would contribute to the capacity of partners to understand each other's needs and perspectives, the ability to make sure that gender is part of our partners' agenda, and the capacity of CGIAR researchers to communicate to various audiences.

5. Platform leadership, management, and governance

An inclusive **Steering Committee** (SC) will guide the strategic direction of the ENGAGE Platform. Every CGIAR Center will nominate one lead gender researcher to the SC, which would then select up to four external partner representatives or gender experts (e.g. from NARS, Rome-based UN agencies, women's movements, and universities) and one ex-officio member from among current donors to the Platform.¹ Proposed Interim SC members from partner Centers are leading gender researchers with strong expertise in transdisciplinary research and gender integration (see Annex 2c). They would be joined by representatives of the remaining CGIAR Centers. The SC would meet at the annual ENGAGE Conference, with virtual meetings in between as needed, to decide on topics for collaborative research grants, synthesis, CoPs, and other key issues (see list of key decisions in Annex 3).

The **Management Committee** (MC) will comprise the **Platform Director, Capacity Building Leader**, Lead and Host Center SC representatives, three other CGIAR Center representatives (including at least one commodity Center and one natural resource management or integrative Center), and one external SC representative selected by the SC (see organogram in Annex 2a). The MC will have monthly virtual meetings for the first year and at least quarterly meetings thereafter, with regular ongoing communication.

The **Secretariat** will be led by the **Platform Director**, who will be an internationally recognized leader in gender research with extensive experience in communicating the importance of a gender perspective in food systems research and development. A draft position announcement for the Platform Director, indicating the desired qualifications, expertise, and qualities, is given in Annex 2e. The Director will provide overall leadership and coordination of the Platform, with a focus on cultivating relationships with the SC, CGIAR Science Leaders, and key external partners. The MC will serve as the search committee for the Platform Director, based on the draft position description. The Platform Director will be supported by a **Research Analyst** to provide research support, a **Communications Specialist** to manage outreach communications, an **Administrative Manager** to manage budgets and contracts, and a **Research Officer** to coordinate the Resource Center and Learning Hub and carry out administrative and co-ordination tasks, including monitoring and reporting requirements. All members of the Rome-based Secretariat would be legally required to be employees of Bioversity International, but the Platform Director will report to the Director General of IFPRI, which has fiduciary responsibility for the Platform.

¹ We note that having centers select gender researchers may not lead to gender balance in SC membership, given the small number of male gender researchers in the system. The need for strong Center buy-in and for gender research expertise in guiding priorities has guided our choice in this trade-off. However, given the composition of current gender research leaders in the CGIAR, diversity in disciplines and national origin will emerge in the SC, and all types of diversity will be considered in selection of Gender Research Fellows and leadership of Communities of Practice. Attention to representation across regions will be a criterion for selecting Gender Research Fellows.

The **Capacity Strengthening Lead** will be Dr. Wanjiru Kamau-Rutenberg, Director of AWARD, supported by other AWARD staff as necessary. This will allow the Platform to build on AWARD's successful fellowship model and on AWARD's knowledge of how to build capacity for gender-responsive agricultural research. Kamau-Rutenberg further brings her expertise as a political scientist and her experience in high-level policy engagement (e.g. on the Malabo Montpellier Panel and Twaweza, East Africa's largest public and policy engagement platform) to advise the Platform on how to achieve policy influence with gender research.

The principle for W1/W2 resource allocation in the ENGAGE Platform will be to synergize and "crowd in" resources so that the quality and visibility of gender research in CGIAR is greater than the sum of existing gender research in the Centers and CRPs. It will not substitute for Centers' and CRPs' own resources for gender research. Therefore, **ENGAGE Platform resources would either provide for IPGs (such as the Resource Center, Learning Hub, and communications) or be allocated transparently to Centers and NARS based on applications.** The latter applies to the Gender Research Fellowships, collaborative research grants, synthesis activities, and travel funds to represent CGIAR gender research at key policy events.

Collaborative research grant topics will be selected by the SC, based on suggestions from Science Leaders. Key criteria for topic selection include: addressing a critical knowledge gap; having high policy relevance and entry points for achieving transformative impact; and relevance to multiple Centers and CRPs. Alongside the selection of topics, the SC will develop and approve a transparent grant application process with external review to ensure relevant, high-quality research, as well as appropriate partnerships for impact. Criteria such as degree of co-financing from CRP research, proportion of budget allocated to national partners, mechanisms for involving and building capacity of researchers in different Centers or NARS partners with less expertise in gender research, and opportunities to involve non-gender researchers will be considered by the SC. Final selection will be made by the MC, based on the peer review.

The MC will also select a CGIAR Center or other partner to synthesize research on each of the collaborative research topics, including conducting a literature review and developing a conceptual framework, reviewing the methods of each participating project, and synthesizing results. This would lead to a special issue of a peer-reviewed journal, a book, or another publication or output, as appropriate. Resources will be provided for a senior expert in that topic plus research assistance.

The MC will further compile a list of key events (conferences, workshops, other fora) with high potential for policy influence, and CGIAR staff could apply for funding to represent the ENGAGE Platform at those events, with final selection made by the MC.

The principles of inclusiveness and transparency in the governance structure are designed to build co-ownership of the ENGAGE Platform. This will be reinforced by the virtual and in-person communications strategy to build connections and relationships among gender researchers across CGIAR Centers, CRPs, and national partners, so that the whole is greater than the sum of the individual efforts and CGIAR has greater impact and gains greater prominence for gender in agricultural and food systems research.

6. Business case

A. Rationale for a Gender Equality in Food Systems Research Platform for CGIAR

To address the underlying causes of poverty, poor health and nutrition, and environmental degradation, attention to gender equity and inclusion needs to be integrated across the agricultural research and development ecosystem because: (1) a growing body of research reveals that gender equality in agriculture and natural resources management and governance contributes directly to greater productivity and more inclusive and sustainable development (FAO 2011; Kumar and Quisumbing 2015; Kilic et al. 2015; Seymour 2017); (2) it builds more equitable gender relations that support the human rights, dignity, and capabilities of all women and men; and (3) it supports the agency of both men and women as partners in agricultural and food systems research (Leach et al. 2015). A platform that serves CGIAR and NARS will enhance the quality of agricultural research, uptake by our partners, our influence on policy processes, and ultimately our impact on the people we aim to serve. The ENGAGE Platform will ensure that gender equality is considered at all stages of the food systems research process, from needs assessment, problem identification, and implementation to M&E and impact assessment (Meinzen-Dick et al. 2011). A strong platform also provides a stage from which CGIAR can leverage its portfolio to engage with and influence broader policy processes that shape the environment for gender-equitable agricultural policy.

CGIAR needs an organizational culture that supports gender research, that values different knowledge systems, and that invests in the people doing the work. The ENGAGE Platform will facilitate a process through which gender researchers can continuously interact with other CGIAR scientists, reflect, and improve on the way of doing and disseminating research. It will catalyze cultural change toward inclusive models of research, extension, and utilization- and results-oriented M&E. This will lead to greater uptake of gender-sensitive and appropriate agricultural technologies, transformation of gender roles, improved policymaking at all levels, and transformation of food systems toward poverty reduction, greater inclusion and equity, better health and nutrition, better governance, and environmental sustainability.

B. Expertise and track record of institutes and key personnel

The coalition of IFPRI, Alliance of Bioversity International and CIAT, CIFOR/ICRAF, IWMI, WorldFish, AWARD, KIT, SEWA, and ISEAL brings decades of experience to the ENGAGE Platform proposal. Together, this coalition has developed a wide network of partners and a history of successful collaborations, leading A4NH, CCAFS, FISH, FTA, PIM, and WLE CRPs and the Big Data Platform, and participating in all other CRPs and Platforms. The institutions coordinate the current CGIAR Collaborative Platform for Gender Research; collaborated on strategic joint gender studies such as GENNOVATE; hosted and led the successful Gender & Breeding Postdoctoral Fellow Capacity Development Initiative and Bioversity International's Gender Research Fellowship Program; and supported gender integration and coaching. Beyond CGIAR, collaborations include strategic research, capacity strengthening, and engagement with universities, RBAs, implementing partners such as BRAC, Promundo-USA, and CARE; grassroots organizations such as SEWA and Feminist Land Platform; umbrella organizations for sustainability standards like ISEAL, and global partners such as UN Women, UNFCCC, Global Landscapes Forum, and International Land Coalition.

The CGIAR Centers in the coalition have examined a range of gender-related issues including sustainable food systems and value chains; breeding, nutrition; community-based forest, water, fisheries, and natural resource management, policy, and governance; climate change responses; sustainable intensification; mechanization; water use and irrigation; digital agriculture; technology and commodity trait preferences; seed systems; tenure and asset ownership; and biodiversity conservation. Moreover, these Centers have developed institutional gender and social inclusion strategies to integrate gender and social analyses into the design and implementation of their research agendas. This portfolio of research specialties is complemented by AWARD's investments in women scientists, agricultural research institutions, and agribusinesses to deliver gender-responsive research and development, and KIT's work with partners to embed equal rights and opportunities for men and women of different social categories into agriculture initiatives and organizations through formal training, support to policymakers, platform coordination, and advisory services.

This coalition has a critical mass of gender researchers with experience in engaging with both CGIAR and NARS scientists and represents an interdisciplinary mix of researchers with a broad skill set in qualitative and quantitative methods, training and facilitation, program management, and partner and donor engagement (see Annex 2c and 2d). The partner Centers also have a strong track record of strategic contributions to strengthen gender capacity, catalyze high-impact gender research, and influence the broader agriculture and food systems research ecosystem. They have developed methodological innovations such as the [Women's Empowerment in Agriculture Index](#), the [Reach, Benefit, Empower framework](#), the [Gender Equality in Research Scale](#), and a package for identifying areas for women-led entrepreneurship. They have advanced the field of gender research in agriculture by pioneering gender-transformative approaches within CGIAR and developing a [manual for intersectionality-informed research](#). In addition, they have helped influence policy through their contributions to the gender strategies and policies of donors as well as inputs for integrating gender into global processes such as the Convention on Biological Diversity.

C. Access to materials, website, services, and networks

Widespread access to ENGAGE Platform outputs is essential to success in creating change within and beyond CGIAR. The Strengthen module will develop an open-access Resource Center with a curated set of tools, methods, and datasets for gender research, as well as an open-access Learning Hub using the IFPRI web server, with links to all CGIAR Centers' gender research pages. All research sponsored by the ENGAGE Platform will similarly make de-identified datasets available through Dataverse or another open-access data repository and share other research outputs through open-access channels. Links to these repositories, and to Centers' and CRPs' websites, will be available on the ENGAGE website. We will also take advantage of research-based platforms hosted by our partners, such as ISEAL's [Evidensia](#).

Other services, such as the newsletter and webinars, will be available to anyone who registers and we will actively promote both on several networks. A monthly newsletter on funding opportunities (discussed below under section 6.I) will be available to any CGIAR or NARS staff who sign up for it. Participation in the CoPs will similarly be available to CGIAR and NARS researchers with an interest in these topics and willingness to contribute to discussions. CGIAR and NARS gender researchers can apply for the Gender Research Fellowships, with 20 selected per cohort. An additional 8 Fellowships can be sponsored by donors or other organizations, subject to application.

D. Interactions between the Platform and users and beneficiaries

ENGAGE is not just an acronym—it defines the way the Platform will work to achieve impact.

The Gender Research Fellowships will enhance the capacity of gender researchers from all centers and NARS to be more effective. The Fellowships program will be designed to foster interaction among each cohort of Fellows, promote mentorship of early career researchers, and increase their skills to work with other colleagues. Collaborative research grants, particularly those with cross-CRP and cross-Center collaboration, will engage researchers both inside and outside CGIAR. The ENGAGE Platform will also work with CGIAR and NARS researchers through CoPs with annual meetings and facilitated online communications. The annual ENGAGE conference and internal communications strategy will create support networks and a critical mass of researchers committed to gender equality throughout the agricultural research for development ecosystem.

The Resource Center and Learning Hub, hosted within CGIAR to signal commitment and ownership of this effort, will be designed for use by both gender specialists and other researchers. To encourage active use of the Resource Center, especially by non-gender specialists, the Platform Secretariat will reach out to the CGIAR Science Leaders to identify their needs and promote the resources widely. The Learning Hub will offer courses from a range of partners to meet the different needs of its stakeholders. Two-way communication with the Science Leaders and NARS leadership will also be used to strengthen awareness and commitment to gender research and identify topics for collaborative research grants and CoPs that build on cross-CRP collaboration. A list of potential topics is provided in Annex 3.

Partnership with users and beneficiaries is vital for the impact of our research on the ground, in the lives of women and men. Joint projects with grassroots organizations like SEWA help identify research that meets their needs and strengthen the agency of rural women and men. Such agency is amplified in global movements like the International Land Coalition, where the proposed interim SC members currently play an active role. Civil society organizations, project implementers, and the private sector will be important partners in testing approaches to improve gender equity, with the ENGAGE Platform playing a role in impact assessment to learn what works and what doesn't. Similarly, policymakers and advisors at various levels will play a key role in identifying critical knowledge gaps and testing innovative approaches. The ENGAGE Platform will engage these actors by including external SC representatives to articulate their needs and identify strategies for knowledge sharing, and through active partnership in the ENGAGE conference and other events and in research projects.

Working with regional and international agencies is an effective way to ensure that tools, methods, and evidence from CGIAR gender research are applied more broadly. The Rome location will enable ENGAGE to work closely with UN agencies, for example, to add value to the proposed CFS workstream on Gender Equality and Women's Empowerment in the context of Food Security and Nutrition. Similarly, we will work with the Comprehensive Africa Agriculture Development Programme through the inter-CGIAR Center Regional Strategic Analysis and Knowledge Support System ([ReSAKSS](#)) to identify priority areas for gender integration and data to build the evidence base. Other interactions with these boundary partners at key meetings will reinforce knowledge sharing and brokerage.

Donors and development partners are both potential supporters and beneficiaries of the ENGAGE Platform's tools, methods, data, and findings, and can amplify its impact by using the results in their own programming. In addition to general knowledge sharing, the Platform

Director, Secretariat, and gender researchers will cultivate relationships with key donors and publicize the ENGAGE Platform's output via the Global Donor Platform on Rural Development.

E. Adherence to key CGIAR policies

ENGAGE will fully comply with CGIAR policies and principles, as well as adhering to IFPRI's internal policies and procedures. The ENGAGE Platform acknowledges that in addition to the planned internally-commissioned midterm evaluation, it may be subject to independent evaluation, as per the CGIAR Independent Evaluation Arrangement, and will comply with any such requests. The ENGAGE Platform's Impact Pathway, workplan, and monitoring and reporting strategy illustrate the results-based culture of both the ENGAGE Platform and its team, an approach that complements the CGIAR Policy for Independent External Evaluation.

Per the IFRS Compliant CGIAR Financial Reporting Guidelines, the ENGAGE Platform will use the IFPRI financial reporting system, which follows the US GAAPs. Secretariat expenses incurred at Bioversity will be IFRS compliant. As outlined in the communications strategy below, the ENGAGE Platform will fully recognize the contribution of its funders—both CGIAR and its partners—in line with the Funder Acknowledgement Guidelines. The ENGAGE Platform will adhere to the risk management policies of IFPRI (or Bioversity, for issues relating to the Secretariat and its Rome location), in line with the CGIAR Risk Management Guidelines.

The ENGAGE Platform is committed to widespread dissemination of IPGs and their use to achieve maximum impact in improving the livelihoods of the poor. Increasing access to data produced by the ENGAGE Platform will enhance its ability to achieve impact, but increased data access also requires that ENGAGE safeguard the privacy of participants in, and subjects of, its research. The ENGAGE Platform will follow IFPRI's Data Governance policy, which strives to protect confidential and sensitive personal data collected and used in research, while providing users with access to research and data in a timely manner. In 2020, the Platform will develop a full Open Access and Data Management plan aligned with the CGIAR Principles on the Management of Intellectual Assets and Open Access and Data Management. ENGAGE will require all collaborative research grant recipients and synthesis activities to make their research results and datasets available as IPGs and protect the privacy of respondents. The communications budget includes funding for open-access fees for research sponsored by the ENGAGE Platform that is published in high-impact journals.

A principal part of compliance with these policies will be through the ENGAGE Resource Center. The ENGAGE Platform recognizes the importance of using existing information, tools, and databases as much as possible, yet there is currently no well-functioning repository of resources that support gender research. The open-access Resource Center will give greater visibility to CGIAR gender research and ensure that all partners and beneficiaries can access state-of-the-art tools, methods, and datasets. The Learning Hub will likewise be an open-access online resource for users to identify suitable training materials and programs on a range of gender-related topics, including open-access materials as well as links to other in-person or facilitated online training that may involve fees.

The ENGAGE Platform will work with the Big Data Platform to catalogue materials (especially tools, datasets, and publications) so that they are findable, understandable, and shareable, including standardized metadata, with information and data stored and preserved as per

CGIAR and IFPRI policies. To make materials accessible for those with limited internet connectivity, products requiring minimal data download (e.g. PDFs) will be included.

F. Communication strategy

Effective internal and external communication is essential to the success of the ENGAGE Platform. The communication strategy (to be developed in Year 1 and detailed further in Annex 5) will strengthen internal communication across Centers and CRPs, as well as external communications ensuring engagement and outreach with key stakeholders, with the following key objectives:

- Create a vibrant community of gender researchers by facilitating cross-Center, cross-CRP, and interdisciplinary information exchange and collaboration;
- Identify the information needs of different stakeholders and how we can meet them;
- Reach current stakeholders and grow new audiences such as policymakers, donors, practitioners, civil society and grassroots organizations and networks, and lay audiences interested in influencing gender policies and investments;
- Build greater awareness of and drive traffic to CGIAR's gender research in a crowded information landscape;
- Raise the visibility, inform, and influence the global agenda on gender and food systems issues at global, regional, and country levels; and
- Increase CGIAR's impact and influence in key policymaking circles and among decisionmakers and practitioners who influence gender policies and investments.

The key elements of both internal and external communication are detailed further in Annex 5. Strategies include facilitating active engagement and information exchange via interactive tools (e.g. Slack), internal communications support for CoPs, the curated Resource Center described in section 4, in-person engagement such as conferences, policy briefings, webinars, etc., an annual high-profile publication, and engaging communications materials such as videos, infographics, and the ENGAGE Platform website. The ENGAGE Platform will liaise with knowledge management units across all CGIAR centers and with partners to facilitate the availability and accessibility of gender publications, datasets, and other knowledge products, and track their usage. Branding guidelines and a communications toolkit will be developed to ensure consistent and accurate visibility of the ENGAGE Platform.

The annual ENGAGE Conference will convene the global community on gender and food systems to identify progress on global research priorities, link to regional policy processes, stimulate policy debates, and exchange knowledge. To maximize impact before, during, and after the event, the ENGAGE Platform will invest in livestreaming, multimedia, social media, and email marketing capabilities.

The ENGAGE Platform will systematically identify boundary partners who can use research findings and may designate focal points for regular participation in key engagement processes (e.g. for outreach such as to the Rio conventions or ISEAL's Evidensia platform), or inreach, such as to Excellence in Agronomy or other platforms). This will build on the experience of Bioversity, CIFOR, and IFPRI with the Convention on Biological Diversity, UNFCCC, CFS, or International Land Coalition and AWARD's One Planet Fellowship, where regular interaction is key to the salience, credibility and legitimacy of the research to influence policy. The effectiveness of the communications strategy would be seen as CGIAR has a seat at important

convenings where decisions are made related to A4RD, bringing grounded evidence to influence those decisions.

We will use a range of metrics to evaluate communications approaches, and to adjust or reprioritize those approaches as needed. It will track use of gender research outputs to demonstrate research effectiveness, drawing on good practices within the CGIAR system such as the tracking database of WEAI users maintained by IFPRI. Data analytics will be used to examine which types of outreach, whether events, product launches, blogs, or other forms of social media, have the most positive responses and broadest reach. Monitoring and evaluation of communications activities will help to identify where the ENGAGE Platform should invest to best amplify key messages and engage more effectively with traditional stakeholders and new audiences.

G. Risk management

As described in the CGIAR Risk Management Framework, the risks faced by the ENGAGE Platform are likely to change over time. The Platform is designed to be flexible and responsive to these changing risks, while considering the principles of the CGIAR Risk Management Framework and the CGIAR System Risk Appetite Statement. At the outset, the largest risk to the ENGAGE Platform is likely to be insufficient buy-in from CGIAR managers and non-gender scientists, who may see gender research as advocacy rather than rigorous research or may view the Platform as diverting resources from their own agendas. To address these risks, the ENGAGE Platform will work to secure support from Science Leaders and will emphasize the quality of the research and its relevance and impact in the context of agricultural and food systems research. Support for quality research includes rigorous peer review. Gender research outputs will be targeted for high-impact journals, and early career researchers will be mentored on how to navigate the peer-review process and contribute to it.

As with all research endeavors, there are risks to the funding stream as donors change priorities. To mitigate this risk, the ENGAGE Platform will engage with existing donors and seek to expand the pool of nontraditional donors by demonstrating the value of CGIAR's gender research and the value that the ENGAGE Platform adds to CGIAR, to donors' own programming, and to achieving impact on the ground. We will establish communication channels so that the Platform's objectives and value-added are well known to donors, as well as creating incentives for collaboration and coordination.

There is also a risk of CRPs not being renewed after 2021. For that reason, although we involve CRPs, formal representation in the SC is structured around Centers.

Conversely, there is a risk that if the ENGAGE Platform is well-resourced, it could be perceived as the primary channel for funding gender research within the system, such that CGIAR Centers or CRPs feel they do not need to invest their own resources in gender research. To mitigate this risk, the Secretariat and SC will underscore that the ENGAGE Platform is a partner to support gender research, and neither a rival nor a donor. For example, all ENGAGE collaborative research grants will require co-financing from CRPs or bilateral sources.

While ethical concerns apply to all CGIAR research, special issues can arise in gender research, particularly when addressing sensitive subjects such as intrahousehold relationships or intimate partner violence. To protect against risks of negative impacts on research participants and the reputational risk to research Centers, the ENGAGE Platform will ensure that all Gender Research Fellows are trained in Institutional Review Board (IRB) procedures

and require IRB clearance for all research funded through the Platform. To prevent duplication of efforts, the ENGAGE Platform will build on the work initiated by the Big Data Platform, PIM, and the Science Leaders adoption of IRB processes.

The ENGAGE Platform will join ongoing discussions of potential ethical concerns related to human subjects research and will provide inputs for identifying risk-assessment criteria that incorporate relevant gender issues into IRB processes across Centers. This will include review of existing guidelines on handling personally-identifiable information in the Research Project Data Lifecycle led by the Big Data Platform. The ENGAGE Platform will also support ongoing efforts across Centers to include gender-relevant criteria in IRB processes and other internal policies that address ethical considerations.

Another risk identified in the design phase is that Centers involved in competing Platform proposals may not fully be on board with the objectives and orientation of the selected proposal. To avert this potential risk, the ENGAGE Platform will promote an inclusive process and establish clear mechanisms to provide opportunities for all Centers to participate in Platform governance and will design the collaborative research grant scheme to be open, transparent, and available to all Centers.

H. Monitoring and reporting

The ENGAGE Platform will manage a robust monitoring, reporting and evaluation system for the activities, outputs, milestones, and outcomes established under the Platform, both internal and external, based on the platform goals and theory of change (further details on these are given in Annex 6). A robust monitoring and reporting plan will be in place from the outset of the ENGAGE Platform. This plan will be updated periodically to ensure that evaluations are timely, relevant, and provide productive input to the ENGAGE Platform and participating Centers. The ENGAGE Platform will comply with all system-level reporting requirements for Platforms as established in the platform reporting templates. Reporting will go beyond the current template to respond to and adopt key recommendations of the [Report of the Evaluation of Gender in CGIAR Research](#). This includes the “need to re-balance M&E efforts on gender away from centralized tracking of outputs, towards capturing the uptake and effectiveness of gender research in bringing about behavior and institutional change, and its contribution to gender and wider development outcomes.” The ENGAGE Platform will not only comply with but also build capacity and expand the use of reporting within CGIAR on gender as a cross-cutting topic, supporting the Report’s recommendation to “effectively engender the new Performance Monitoring Standards, working closely with the monitoring, evaluation and learning community of practice (MELCOP) and to strengthen the common standards on gender reporting across CRPs.”

The ENGAGE Platform will meet the requirements of the platform reporting template and tables, reporting annually on:

- Key Results across the three Platform modules on highlights, progress toward milestones, and outcomes (see Annex 6), and cross-cutting dimensions (gender, youth, capacity development, and climate change), common CGIAR reporting indicators;
- Effectiveness and efficiency; management and governance; partnerships (external and CGIAR); intellectual assets; monitoring, evaluation, impact assessment, and learning; efficiency; management of risks; and use of W1/W2 funding;
- Financial summary; and
- Required evidence tables

Reporting governance and process

Monitoring and reporting will be overseen by the Platform Director and Secretariat and managed through the online software platform MARLO. All ENGAGE Platform staff, SC members, and funding recipients will receive reporting templates, compliance guidelines, and training on how to use them. Emphasis will be placed not only on specific deliverables, milestones, and indicators but also on measures of uptake and influence. Specific monitoring tools will be adopted from PIM or FTA, such as for the evaluation of capacity building, monitoring of uptake and influence, outcome stories, and possible adaptation of the FTA Gender Equality in Research Scale (GEIRS) for ex ante planning. Most data will be input directly into the online system, but it will also be overseen, verified, managed, and analyzed centrally. Data will be prepared for annual reports and reviewed regularly by the SC.

We will use external review and impact assessment to identify potential areas for improvement, validate progress and achievements, and promote overall learning that will benefit the project team, partners, and target stakeholders. This review will be based on the Impact Pathway (fig. 1) and will focus on the broader outcome goals of bringing about behavioral and institutional change (especially within CGIAR and NARS) and wider development outcomes (outside the direct sphere of influence), with different foci in different years. This information will be presented to the SC to systematically take stock of progress and lessons and develop plans for improved internal and external impact.

Measurement

ENGAGE Platform members have extensive experience using detailed theories of change (ToC) to support monitoring, evaluation, and learning for research and engagement strategies. The ToC complements more traditional metrics of deliverables and indicators. The ENGAGE Platform ToC will be used strategically – after analyzing knowledge gaps, actors, and obstacles – to help target information, activities, and partnerships based on how potential pathways to change will work in practice. The ToC is a useful tool to visualize, communicate, and reflect on research and engagement processes. It is also used to identify stakeholders and their potential role in the project, intended intermediate and long-term outcomes, pathways to achieve the outcomes, and the main underlying assumptions. It defines key internal and external stakeholders, identifies outcome challenges for each, outlines engagement strategies to achieve the outcome challenges and progress markers (milestones) to allow for monitoring and documentation of progress toward proposed outcomes. Revisiting the ENGAGE Platform's ToC at intervals throughout the project lifecycle will support reflection and adaptive management of activities to foster greater impact beyond the specific sphere of influence of the project. Independent evaluation also contributes to adaptive learning and adjustment of assumptions and strategies to foster progress toward outcomes.

Strategic outcome mapping will complement the requirements of the CG Platform annual reporting template. Outcome and impact considerations will be incorporated into: (1) selecting themes for competitive grants; (2) selecting grant recipients; (3) selecting proposed CoPs; and (4) prioritizing partnerships and engagement. The effectiveness of the ENGAGE Platform's engagement strategies will be periodically reviewed and adjusted to support progress toward outcomes. The resulting learning and recommendations of the independent review will feed into adaptive management practices.

Cross-cutting marker for gender

Gender is a cross-cutting CGIAR priority, thus the ENGAGE Platform will comply with reporting requirements, and also work to improve gender reporting across the Centers (following the

CGIAR gender evaluation recommendations). This refers to the CGIAR business cycle 2019-2021 standard on complete and accurate application of the cross-cutting marker for gender in Program results reporting and on the application of the three-tiered rating system to milestones, outcome impact cases, and the common reporting indicator on policies. The ENGAGE Platform will train Centers as needed on the use of the rating system, supporting CRPs in accurate scoring based on ex post validation.

In addition, the ENGAGE Platform will foster institutionalization of ex ante consideration of gender at the proposal stage. A working group on reporting with representatives of all CRPs will review, compare, and evaluate current practices. This will build on GEIRS, such that explicit analysis is conducted early in the project cycle and, to the extent possible, not only for W1/W2 but also bilateral projects. A template will be agreed on and tested, and use will begin on a voluntary basis. Beyond a reporting tool, this template is envisioned as a learning tool to enhance the gender-responsiveness of projects before and during implementation and monitoring. The early reflection on the degree of relevance and integration of gender issues into research fosters mainstreaming of gender thinking and is likely to increase the volume of research rated 1 and 2 in the marking system. This move the goals beyond the specific 2021 standard toward fostering the overarching aim for Cycle 2-3: “CGIAR recognized as a global leader for the science of gender in agriculture, integration of high-quality gender research throughout the CGIAR research portfolio.”

I. Resource mobilization strategy

Stable W1/W2 funding for the ENGAGE Platform will leverage much larger resources for capacity strengthening, research, and outreach through a combination of additional bilateral funding from traditional and new donors, in-kind contributions such as Junior Professional Officers (JPOs), and co-financing from CRPs, Centers, and other Platforms.

Note that not all resources leveraged by ENGAGE will be channeled through the Platform. As described above, the ENGAGE Platform is not intended to become the sole channel for funding of gender research but aims to enable better integration of gender research throughout the agricultural research for development ecosystem. This will include use of existing resources; new fundraising by gender researchers, CRPs, Centers, and NARS; and resources mobilized directly by the ENGAGE Platform.

Thus, for example, co-financing by Centers or CRPs of all collaborative research grants will increase the resources going to gender research through this channel. Additionally, if there are more high-quality proposals than can be funded through a given call, other donors will be approached to fund additional proposals that align with their particular interests or priority countries (as was done for the Feminization of Agriculture call under the current platform).

Another example of resource mobilization that will not be channeled through the ENGAGE Platform is the “at cost” training courses from the Learning Hub. The Hub will include many open-access training courses, but any in-person training courses or facilitated online courses with fees will be paid for by projects, Centers, or CRPs. To ensure sustainability of training and increase the reach of the ENGAGE Platform, these courses could also be made available to other stakeholders, such as private sector actors, on a full cost basis.

The ENGAGE Platform currently plans to sponsor 20 Gender Research Fellows per cohort, but there is space for up to 28 fellows per cohort. Donors and other private sector actors will be invited to sponsor additional fellows, e.g. from their own staff or NARS in their priority

countries, as is currently done in the AWARD Fellowships. Research placements work similarly; Centers or CRPs, donors or private sector sponsors, and host organizations will co-invest in costs associated with fellows' research placements.

To enlarge the overall pool of resources for gender research across CGIAR, the ENGAGE Platform will hire a consultant to undertake a landscaping analysis to identify non-traditional donors such as private foundations and other organizations interested in gender equality and women's empowerment, which may not currently fund agricultural or food systems research. The landscaping analysis will inform a prioritized list of potential funders for the Platform Director and SC members to approach, and a longer list of organizations to monitor for announcements relevant for CGIAR funding. Information about relevant calls will be circulated to CGIAR and non-CGIAR partners in a monthly newsletter of funding opportunities, sent by the Secretariat.

The visible presence of a center of excellence on gender in CGIAR will contribute to garnering additional resources for gender research. Active participation of ENGAGE Platform representatives in high-profile events such as the Committee on World Food Security, European Development Days, UN Commission on the Status of Women, and Women Deliver will raise the profile of CGIAR gender work and help establish relationships with potential donors.

Partnerships with grassroots organizations, civil society, and organizations such as the Rome-based UN agencies can assist in fundraising through joint initiatives, tapping either international funding sources or country offices of donor organizations, which have an increasing share of funds as many OECD donors decentralize their resources.

The ENGAGE Platform resource mobilization strategy also includes in-kind resources, particularly of personnel. Rhiannon Pyburn of KIT has already applied to the Senior Expert Program of the NL-CGIAR partnership which would, if awarded, cover half of her time for completing products begun in the current platform, with some time allocated to new activities under the ENGAGE Platform. We will similarly approach the Nordic countries, Canada, Japan, and other bilateral agencies that have JPO programs or other provisions for supplying experts to CGIAR as well as strong commitments to advancing gender equality. Such JPOs or seconded staff can conduct gender research or supply communications or programmatic support to individual Centers or CRPs, the Platform Secretariat in Rome, or the capacity strengthening group in Nairobi. We will also apply to the US Congressional Hunger Center for Leland Fellows who would spend the first year on a field assignment with a Center and the second year in Rome or Nairobi.

While additional bilateral and W3 funding (beyond the PIM commitments for 2020) cannot be secured until it is approved by CGIAR, the ENGAGE Platform would have strong resource mobilization capacity. Previous experience in resource mobilization will be included in the selection criteria for the Platform Director, who will also be supported by a fundraising consultant in the first year. Further, the interim SC members nominated by the sponsoring Centers and other research and donor relations staff who have participated in this proposal have extensive experience in resource mobilization and are willing to support this enterprise.

7. Budget narrative summary

7.1.1 General information

Platform Name: ENGAGE – Enabling Global Agricultural Research for Gender Equality

Platform Lead Center: International Food Policy Research Institute (IFPRI)

7.1.2 Platform Budget Summary

The total W1/W2/W3 budget for the ENGAGE Platform is US\$25.0 million over 5 years, plus a bilateral budget of US\$4.4M. The total annual budget ranges from US\$5.2M to US\$6.6M. The largest share of funding (US\$13.1M) is for the Catalyze module, which includes five rounds of collaborative research grants (totaling US\$7.6M) plus accompanying synthesis activities and CoPs. Funding for each round of grants and synthesis are spread over 3 years. The Influence module is allocated US\$8.1M, with modest growth over the first 4 years of the ENGAGE Platform as it gains momentum, produces more high-quality research, and gains greater prominence in global and regional policy processes. The Strengthen module would receive US\$6.2M for capacity building over the five years, with expenses greatest in years 2-3 when there are overlapping cohorts of Gender Research Fellows. Management and Support Costs average US\$413k/year. Within the breakdown by partner, US\$11.9M of the W1/W2/W3 funds plus \$2M bilateral are indicated for “CGIAR/NARS TBD” because funds for the collaborative grants, synthesis activities, CoP facilitation, co-hosting of the ENGAGE conference, and travel to the ENGAGE conference or to represent the ENGAGE Platform at external events are to be allocated to Centers or NARS, based on applications. This equal opportunity for funding is a key aspect of the governance of the ENGAGE Platform, but it also entails high transaction costs and some risks, because that spending is less under the control of the ENGAGE Platform leadership. However, the high motivation for gender researchers to participate, and screening for quality of applications, will mitigate such risks.

CGIAR/NARS TBD also includes funding for non-CGIAR partners. A minimum of 30% of collaborative research grant funds will go to organizations of the Global South, excluding CGIAR centers or other international organizations with offices in the South. This percentage may be raised to 50% by the Steering Committee. Thus, at least US\$3.6M of the collaborative grants will go to Southern partners, and NARS will have at least 30% of the Fellowships.

PLATFORM BUDGET SUMMARY	2020	2021	2022	2023	2024	Total
MODULE 1 STRENGTHEN	1,164,519	1,913,616	1,595,864	851,756	697,603	6,223,357
MODULE 2 CATALYZE*	1,196,499	1,161,850	1,280,009	1,211,110	1,248,173	6,097,642
MODULE 3 INFLUENCE	1,568,057	1,561,854	1,601,502	1,642,339	1,684,402	8,058,155
Management & Support Cost	423,620	430,252	349,269	359,748	500,340	2,063,229
Strategic Competitive Research Grant	1,050,000	1,575,000	1,750,000	1,575,000	1,050,000	7,000,000
	5,402,695	6,642,572	6,576,644	5,639,953	5,180,518	29,442,382

***The ENGAGE Platform includes Strategic Competitive Research Grants as part of module 2: Catalyze. In this summary table, these research grants have been deducted from module 2 to prevent double counting.**

7.1.3 Platform Funding Plan

Because the Platform has not been approved, the budget is presented without assured funding. Hence the entire budget is marked as “needed”. Most of the budget is indicated as W1/W2, although some donors may be interested in funding this through W3.

Carryover expenses and funding from PIM for ongoing activities, including the competitive grants for seed systems, feminization of agriculture, value chains, and the gender in agriculture landmark publication project are not included in the budget requirements or secured amounts. Given that the ENGAGE Platform neither exists, nor has guarantees that it

will be established in 2020, bilateral funding is not currently aligned to the ENGAGE Platform. Nevertheless, bilateral funding related to innovative methods and trainings in the Learning Hub can be mapped to the ENGAGE Platform, notably for the development of WEAI and pro-WEAI when the Platform is established. For the collaborative research grants, the ENGAGE Platform would target 1:1 matching of Platform funding from W1/W2 with co-financing from other CRPs or bilateral sources.

We have also indicated an “uplift” budget for bilateral fundraising under each module, which amounts to \$4.4M, notably sponsoring additional Fellowships, collaborative research grants, and outreach activities, including the ENGAGE Conference. As noted in the Resource Mobilization strategy, the Secretariat would be charged with raising additional funding from conventional and nontraditional donors; \$40,000/year is allocated for a fundraising consultant to map potential donors and advise on strategies to approach each.

Funding Plan:

Funding Needed	2020	2021	2022	2023	2024	Total
W1+W2	4,611,567	5,519,252	5,532,652	4,828,153	4,518,718	25,010,342
W3						-
Bilateral	791,128	1,123,320	1,043,992	811,800	661,800	4,432,040
Other Sources						-
	5,402,695	6,642,572	6,576,644	5,639,953	5,180,518	29,442,382

Funding Secured	2020	2021	2022	2023	2024	Total
W1+W2(Assumed Secured)	0	0	0	0	0	-
W3	0	0	0	0	0	-
Bilateral	0	0	0	0	0	-
Other Sources	0	0	0	0	0	-
	0	0	0	0	0	0

Funding Gap	2020	2021	2022	2023	2024	Total
W1+W2	4,611,567	5,519,252	5,532,652	4,828,153	4,518,718	25,010,342
W3	0	0	0	0	0	0
Bilateral	791,128	1,123,320	1,043,992	811,800	661,800	4,432,040
Other Sources	0	0	0	0	0	0
	5,402,695	6,642,572	6,576,644	5,639,953	5,180,518	29,442,382

Total Platform W1/2 budget by Natural Classification (USD):

	2020	2021	2022	2023	2024	Total
Personnel	1,841,761	1,833,523	1,956,306	1,920,144	1,975,070	9,526,803
Travel	305,000	314,150	323,575	333,282	343,280	1,619,286
Capital Equipment	-	-	-	-	-	0
Other Supplies and Services	1,030,990	1,484,030	1,335,277	870,335	751,292	5,471,924
CGIAR collaborations	750,000	1,125,000	1,250,000	1,125,000	750,000	5,000,000
Non CGIAR Collaborations	105,000	102,250	25,000	25,000	135,000	392,250
Indirect Cost	578,816	660,300	642,494	554,393	564,075	3,000,078
Total	4,611,567	5,519,252	5,532,652	4,828,153	4,518,718	25,010,342

Uplift budget for bilateral fundraising (USD): *Note: These amounts are included in the bilateral amounts in Tables 1-4, above, but not Table 5 by natural category*

	2020	2021	2022	2023	2024	Total
Module 1 additional fellowships and trainings	250,868	433,060	303,732	121,540	121,540	1,230,740
Module 12 additional research grants	300,000	450,000	500,000	450,000	300,000	2,000,000
Module 3 seconded staff and conference cofinancing	240,260	240,260	240,260	240,260	240,260	1,201,300
Total	791,128	1,123,320	1,043,992	811,800	661,800	4,432,040

7.1.4 Platform Management and Support Costs

Management and support costs average \$413k per year, or 7% of the total budget. This covers 25% of the Platform Director’s time for management activities plus a full-time Administrative Manager and 33% time of a Research Officer for reporting. Other costs include \$10,000/year for a MARLO system to manage monitoring and reporting; \$50,000 per year for honorarium and expenses of other members of the MC (as under the current platform); and a total of \$257K for impact assessment. In year 1, \$80,000 is budgeted for KIT transition costs, as indicated in KIT’s transition plan. The time of other Secretariat members (including the Communications Specialist, Research Support, and the remainder of the Platform Director and Research Officers’ time) will be fully allocated to delivering the IPGs described in the modules, as indicated below, and are therefore budgeted to those modules.

7.1.5 Budgeted Costs for certain Key Activities

	Estimated annual average cost (USD)	Main key activities (Note: amounts reported in this table do not include overheads, and do not include uplift budget)
Gender	5,888,476	100% of the budget will be for gender-related activities.
Youth	238,000	Outputs and activities from the ENGAGE Platform will embed concerns for intersectionality, which will include attention to how gender and age interact in relation to given themes. This amount is for one round of collaborative grants on youth.
Capacity development	998,523	The entire Strengthen module is for capacity development. Other modules also contribute to capacity development but are not counted separately.
Impact assessment	116,000	
Intellectual asset management		Included as part of open access and data management
Open access and data management	135,000	Includes Resource Center, Learning Hub, work with Big Data Platform, and open access fees for journal articles
Communication	579,000	All of Influence module can be considered communication

7.2 Module Budget Narrative

7.2.1 General information

Platform Name: ENGAGE – Enabling Global Agricultural Research for Gender Equality

Platform Lead Center: International Food Policy Research Institute (IFPRI)

Module titles: (i) **Strengthen**, (ii) **Catalyze**, (iii) **Influence**

7.2.2 Module Budget Summary for Module 1: Strengthen

Total Module budget summary by sources of funding (USD):

Funding Gap	2020	2021	2022	2023	2024	Total
W1+W2 (Required from SO)	913,651	1,480,556	1,292,132	730,216	576,063	4,992,617
W3 (Required from FC Members)	0	0	0	0	0	0
Bilateral (Fundraising)	250,868	433,060	303,732	121,540	121,540	1,230,740
Other Sources (Fundraising)	0	0	0	0	0	0
Total	1,164,519	1,913,616	1,595,864	851,756	697,603	6,223,357

As outlined in section 7.1.3, because the ENGAGE Platform has not yet been approved and bilateral funds not yet secured, the entire Platform is presented as “funding needed”. Therefore, only the “Funding Gap” tables are given for each module. The following tables list the “Uplift” budget for each module separately.

Total Module budget by Natural Classifications – W1/W2/W3 funding (USD):

	2020	2021	2022	2023	2024	Total
Personnel	268,857	270,923	273,051	275,242	277,499	1,365,572
Travel	0	0	0	0	0	0
Capital Equipment	0	0	0	0	0	0
Other Supplies and Services	505,890	984,267	822,471	344,095	211,215	2,867,938
CGIAR collaborations	0	0	0	0	0	0
Non CGIAR Collaborations	0	0	0	0	0	0
Indirect Cost	138,904	225,367	196,610	110,879	87,349	759,107
Total	913,651	1,480,556	1,292,132	730,216	576,063	4,992,617

Total Module budget by participating partners (signed PPAs) – W1/W2 funding (USD):

	Period 1	Period 2	Period 3	Period 4	Period 5	Total
AWARD	832,950	1,397,435	1,206,516	642,032	485,234	4,564,167
BIOVERSITY	80,701	83,122	85,615	88,184	90,829	428,450
IFPRI	0	0	0	0	0	0
CGIAR/NARS TBD	0	0	0	0	0	0
Non-CGIAR	0	0	0	0	0	0
Total	913,651	1,480,556	1,292,132	730,216	576,063	4,992,617

Uplift budget for bilateral fundraising (USD): *Note: These amounts are included in the bilateral amounts in Tables 1-3, above, but not Tables 4 and 5*

	2020	2021	2022	2023	2024	Total
AWARD: 8 additional Gender Research Fellowships/cohort	109,600	264,000	154,400	-	-	528,000
AWARD: 2 additional training courses/year	103,000	103,000	103,000	103,000	103,000	515,000
Indirect Cost	38,268	66,060	46,332	18,540	18,540	187,740
Total	250,868	433,060	303,732	121,540	121,540	1,230,740

7.2.3 Other Sources of Funding for this Project

In-kind contributions to the Gender Research Fellowships are expected from the Centers and CRPs to cover fellows’ and mentors’ time, and to cover living expenses or any research fees associated with advanced research placements. The Mentoring workshops will be held at the annual ENGAGE conference; it is assumed that mentors’ travel to the conference will be covered by other sources, including their own projects or travel support budgeted under Module 3. We will invite other organizations (e.g. private sector, NARS, NGOs, donors) to fund up to 8 additional Fellowships per round.

Most of the value of the Resource Center will come from in-kind contributions of methods, tools, and datasets from participating Centers, CRPs, and other sources of gender expertise. For example, the WEAI Resource Center, which will be linked to the ENGAGE Resource Center, has an in-kind investment of approximately US\$250,000 per year. Similarly, the Learning Hub will rely on in-kind contributions of all open-access training resources. Trainees will pay the costs of training programs with a fee (either for in-person or distance learning). Thus, the ENGAGE Platform’s investment to coordinate the Resource Center and Learning Hub will leverage much larger resources.

If full Module funding is not available, we would reduce the number of Fellows funded centrally per cohort and reduce AWARD staff support to the Fellowship program. However, there are cost efficiencies to having 20-28 Fellows in each cohort.

7.2.4 Budgeted Costs for certain Key Activities

	Estimated annual average cost (USD)	Main key activities (Note: amounts reported in this table do not include overheads, and do not include uplift budget)
Gender		All activities of this module relate to gender, but are itemized under other headings
Youth		There is no explicit budget for youth in this module, but the mentees of the Fellowship are early career NARS staff, and hence would qualify as youth. There will also be resources related to youth in the Resource Center and Learning Hub.
Capacity development	998,523	This entire module relates to capacity development, but we itemize activities 1.1 and 1.2 here, and 1.3 and 1.4 below 1.1 Gender Research Fellowships: 2 rounds of 20 fellows (plus 20 mentors and 20 mentees), including a) mentoring orientation workshop, including trainers, AWARD staff, training costs, and travel costs for fellows (assumes mentors' travel to annual workshop is covered by CRPs); b) mentoring orientation workshop for fellows' mentees; c) leadership course for fellows; d) travel to advanced research placement for 7 fellows per round; and e) progress monitoring meeting in year 2. Note that because activities for each cohort of trainees are staggered, with overlapping cohorts in 2021 and 2022, annual budgets vary across years. In years 3 and 4, Leadership Training will be offered for an additional 25 applicants/year, but not the full mentorship program. At least 30% of Fellows will be from NARS. 1.2 Constituency Building among agricultural research leaders will include a strategic engagement activity with Science Leaders plus one course for 30 participants per region per year (for three regions). AWARD personnel to support activities 1 and 2
Impact assessment	32,100	AWARD will conduct an M&E survey of training participants
Intellectual asset management		1.3 Resource Center and 1.4 Learning hub can be considered as intellectual asset management because they collect the gender-related resources (see Open Access, below)
Open access and data management	85,000	1.3 Resource Center of tools, methods, manuals, and datasets will be an open access resource, and the Platform's Research Officer will assist Big Data Platform in developing metadata for posting of gender-related datasets. Resources: 1/3 time of Research Officer to collect and curate resources. 1.4 Learning Hub will be open access. Resources: 1/3 time of Research Officer to collect and curate recommended training
Communication	34,000	AWARD communications expenses for 1.1 and 1.2; communications regarding 1.3 and 1.4 are included under Module 3.

7.2.5 Module Budget Summary for Module 2: Catalyze

Total Module* budget summary by sources of funding (USD):

Funding Gap	2020	2021	2022	2023	2024	Total
W1+W2 (Required from SO)	1,946,499	2,286,850	2,530,009	2,336,110	1,998,173	11,097,642
W3 (Required from FC Members)	0	0	0	0	0	0
Bilateral (Fundraising)	300,000	450,000	500,000	450,000	300,000	2,000,000
Other Sources (Fundraising)	0	0	0	0	0	0
Total	2,248,519	2,738,871	3,032,031	2,788,133	2,300,197	13,097,642

***NOTE: Module 2 includes the strategic competitive research grants, which have been included in this table.**

Total Module budget by Natural Classifications – W1/W2 funding (USD):

	2020	2021	2022	2023	2024	Total
Personnel	810,904	777,740	874,849	812,243	839,933	4,115,670
Travel	120,000	123,600	127,308	131,127	135,061	637,096
Capital Equipment	0	0	0	0	0	0
Other Supplies and Services	65,000	65,000	65,000	65,000	65,000	325,000
CGIAR collaborations	750,000	1,125,000	1,250,000	1,125,000	750,000	5,000,000
Non CGIAR Collaborations	25,000	25,000	25,000	25,000	25,000	125,000
Indirect Cost	175,595	170,510	187,851	177,740	183,179	894,876
Total	1,946,499	2,286,850	2,530,009	2,336,110	1,998,173	11,097,642

Total Module budget by participating partners (signed PPAs) – W1/W2 funding (USD):

	Period 1	Period 2	Period 3	Period 4	Period 5	Total
AWARD	0	0	0	0	0	0
BIOVERSITY	200,299	208,311	216,644	225,309	234,322	1,084,885
IFPRI	0	0	0	0	0	0
CGIAR/NARS TBD	1,721,200	2,053,539	2,288,365	2,085,801	1,738,852	9,887,757
NON-CGIAR.	25,000	25,000	25,000	25,000	25,000	125,000
Total	1,946,499	2,286,850	2,530,009	2,336,110	1,998,173	11,097,642

Uplift budget for bilateral fundraising (USD):

	2020	2021	2022	2023	2024	Total
2 additional grants Round 1	150,000	150,000	100,000			400,000
2 additional grants Round 2	150,000	150,000	100,000			400,000
2 additional grants Round 3		150,000	150,000	100,000		400,000
2 additional grants Round 4			150,000	150,000	100,000	400,000
2 additional grants Round 5				200,000	200,000	400,000
Total	300,000	450,000	500,000	450,000	300,000	2,000,000

7.2.6 Other Sources of Funding for this Project

We anticipate at least 1:1 co-financing of the collaborative research grants from Bilateral or CRP resources, and will fundraise for high-quality proposals beyond the budgeted five collaborative research grants/round. The ENGAGE Platform will further invest in a landscaping analysis of potential donors to increase funding for high-quality research and synthesis activities, as described in the Resource Mobilization strategy.

7.2.7 Budgeted Costs for certain Key Activities

	Estimated annual average cost (USD)	Main key activities (Note: amounts reported in this table do not include overheads, and do not include uplift budget)
Gender	1,863,000	<p>2.1 Innovative Methods and Tools: \$619,000 total to be allocated to centers to develop or adapt priority tools</p> <p>2.2 High-quality Research: 5 grants of \$200,000 each to be allocated per theme with 5 rounds of grants (funds for each grant allocated as \$75,000 year 1; \$75,000 year 2; \$50,000 year 3, so annual amounts vary depending on number of active themes); fundraising consultant to identify sources for additional bilateral research grants; senior gender advisors’ honorarium for synthesis products from collaborative grants; 3 months of Platform Director’s time + full-time Research Support in Secretariat staff for integrating gender into existing CRP and Center research.</p>

ENGAGE Gender Platform proposal

		2.3 Synthesis: time for senior gender researcher + research assistant to synthesize each set of collaborative grants (\$130,000 per theme, spread over 3 years) plus 2 other synthesis grants of \$75,000 each for priority topics identified by the SC.
Youth	238,000	If, as suggested, the SC selects the youth theme for the collaborative research grants and synthesis, this would be \$1,130,000 over 3 years, plus \$20,000/ year for the CoP (part of 2.2 above). Outputs and activities from the ENGAGE Platform will embed concerns for intersectionality, which will include attention to how gender and age interact in relation to given themes.
Capacity development		Activities 2.1 and 2.2 contribute to capacity development but are not budgeted separately to avoid double counting
Impact assessment		Most of the collaborative grants will embed impact assessments, e.g., the theme 'What works to empower women' would examine how empowerment impacts are achieved.
Intellectual asset management		
Open access and data management	20,000	Cost sharing with Big Data Platform, \$20,000/year
Communication	205,000	2.4 Communities of Practice: \$20,000/year allocated per CoP for facilitation (internal knowledge sharing) plus \$20,000 for travel to conferences per CoP X 6 CoPs plus \$25,000 (total) for targeted outreach activities for the CoPs.

7.2.8 Module Budget Summary for Module 3: Influence

Total Module budget summary by sources of funding (USD):

Funding Gap	2020	2021	2022	2023	2024	Total
W1+W2 (Required from SO)	1,327,797	1,321,594	1,361,242	1,402,079	1,444,142	6,856,855
W3 (Required from FC Members)	0	0	0	0	0	0
Bilateral (Fundraising)	240,260	240,260	240,260	240,260	240,260	1,201,300
Other Sources (Fundraising)	0	0	0	0	0	0
Total	1,568,057	1,561,854	1,601,502	1,642,339	1,684,402	8,058,155

Total Module budget by Natural Classifications – W1/W2 funding (USD):

	2020	2021	2022	2023	2024	Total
Personnel	483,000	497,490	512,415	527,787	543,621	2,564,313
Travel	185,000	190,550	196,267	202,154	208,219	982,190
Capital Equipment	0	0	0	0	0	0
Other Supplies and Services	460,100	434,763	447,806	461,240	475,077	2,278,986
CGIAR collaborations	0	0	0	0	0	0
Non CGIAR Collaborations	0	0	0	0	0	0
Indirect Cost	199,697	198,791	204,755	210,898	217,225	1,031,366
Total	1,327,797	1,321,594	1,361,242	1,402,079	1,444,142	6,856,855

Total Module budget by participating partners (signed PPAs) – W1/W2 funding (USD):

	Period 1	Period 2	Period 3	Period 4	Period 5	Total
AWARD	0	0	0	0	0	0
BIOVERSITY	392,940	404,728	416,870	429,376	442,257	2,086,172
IFPRI	492,357	485,399	499,961	514,960	530,409	2,523,086
CGIAR/NARS TBD	312,700	322,081	331,743	341,696	351,947	1,660,167
NON-CGIAR	129,800	109,386	112,668	116,048	119,529	587,430
Total	1,327,797	1,321,594	1,361,242	1,402,079	1,444,142	6,856,855

Uplift budget for bilateral fundraising (USD):

	2020	2021	2022	2023	2024	Total
2 JPOs or Seconded staff	105,000	105,000	105,000	105,000	105,000	525,000
Cofinancing for conferences	100,000	100,000	100,000	100,000	100,000	500,000
Indirect Cost	35,260	35,260	35,260	35,260	35,260	176,300
Total	240,260	240,260	240,260	240,260	240,260	1,201,300

7.2.9 Other Sources of Funding for this Project

Significant co-financing and potential bilateral contributions are anticipated for the annual ENGAGE conference to cover travel costs of participants (funded by participating projects) and other conference expenses, e.g. side events. The flagship publication will embody considerable co-investment of researchers’ time for writing chapters. Communications will also involve co-investment in kind by IFPRI and other participating Centers/CRPs. Additional bilateral funding (including JPOs and seconded Senior Experts) will be sought for knowledge sharing and policy engagement. If full funding is not available, travel funds will be cut and the ENGAGE conference will be scaled back.

7.2.10 Budgeted Costs for certain Key Activities

	Estimated annual average cost (USD)	Main key activities (Note: amounts reported in this table do not include overheads, and do not include uplift budget)
Gender	750,000	3.1 Partnerships: Half of the Platform Director’s time will be devoted to cultivating partnerships for impact, with additional resources for secretariat travel to meet with CGIAR and external partners, attend key meetings; Year 1 mapping of potential civil society and private sector organizations that can support CGIAR Centers and platform to influence enabling environment for women 3.3 Policy engagement: Travel funding for CGIAR gender researchers to represent CGIAR gender research at key meetings and events; all centers can apply for such funding
Youth		
Capacity development		Webinars and provision for gender researchers to attend key policy events will contribute to capacity but are not reported here to prevent double counting.
Impact assessment	78,000	External impact assessment to be commissioned.
Intellectual asset management	25,200	Website development and transfer from KIT.
Open access and data management	30,000	Open access journal fees for key publications: \$30,000/year; other publications will be open access but are reported under communications.
Communication	340,000	3.2 Knowledge Sharing: Annual ENGAGE conference organizing, venue, and travel support for selected CGIAR participants; annual flagship publication preparation and dissemination; other publications (e.g. briefs); newsletter; webinar platform fee; translation; short videos; consultant on internal communications; full-time Communications Specialist in Secretariat.

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Annex 1: Capacity development strategy

The ENGAGE capacity development strategy is a direct response to needs identified by CRP representatives and the [IEA Evaluation of Gender in CGIAR Research](#). Specifically, the evaluation highlights the importance of targeted capacity-building initiatives to foster improved collaboration between gender specialists and other scientists in all CG centers, as well as increased support to promote wider uptake of existing “tools” for gender research and mixed methods research on gender (see Recommendation 8). The ENGAGE Platform will address these gaps by building capacity at the individual and institutional levels across all three modules:

MODULE 1: STRENGTHEN

Successful gender research for CGIAR depends on building capacity across the entire agricultural and food systems research ecosystem from which CGIAR draws its talent pool. The ENGAGE capacity-development strategy is grounded in the Strengthen module, which builds on the highly successful programs developed by AWARD, and comprises three components:

1. A **Gender Research Fellowship program** will serve as a career accelerator to strengthen the pipeline of gender researchers (men and women) available to CGIAR, NARS, and the broader agriculture and food systems research ecosystem. Two cohorts of 20-28 fellows are envisioned, with at least 1/3 of the Gender Fellows drawn from NARS and 1/3 from CGIAR with geographic balance considered in creating a diverse cohort of Fellows. This component will target capacity development at three levels:

a) *Mentoring*. Fellows (early career gender researchers) will be networked with each other and paired with more experienced gender researchers across the ecosystem to work on a contemporary gender research topic and receive guidance on career milestones such as fundraising and navigating the peer review and outreach systems to raise the profile of their research. Fellows will be selected after a competitive call for applications open to early career gender researchers from across the agricultural research landscape. Mentors will be drawn from senior gender researchers across the agricultural research landscape including CGIAR, academia, NARS, Rome-based agencies, and civil society organizations. AWARD will manage a high-touch process to pair each fellow to a mentor based on expertise and shared research interests. If necessary, mentors might be paired with two fellows as we seek to accelerate intergenerational skills and knowledge transfer.

The two-year mentoring experience will launch with a mentoring orientation workshop. Fellow-mentor pairs will then have monthly one-on-one mentoring meetings (a mix of in-person and remote meetings) during the first year. Fellows will also have opportunities to interact, share experiences, create a network, and support each other. An annual ENGAGE

Mentor Award (modeled after the [BGRI WIT Mentor Award](#)) will recognize the most dedicated and successful mentors and encourage other senior researchers to expand their own mentoring practices.

After one year of mentorship the Gender Research fellows will become mentors themselves. In this second year of the program the fellows will identify and mentor a second generation of emerging gender researchers from within their network (e.g. from local universities or early career NARS gender researchers). This is a critical part of the learning process, as fellows’ learning is cemented through “paying it forward.”

Over a five-year period, the ENGAGE Platform will support two cohorts consisting of 20 Gender Research Fellows each, who will be matched to 20 mentors. The fellows will themselves mentor an additional 20 early-career gender researchers. Thus, in each program cohort, there will be three generations of gender researchers connected and investing in each other: the mentor, the fellow, and the fellow's mentee. An experienced gender researcher may be matched to up to two Fellows in a given cohort and they may be matched to new fellows in subsequent cohorts.

Over time, the number of potential mentors is expected to grow as gender capacity in the system grows overall. The Gender Research Fellowship program will benefit up to 120 gender researchers across the system over the five years, with impact expected to reach deep into the system since individual capacity building has been proven to lead to [increased capacity also at the institutional level](#). This will contribute to developing a strong network and critical mass of gender researchers in the AR4D system.

b) *Research placements*. The best-performing Gender Research Fellows will be selected to undertake placements lasting from two weeks to nine months in CGIAR Centers or other centers of excellence for gender in agriculture (e.g., universities, FAO, CARE). These placements will build gender research skills, including rigorous qualitative, quantitative, and mixed research methods. The ENGAGE Platform will cover international airfare for up to 10 fellows per cohort as part of the program, with Centers/CRPs and other hosting institutions expected to co-invest by providing living costs and any operational research costs associated with the placements.

c) *Leadership Training* will be an important component of the fellowship experience. Core to the fellowship design is a custom-built leadership course that will be adapted from the AWARD leadership course and focused on building the confidence, career roadmapping, communication, and networking skills of gender researchers. The leadership course will also be available, upon application, to mentors and other gender researchers across the broader ecosystem including NARS, CGIAR, private sector and civil society. Beyond the leadership course, Fellows will also have access to other types of training, including on quantitative and qualitative gender research methods, resource mobilization, research ethics, publishing, and other topics offered via the **Learning Hub** described below.

To assess the effectiveness of the fellowship program, the ENGAGE Platform will draw on AWARD's approach for tracking progress. AWARD has a history of robust contribution to both change in capacity and also how that change is measured, as documented in the 2017 paper "[The benefits of both worlds: Towards an integrated mixed-methods approach for evaluating women's empowerment](#)," which explored the value of AWARD's use of mixed methods both for the purposes of increasing the credibility of results and for improving understanding of the ways in which the fellowship facilitates and enables change to happen.

Although AWARD is best known for their work in Africa, the program emerged from CGIAR's Gender and Diversity Program and, as a preferred service provider to CGIAR, regularly delivers interventions to CGIAR and other partners across Asia and the Americas as well.

2. **Constituency Building** activities with agricultural research leaders and decision-makers will be designed to build alliances with potential champions for gender transformation in agricultural and food systems research. As a member of the CGIAR Science Leadership, the Platform Director can open the doors for constituency building by engaging with CGIAR and CRP leaders at their centers or at Science Leaders forums. AWARD will then deliver the

content, working closely with the ENGAGE Platform Director and local partners to customize and lead short, high-impact presentations and discussion sessions at Science Leader meetings, designed to showcase evidence on the relevance and value proposition of gender research and to build understanding of how gender affects the development and adoption of innovations in agriculture and natural resource management. For those interested in going further, SEWA's [Exposure Dialogue Program](#) will offer a means to learn directly from poor rural women. Building on AWARD's ongoing work with NARS, programs will be tailored for NARS leaders at regional agricultural research forums in Africa, Asia, and Latin America. We will identify Asian and Latin American capacity partners that can build on AWARD's constituency building approach, to contribute to systematic consideration of gender in research priorities and allocation of resources for gender-responsive research.

3. A curated **Resource Center** of tools, methods, manuals, and datasets, will provide a “one stop shop” for recommended resources to enable qualitative, quantitative, participatory, and mixed methods for gender research and impact assessment. The curated Resource Center will add value by coordinating gender strategies and tools across Centers and CRPs, which currently often work in silos, risking duplication of work. Partner Centers have historically played a key role in developing gender tools and frameworks, with other CRPs and external partners collaborating on their use and adoption. Building from an initial needs assessment and inventory of available resources, the interactive repository would increase the visibility and impact of gender resources from all centers and enable capacity-building—and gender research—tools to be leveraged, bringing all Centers and collaborators up to the same level and ensuring that everyone, including non-gender researchers, has access to and can further refine and share state-of-the-art tools and frameworks. To ensure that resources are channeled effectively, we will track use of the Resource Center (as IFPRI does for the WEAL resource center) to assess who we are reaching and which modes of delivery work best.

The Resource Center will draw on tools, methods, manuals, and frameworks developed across the system, and provide links to open access datasets available through the Big Data Platform and other repositories. These include quantitative and qualitative tools like the [Women's Empowerment in Agriculture Index \(WEAI\)](#) and [GENNOVATE](#); frameworks such as “[Reach-Benefit-Empower](#)” which can help identify appropriate goals, strategies, and indicators for monitoring gender in projects and policies; and tools designed to monitor the level of gender integration across a research portfolio, such as the [Gender Equality in Research Scale \(GEIRS\)](#). Other examples of such resources include a [manual for critical discussions on gender norms, roles and relations](#); [methods to explore gender dimensions of household food security and nutrition](#); and tools to integrate gender in forest research and strengthen gender equity and inclusive participation of marginalized groups, including: the [Gender Box](#) for analyzing gender roles in forest management; Adaptive Collaborative Management: [A Simplified Guide for Practitioners](#) and [Field Guide](#); and the [Guide for building collaborative scenarios about security of forest and land tenure](#). The Resource Center would also feature links to external platforms, such as those hosted by partners like ISEAL.

The ENGAGE Platform will work with the Big Data Platform to ensure that appropriately sex-disaggregated survey datasets and other datasets suitable for gender analysis are publicly available and accessible, so that CGIAR and NARS researchers – as well as students in many countries – can use this data to answer key gender-related questions.

4. A **Learning Hub** with recommended online and in-person training for gender research and development for a range of audiences, such as gender trainers, government personnel, non-

gender researchers, and senior managers of agricultural institutes (CGIAR and NARS). This will build on training that CGIAR centers, KIT, the SEWA Academy, other universities, international organizations, and NGOs offer, and may commission new training resources to meet and adapt to emerging needs. It will also link organizations to a roster of gender consultants/training providers who may be contracted on demand.

The Learning Hub will include webinars on a range of topics necessary for enabling excellence in gender research, such as integrating gender across the project cycle, impact evaluation, fundraising, research ethics, publishing, effective blog writing, presentation skills, and others. The Learning Hub will link to both open access and proprietary materials—for example, IFPRI's WEAI Resource Center (open access) and a blended distance/in-person WEAI certificate course (under development). Resources such as SEWA's [Exposure Dialogue Program](#) will offer experiential learning options. Users will have full access to publicly-available trainings and materials on the Learning Hub and access to proprietary training courses and materials subject to user fees.

MODULE 2: CATALYZE

The Catalyze module will contribute to the capacity development of researchers who participate in the collaborative research grants through the CoPs that will be organized for each theme. The CoPs will build a critical mass of gender researchers on key topics to ensure that those at CGIAR Centers and locations, including those without other gender researchers, can connect, share findings, align methodologies, produce joint publications when relevant, and find support and synergies to close global evidence gaps on women's empowerment in agriculture. This module will be open to all CGIAR researchers across all centers and geographies.

MODULE 3: INFLUENCE

The Influence module will contribute to the mutual capacity development of institutional partners through effective engagement with key stakeholders. Cultivating strong partnerships with actors identified in the impact pathway will lead to them having a better understanding of one another's needs and perspectives, and respond to these needs in targeted ways, drawing on the capacity of CGIAR researchers to communicate to various audiences. The Influence module will also provide outreach support to all Centers' gender research to ensure that contributions from all are leveraged.

Annex 2: Platform organogram, key actors and CVs

Annex 2a: ENGAGE Platform Organogram



Annex 2b. Table of key platform actors and their roles

Entity	Members/Structure	Roles	Meetings/Interactions	Additional notes
Steering Committee (SC)	One lead gender researcher nominated by every CGIAR center or Alliance (12)	<ul style="list-style-type: none"> • Guide the strategic direction of the Platform • Select collaborative research grant topics based on suggestions from Science Leaders • Develop and approve a transparent grant application process with external review to ensure relevant, high-quality research as well as appropriate partnerships for impact • Select key external partners for SC membership • Select three CGIAR representatives and one external SC representative to serve on the Management Committee 	<ul style="list-style-type: none"> • Meet once yearly at the annual ENGAGE Conference • Virtual meetings in between ENGAGE conferences as needed to decide on topics for collaborative research grants, synthesis, CoPs, and other key issues 	<ul style="list-style-type: none"> • Proposed interim SC members from partner Centers in this proposal (Annex 2c) would be joined by representatives of the remaining CGIAR Centers • External SC members appointed for initial term of 2 years
	Four external gender experts or partner representatives (e.g. from NARS, Rome-based UN Agencies, women’s movements, and universities) selected by the 12 center representatives (4)			
	One ex-officio member from current donors to the platform (1)			
	Total size: Up to 17 members			
Management Committee (MC)	Platform Director (1)	<ul style="list-style-type: none"> • Involved in ongoing management decisions • Serve as the search committee for the Platform Director (see draft position description in Annex 2e) • Award collaborative research grants based on external peer review • Compile a list of key events (conferences, workshops, other fora) with high potential for policy influence for which CGIAR staff could apply for funding to attend and represent the Platform • Select a CGIAR Center or other partner to synthesize research on each of the collaborative research topics • Final selection of CGIAR representatives to key events 	<ul style="list-style-type: none"> • Monthly virtual meetings for the first year, and at least quarterly meetings thereafter • At least one in-person meeting at the annual ENGAGE Conference and other key events as needed • Regular ongoing communication 	The three CGIAR Center representatives selected by the SC serve for an initial 2-year term
	Capacity Building Leader (1)			
	Lead and Host Center SC representatives (2)			
	Three other CGIAR Center representatives (including at least one commodity Center and one NRM or integrative Center) selected by the SC (3)			
	One external SC representative selected by the SC (1)			
	Total size: 8 members			
Secretariat	Led by IFPRI through a Secretariat hosted by Bioversity at the multi-Center CGIAR hub in Rome	<ul style="list-style-type: none"> • Cultivate relationships with key donors, and publicize the Platform’s output 	<ul style="list-style-type: none"> • Regular in-person interaction among Rome-based Secretariat 	All members of the Rome-based Secretariat would

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Entity	Members/Structure	Roles	Meetings/Interactions	Additional notes
		<ul style="list-style-type: none"> Actively reach out to CGIAR Science Leaders to identify their needs and promote the resources widely Oversee monitoring and reporting through MARLO system Circulate monthly newsletter of funding opportunities to both CGIAR and non-CGIAR partners 	<ul style="list-style-type: none"> Platform Director is member of CGIAR Science Leaders and participates in meetings and other interactions Platform Director attends IFPRI Extended Management meetings (virtual or in-person) 	<p>legally be required to be Bioversity employees, but the Platform Director would report to the Director General of IFPRI, which has fiduciary responsibility for the Platform. Diversity will be considered in recruitment of Secretariat staff.</p>
	Platform Director (1)	<ul style="list-style-type: none"> Internationally recognized leader in gender research with extensive experience in communicating the importance of a gender perspective in food systems research and development Provide overall leadership and coordination of the Platform, with particular attention to cultivating relationships with the SC, CGIAR Science Leaders, and key external partners Raise additional funding from conventional and nontraditional donors (See full draft position description in Annex 2e) 		
	Research Analyst (1)	<ul style="list-style-type: none"> Provide research support on key topics 		
	Communications Specialist (1)	<ul style="list-style-type: none"> Manage outreach communications 		
	Administrative Manager (1)	<ul style="list-style-type: none"> Manage budgets and contracts 		
	Research Officer (1)	<ul style="list-style-type: none"> Coordinate Resource Center, Learning Hub, and carry out administrative and coordination tasks including monitoring and reporting requirements 		
	Total size: 5 staff			
Capacity Strengthening Lead	<p>Dr. Wanjiru Kamau-Rutenberg, Director of AWARD (1)</p> <p>Support from other AWARD staff as necessary</p>	<ul style="list-style-type: none"> Oversee the Strengthen module, focusing on the implementation of the Gender Research Fellowship program 	<ul style="list-style-type: none"> Regular communication with Platform Director and Secretariat as needed 	

ENGAGE Gender Platform proposal

Entity	Members/Structure	Roles	Meetings/Interactions	Additional notes
	Total size: 1 leader	<ul style="list-style-type: none"> Advise the Platform on how to achieve policy influence through strengthening gender research capacity Guide the development of content that can be adapted by regional training partners in Asia and Latin America Interact with KIT on the content to be offered on the Learning Hub 		
Synthesis Lead	Senior Expert (1 per theme)	<ul style="list-style-type: none"> Lead synthesis work for a given collaborative research theme, including coordinating among participating projects 	<ul style="list-style-type: none"> Join three in-person meetings with collaborative research grantees, at the beginning, midpoint, and end the grant cycle; the midpoint meeting will be conducted at the annual ENGAGE Conference Regular communication with Platform Director and Secretariat as needed 	Synthesis Lead to be selected by MC, based at a Center or NARS, designated according expertise on the theme selected for a particular collaborative grant
	Research Analyst (1 per theme)			
	Total size: 2 staff per theme			
Community of Practice	<u>CoP for collaborative research grant themes:</u> <ul style="list-style-type: none"> Initially composed of researchers whose proposals were selected for collaborative grant, plus the Synthesis Lead and research analyst for each theme Can be expanded to include other colleagues interested in this area 	<ul style="list-style-type: none"> Discuss research questions, methods, progress, and findings within a collaborative research theme Serve as forum of mutual learning within a research theme 	<ul style="list-style-type: none"> Established when research grants are selected, will have initial facilitation to establish CoP Meet yearly as part of the ENGAGE Conference CoPs will run throughout duration of the research grant and may continue depending on demand and interest from the CoP members 	
	<u>Self-organized CoPs for other topics:</u>	<ul style="list-style-type: none"> Discuss research questions, methods, progress, and findings within a theme 	<ul style="list-style-type: none"> Meet annually as part of the ENGAGE Conference 	Self-organized CoPs will be assessed yearly to determine if continued

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Entity	Members/Structure	Roles	Meetings/Interactions	Additional notes
	<ul style="list-style-type: none"> • Current CoPs will be invited to renew • Can be expanded to include other interested colleagues 	<ul style="list-style-type: none"> • Serve as forum of mutual learning within a research theme • Conduct workshops, webinars, side events, and other learning activities as needed 	<ul style="list-style-type: none"> • Regular communication as needed; frequency and modes of interaction to be determined by the CoP 	support from the ENGAGE Platform is needed
CGIAR Centers	All Centers	<u>Center Leadership:</u> <ul style="list-style-type: none"> • Nominate gender researcher for SC • Contribute ideas for collaborative research grant themes and CoPs • Provide co-financing for approved collaborative research grants as needed <u>Gender and non-gender researchers in all Centers:</u> <ul style="list-style-type: none"> • Apply for collaborative research grants • Participate in CoPs • Utilize Resource Center and Learning Hub <u>Non-gender researchers in all Centers:</u> <ul style="list-style-type: none"> • Collaborate with gender researchers • Take advantage of learning opportunities offered by Resource Center and Learning Hub 		
Gender Research Coordinators (GRCs)	One for each Center and/or CRP in transition period	<ul style="list-style-type: none"> • Serve as liaison between Center and/or CRP and Gender Platform, possibly as Steering Committee Member. GRCs may be appointed as SC members upon the discretion of Center leadership 	<ul style="list-style-type: none"> • Meet annually at the ENGAGE Conference • Attend virtual meetings between ENGAGE conferences as needed to remain close to their concerns and priorities and communicate important information throughout CGIAR 	During the transition to the ENGAGE Platform, Centers can revisit the role of current GRCs vis-à-vis Center representatives to the Steering Committee.
NARS gender researchers	<u>Gender Research Fellows</u> Collaborative Research Grants program	<ul style="list-style-type: none"> • Apply for Gender Research Fellowships, participate in cohorts with CGIAR Fellows • Can participate as lead or partner in grant proposals 	<ul style="list-style-type: none"> • Participate in trainings, mentorships, etc. • Participate in CoPs 	At least 30% of Fellowships for NARS Min 30% grant funding for Southern partners

Annex 2c. CVs of key personnel.

Ruth MEINZEN-DICK

Current Position and Affiliation

- Senior Research Fellow, International Food Policy Research Institute (IFPRI)

Profile

- Transdisciplinary researcher with over 150 peer-reviewed publications on gender, governance, water policy, local organizations, property rights, and poverty impacts of agricultural research and development. Co-developer of the Women's Empowerment in Agriculture Index, used by over 85 organizations in 63 countries. Co-leads Flagship 5 on Governance of Natural Resources, PIM CRP.

Most Recent Employment

- 1991-Present: Senior Research Fellow, Research Fellow, IFPRI

Education

- Ph.D. Development Sociology, Cornell University, Ithaca NY, USA (1989)
- M.S. Development Sociology, Cornell University, Ithaca NY, USA (1983)
- B.A. Anthropology, Washington University in St. Louis, USA (1981), Magna cum laude

Selected Recent and Relevant Peer-reviewed Publications

- **Meinzen-Dick RS**, Quisumbing AR, Doss CR, Theis S. 2018. Women's land rights as a pathway to poverty reduction: A framework and review of available evidence. *Agricultural Systems* 172:72-82.
- Theis S, Lefore N, **Meinzen-Dick R**, Bryan E. 2018. What happens after technology adoption? Gendered aspects of small-scale irrigation technologies in Ethiopia, Ghana, and Tanzania. *Agriculture and Human Values* 35: 671-684.
- Doss CR, **Meinzen-Dick RS**, Quisumbing AR, Theis S. 2018. Women in agriculture: Four myths. *Global Food Security* 16: 69-74.
- Johnson NL, Kovarik C, **Meinzen-Dick R**, Njuki J, Quisumbing A. 2016. Gender, assets and agricultural development: Lessons from eight projects. *World Development* 83: 295-311.
- **Meinzen-Dick R**, Kovarik C, Quisumbing A. 2014. Gender and sustainability. *Annual Review of Environment and Resources* 39:29-55.
- **Meinzen-Dick R**, Quisumbing A, Behrman J, Biermayr-Jenzano P, Wilde V, Noordeloos M, Ragasa C, Beintema N. 2011. Engendering agricultural research. IFPRI Monograph. Washington, D.C.: IFPRI.

Other Evidence of Leadership

- Coordinator, CGIAR System-wide Program on Collective Action and Property Rights (CAPRI); awarded 2002 CGIAR Science Award for Outstanding Partnership.
- Elinor Ostrom Award for Award on Collective Governance of the Commons (2019).
- Founding co-editor of Water Alternatives journal, member of editorial boards of Journal of International Development; International Journal of the Commons; Global Food Security; Agriculture and Human Values; World Development Perspectives.
- President, International Association for the Study of the Commons (IASC), 2008-2011.

Role in Gender Equality in Food Systems Research Platform

- Interim Steering Committee member.

Marlène ELIAS

Current Position and Affiliation

- Senior Scientist and Gender Research Coordinator, CGIAR Research Program (CRP) on Forests, Trees, and Agroforestry (FTA), Bioversity International, Rome, Italy

Profile

- Leads gender research and gender integration at Bioversity International, across the CRP FTA, and in the Flagship on Restoring Degraded Lands in the Water, Land and Ecosystems (WLE) CRP.
- *Most Recent Employment*
- 2016-present, Gender Research Coordinator, FTA CRP, Bioversity International
- 2013-present, Gender Specialist, Bioversity International, Kuala Lumpur, Malaysia (2013-17) and Rome, Italy (2017-present)
- 2010-13, Research Fellow, Université Laval, Québec City, Canada

Education

- Ph.D., Geography, McGill University, Montreal, Canada (2010)
- M.A., Geography, University of California, Los Angeles, USA (2002)
- B.Sc., Biology and Environmental Sciences, McGill University, Montreal, Canada (2000)

Selected Recent and Relevant Peer-reviewed Publications

- Co-editor of two books on gender and forests, and three special issues on 1) gender and participatory research; 2) gender norms and agency in agricultural and environmental innovation; 3) gender and restoration (*in preparation*).
- **Elias M**, Mudege N, Lopez DE, Najjar D, Kandiwa V, Luis J, Yila J, Tegbaru A, Ibrahim G, Badstue L, Njuguna-Mungai E, Bentaibi A. 2018. Gendered aspirations and occupations among rural youth, in agriculture and beyond: A cross-regional perspective. *Journal of Gender, Agriculture and Food Security* 3(1): 82-107.
- Stoian D, Donovan J, **Elias M**, and Blare T. 2018. Fit for purpose? A review of guides for gender-equitable value chain development. *Development in Practice* 28(4): 494-509.
- **Elias M**, and Arora-Jonsson, S. 2017. Negotiating across difference: Gendered exclusions and cooperation in the shea value chain. *Environment and Planning D: Society and Space* 35(1): 107–125. DOI: 10.1177/0263775816657084

Other Evidence of Leadership

- Member of editorial boards and executive and advisory committees, including: *Forests, Trees and Agroforestry*; Deputy for International Union of Forest Research Organizations Division 6.08.01 Gender Research in Forestry; Executive Committee of “GENNOVATE: Enabling gender equality in agriculture and environmental innovation”; Scientific Committee of World Congress on Agroforestry 2019.
- Grant management, including: “Pathways out of poverty for Burkina Faso's reservoir-dependent communities” (Development Frontiers grant, ESRC-DFID Joint fund for poverty alleviation); “Globalization in a nutshell – Opportunities and risks for women shea producers in West African shea parklands” (IDRC, Bioversity Lead).
- Leader of FTA CRP Gender Research Fellowship Programme.

Role in Gender Equality in Food Systems Research Platform

- Interim Steering Committee member.

Anne LARSON

Current Position and Affiliation

- Team Leader, Equity, Gender, Justice and Tenure, Center for International Forestry Research (CIFOR), Lima, Peru

Profile

- Oversees CIFOR's gender team and portfolio for research, engagement, capacity building and impact. Contributes to CIFOR's strategic direction, including the design of overall strategy, specific programs and engagements for impact.

Most Recent Employment

- 2013-present, Principal Scientist, CIFOR, Lima, Peru
- 2012-13, Senior Scientist, CIFOR, Managua, Nicaragua
- 2009-12, Senior Associate, CIFOR, Managua, Nicaragua

Education

- Ph.D., Wildland Resource Science, University of California, Berkeley, USA (2001)
- B.S., Environmental Earth Science, Stanford University, Stanford, USA (1983)

Selected Recent and Relevant Peer-reviewed Publications

- Evans K, Flores S, **Larson AM**. 2019. Participatory Monitoring to Improve Governance, Accountability and Women's Participation in Forest Communities. *Small-scale Forestry* 18(2): 165-187.
- **Larson AM**, Solis D, Duchelle AE, Atmadja S, Resosudarmo IAP, Dokken T. 2018. Gender lessons for climate initiatives: A comparative study of REDD+ impacts on subjective wellbeing. *World Development* 108: 86-102.
- Rodriguez-Ward D, **Larson AM**, Gordillo Ruesta H. 2018 Top-down, bottom-up and sideways: the multi-layered complexities of multilevel actors shaping forest governance and REDD+ in Madre de Dios, Peru. *Environmental Management* 62: 98-116.
- Bose P, **Larson AM**, Lastarria-Cornhiel S, Radel C, Schmink M, Schmook B, Vazquez-Garcia V. 2017. Women's rights to land and communal forest tenure: A way forward for research and policy agenda in Latin America. *Women's Studies International Forum* 65: 53-59.

Other Evidence of Leadership

- More than 10 years contributing to CIFOR's strategic direction and the research teams on Equity, Gender and Tenure and on Climate Change and Low Carbon Development. Lead engagement with key global partners and represent CIFOR at global fora.
- Mentor and train younger staff, students, and natural scientists.
- Oversight and development of multiple impact strategies through action research, strategic partnerships, capacity building, and long-term engagement with policymakers, NGOs, and community organizations, including global networks.
- Lead author or co-author on grant proposals raising more than US\$33 million since 2010.
- Member of the World Bank Advisory Group for the Program on Securing Forest Tenure for Rural Development (2018-present)

Role in Gender Equality in Food Systems Research Platform

- Interim Steering Committee member.

Deepa JOSHI

Current Position and Affiliation

- Gender and Inclusion Lead, International Water Management Institute (IWMI) and the CGIAR Research Program on Water, Land, and Ecosystems (WLE), Colombo, Sri Lanka

Profile

- Gender, Youth and Inclusion Lead at WLE and International Water Management Institutes (IWMI). Currently focuses on narrowing the gaps between contextually complex intersections of gender, poverty, class, ethnicity and identity and development policies and practice in the context of WLE and IWMI goals of inclusive, sustainable development.

Most Recent Employment

- 2018-present, Gender, Youth and Inclusion Lead Specialist, IWMI and WLE CRP
- 2017-18, Senior Research Fellow, Coventry University, Coventry, UK
- 2010-16, Assistant Professor, Wageningen University, Wageningen, The Netherlands
- 2007-10, Research Director, JDR 3RD Scholars Program, Winrock International, Virginia, USA

Education

- Ph.D., Gender and Water, University of Southampton, Southampton, UK (2002)

Selected Recent and Relevant Peer-reviewed Publications

- Clement F, Harcourt W, **Joshi D**, Sato C. 2019. Feminist political ecologies of the commons and commoning. *International Journal of the Commons* 13(1): 1-15.
- Shrestha G, **Joshi D**, Clement F. 2019. Masculinities and hydropower in India: A feminist political ecology perspective. *International Journal of the Commons* 13(1): 130-152.
- Shrestha A, Roth D, **Joshi D**. 2018. Socio-environmental dynamics and emerging groundwater dependencies in peri-urban Kathmandu Valley, Nepal. *Water Alternatives* 11(3): 375-399.
- Dukpa DR, **Joshi D**, Boelens R. 2018. Hydropower development and the meaning of place: Multi-ethnic hydropower struggles in Sikkim, India. *Geoforum* 89: 60-72.

Other Evidence of Leadership

- Principle Investigator, *Public Lives, Private Water: a study of Gender, Water and Empowerment among Ready-Made Garment women workers in Dhaka*, DFID REACH Project, Oxford University (2018-19)
- Gender Lead, *Climate Policy, Conflicts and Cooperation in Peri-Urban South Asia: Towards Resilient and Water Secure Communities*, DFID through the Netherlands Organization for Scientific Research (NWO) and WOTRO Science for Global Development, Conflict and Cooperation in the Management of Climate Change (CCMCC) initiative (2014-18).
- Principal Investigator, *Poverty squares and gender circles: unravelling agriculture gaps, challenges and opportunities in the Eastern Gangetic Plains in Bangladesh, India, Nepal*, WLE-CGIAR (2014-16).
- Member of UN World Water Assessment Programme (WWAP) Advisory group on Gender, UN-Water.

Role in Gender Equality in Food Systems Research Platform

- Interim Steering Committee member.

Cynthia MCDOUGALL

Current Position and Affiliation

- Gender Research Theme Leader, WorldFish and the CGIAR Research Program on Fish Agri-Food Systems (FISH), Penang, Malaysia

Profile

- Leads gender strategic research and the integration of gender in aquaculture, fisheries and nutrition research in Asia, Africa and the Pacific. Conducts innovative work utilizing mixed methods, participatory action research, and gender transformative approaches and how these can leverage scalable shifts towards empowerment, equality, poverty reduction, food and nutrition security and sustainability.

Most Recent Employment

- 2015-present, Gender Research Theme Leader, WorldFish
- 2013-14, Independent Consultant, Canada
- 2013, Program Researcher, Ecosystems Approaches to Health Program, Canada's International Development Research Center (IDRC)

Education

- Ph.D., Knowledge, Technology & Innovation, Wageningen University, Wageningen, The Netherlands (2015)
- M.Phil., Environment & Development, University of Cambridge, Cambridge, UK (1994)
- B.A.(Hons), Political Science & Comparative Development Studies, Trent University, Peterborough, Canada (1992)

Selected Recent and Relevant Peer-reviewed Publications

- Aregu L, Choudhury A, Rajaratnam S, Locke C, **McDougall C**. 2018. Gender norms and agricultural innovations: Insights from six villages in Bangladesh. *Journal of Sustainable Development* 11(4): 270-287.
- Cole S, **McDougall C**, Kaminski A, Kefi A, Chilala A, Chisule G. 2018. Postharvest fish losses and unequal gender relations: drivers of the social-ecological trap in the Barotse Floodplain fishery, Zambia. *Ecology and Society* 23(2): 18.
- Kruijssen F, **McDougall C**, van Asseldonk IJ. 2018. Gender and aquaculture value chains: A review of key issues and implications for research. *Aquaculture* 493: 328-337.
- Locke C, Muljono P, **McDougall C**, Morgan M. 2017. Innovation and gendered negotiations: Insights from six small-scale fishing communities. *Fish and Fisheries* 18: 943-957.

Other Evidence of Leadership

- Advisory Committee Member, CGIAR Collaborative Platform for Gender Research
- Steering Committee Member and Theme Co-Leader 'Gender Integration in AgriFood Systems Research', Seeds of Change Conference: Gender Equality through Agricultural Research for Development (April 2-4, 2019. Canberra).
- TEDx Talk (2018): *Gender Equity, Equality and Development—Beyond Zero Sum*

Role in Gender Equality in Food Systems Research Platform

- Interim Steering Committee member.

Wanjiru KAMAU-RUTENBERG

Current Position and Affiliation

- Director, African Women in Agricultural Research and Development (AWARD), World Agroforestry (ICRAF), Nairobi, Kenya

Profile

- Deploys award-winning leadership and management skills to drive meaningful social transformation through capacity building and fellowship programs

Most Recent Employment

- 2014-present, Director, African Women in Agriculture Research and Development
- 2005-14, Founder and Executive Director, Akili Dada, Nairobi, Kenya and Belmont, USA
- 2008-14, Assistant Professor, University of San Francisco, California, USA

Education

- Ph.D., Political Science, University of Minnesota, Minneapolis, USA (2008)
- M.S., Political Science, University of Minnesota, Minneapolis, USA (2005)
- B.A., Politics, Whitman College, Walla Walla, Washington, USA (2001)

Selected Recent and Relevant Peer-reviewed Publications

- Nkwake, A.M., **Kamau-Rutenberg, R.**, & Mentz, M. (eds). 2017. Catalyzing and Measuring Women's Leadership and Empowerment in African Agricultural Research & Development. *Journal of Gender, Agriculture, and Food Security* 2(1).
- **Kamau-Rutenberg, R.** 2009. *Watu Wazima: A Gender Analysis of Forced Male Circumcisions during Kenya's Post-Election Violence*. In: African Arguments, Oxford Transitional Justice Research. <http://bit.ly/1OulhZl>.
- **Kamau, R.C.** 2006. Kenya & the War on Terrorism. *Review of African Political Economy* 33(107): 133-134.

Other Evidence of Leadership

- As AWARD Director, raised US\$28 million in new long-term funding to build capacity for gender-responsive agricultural research across Africa and beyond. Led a multinational and multicultural team in designing and deploying three new programmatic initiatives within the context of a rapidly evolving landscape.
- As Founder and ED of Akili Dada, developed a leadership incubator investing in over 300 high-potential young African women leaders from underprivileged backgrounds driving social change in their communities. Grew annual revenues from \$4000 to over US\$1 million, including an endowment to ensure the organization's long-term viability.
- Awards and honors include: Archbishop Tutu Fellow, African Leadership Institute (2018), Africa's Most Influential Women, New African Magazine (2016), Top 40 Women Under Age 40, Business Daily (2014), Champion of Democracy in East Africa, Ford Foundation (2012), White House Champion of Change, US White House (2012).
- Memberships: Selection Committee, Africa Food Prize (2018-present), Board of Directors, Wangari Maathai Foundation (2018-present), Member, Malabo Montpellier Panel (2017-present)

Role in Gender Equality in Food Systems Research Platform

- Leader of the capacity building strategy.

Rhiannon PYBURN

Current Position and Affiliation

- Coordinator, CGIAR Collaborative Platform for Gender Research and Senior Advisor, Sustainable Economic Development and Gender, Gender and Agriculture Portfolio Coordinator, Royal Tropical Institute (KIT), Amsterdam, The Netherlands

Profile

- Provides inspired leadership on gender and agriculture research and practice, facilitating effective, enriching social learning processes and coaching trajectories and skillfully managing and synthesizing complex gender research for diverse audiences.

Most Recent Employment

- 2017-present, Coordinator, CGIAR Collaborative Platform for Gender Research, CGIAR Research Program on Policies, Institutions and Markets, Washington, DC
- 2008-present, Senior Advisor, Sustainable Economic Development and Gender, Royal Tropical Institute (KIT), Amsterdam, The Netherlands
- 2003-08, Independent Consultant and PhD Candidate, Communication and Innovation Studies, Wageningen University, Wageningen, The Netherlands

Education

- Ph.D., Communication and Innovation Studies, Wageningen University, Wageningen, The Netherlands (2003-2008, *not submitted due to extenuating circumstances*)
- M.Sc., Management of Agro-Ecological Knowledge and Social Change, Wageningen University, Wageningen, The Netherlands (2003)
- B.Sc., International Development Studies (Resource Management), University of Toronto, Toronto, Canada (1995)

Selected Recent and Relevant Peer-reviewed Publications

- **Pyburn R**, van Eerdewijk, A. (eds.). 2019 (in preparation). *A different kettle of fish? gender integration in fish and livestock research*. LM Publishers, Arnhem.
- Laven A, **Pyburn R**. 2015. Facilitating gender inclusive agri-business. *Knowledge Management for Development Journal* 11(1): 10-30.
- **Pyburn R**, Audet-Belanger G, Dido S, Quiroga G, Flink I. 2015. *Unleashing potential: gender and youth inclusive agri-food chains*. KIT Working Paper series No. 2015-7.
- KIT, APF, IIRR. 2012. *Challenging Chains to Change: gender equity in agricultural value chain development*. KIT Publishers, Amsterdam. [co-editor and lead author]
- Verhart N, **Pyburn R**. 2010. The Rough Road to Gender Equitable Growth - The case of Café de Mujer Guatemala. *Development* 53(3): 356-361.

Other Evidence of Leadership

- Principal Investigator (Interim Senior Gender Scientist) on Gender Integration in the CGIAR Research Program on Livestock and Fish (2014-16).
- Bi-annual course lecturer on Gender and Agriculture at Wageningen University.
- Keynote speaker on Gender and Agriculture Value Chain Development, GIZ (2018); Australian Embassy in Bangkok, Department of Foreign Affairs and Trade (2015).

Role in Gender Equality in Food Systems Research Platform

- Resource hub management, annual scientific conference organizer, capacity development support on system-wide gender integration.

Agnes QUISUMBING

Current Position and Affiliation

- Senior Research Fellow, Poverty, Health, and Nutrition Division, and Theme Leader, Gender Cross-Cutting Theme, International Food Policy Research Institute (IFPRI), Washington, D.C., USA.

Profile

- Leads multiple research programs focused on evaluating the impact of nutrition-sensitive agricultural development projects, measuring women's empowerment in agriculture, and analyzing gender differences in asset ownership and control.

Most Recent Employment

- 1995-present, Research Fellow and Senior Research Fellow, IFPRI, USA
- 1993-95, Economist, Population and Human Resources Division, World Bank, USA

Education

- Ph.D., Economics, University of the Philippines, Quezon City, Philippines (1985)
- M.A., Economics, University of the Philippines, Quezon City, Philippines (1982)
- A.B, Economics, De La Salle University, Manila, Philippines (1980)

Selected Recent and Relevant Peer-reviewed Publications

- Raghunathan K, Kannan S, **Quisumbing A**. Forthcoming. Can women's self-help groups improve access to information, decision-making, and agricultural practices? The Indian case. *Agricultural Economics*.
- Ruel MT, **Quisumbing AR**, Balagamwala M. 2018. Nutrition-sensitive agriculture: What have we learned so far? *Global Food Security* 17: 128-153.
- **Quisumbing A**, Meinzen-Dick R, Raney T, Croppenstedt A, Behrman JA, Peterman A (Eds). 2014. *Gender in Agriculture: Closing the Knowledge Gap*. Springer and Food and Agriculture Organization of the United Nations.
- Alkire S, Meinzen-Dick R, Peterman A, **Quisumbing A**, Seymour G, Vas A. 2013. The Women's Empowerment in Agriculture Index. *World Development* 52: 71-91.
- **Quisumbing AR**, Maluccio JA. 2003. Resources at Marriage and Intrahousehold Allocation: Evidence from Bangladesh, Ethiopia, Indonesia, and South Africa. *Oxford Bulletin of Economics and Statistics* 65(3): 283-328.

Other Evidence of Leadership

- Fundraised and managed large grants and interdisciplinary teams on research projects on intrahousehold allocation, poverty and economic mobility, gendered impact of agricultural development projects, development of a project-level Women's Empowerment in Agriculture Index.
- Editorial Board member: *World Development*, *Food Policy*, *Agricultural Economics*.
- External advisory committee: BASIS Assets and Market Access Collaborative Research Support Program, Innovative Methods and Metrics for Agriculture and Nutrition Actions (IMMANA) Research Program.

Role in Gender Equality in Food Systems Research Platform

- Senior Advisor.

Annex 2d. Gender expertise of the ENGAGE Platform partner institutions.

International Food Policy Research Institute (IFPRI)

Gender in IFPRI research

- [Gender](#) is a cross-cutting theme in IFPRI's strategy, woven into all research questions of the Institute's five strategic research areas.
- Since 2004, IFPRI's Gender Task Force has worked to systematically strengthen gender research within the Institute, organizing seminars, facilitating connections between researchers and practitioners, and providing technical assistance.

Staff

- IFPRI staff who have been involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - Ruth Meinen-Dick – Senior Research Fellow (see attached CV)
 - Agnes Quisumbing – Senior Research Fellow and Theme Leader, Gender Cross-Cutting Theme (see attached CV)
 - Hazel Malapit – Senior Research Coordinator, IFPRI and Gender Research Coordinator, A4NH (see attached CV)
 - Katrina Kosec – Senior Research Fellow, IFPRI and Leader of the Gender, Agricultural Productivity, and Rural Transformation Cluster under PIM

Collaborations

- IFPRI collaborates with A4NH, CCAFS, PIM, and WLE to advance gender research in the CRPs including through leadership of the PIM cluster on [Gender, Agricultural Productivity, and Rural Transformation](#); the PIM flagship on [Governance of Natural Resources](#); and coordination of the A4NH [Gender, Equity, and Empowerment Unit](#).
- IFPRI worked with the Oxford Poverty and Human Development Initiative, and USAID's Feed the Future initiative to develop the [Women's Empowerment in Agriculture Index \(WEAI\)](#), now used by over 85 organizations in 63 countries.
- The [Gender, Agriculture, and Assets project \(GAAP2\)](#) led by IFPRI is working with 13 agricultural development projects to develop and validate a project-level WEAI (or pro-WEAI) to diagnose key areas of women's and men's disempowerment, design appropriate strategies to address deficiencies, and monitor project outcomes related to women's empowerment.
- IFPRI is working with the University of North Carolina, the London School of Hygiene and Tropical Medicine, the UNICEF Office of Research—Innocenti, and Johns Hopkins Bloomberg School of Public Health in a collaborative research program on [cash transfers and intimate partner violence \(IPV\)](#).
- IFPRI designed the [Agriculture, Nutrition, and Gender Linkages \(ANGeL\)](#) project, which the Bangladesh Ministry of Agriculture and other partners are implementing, to identify actions and investments in agriculture that will help to improve nutrition and empower women.
- Through the [Gender, Climate Change and Nutrition Integration Initiative \(GCAN\)](#), IFPRI works with USAID headquarters, field missions, and partners to enhance understanding between climate, gender, and nutrition toward enhanced resilience, women's empowerment, and nutrition outcomes.

Alliance of Bioversity International and the International Center for Tropical Agriculture

Gender in Alliance research

- [Gender](#) is one of two cross-cutting themes in Bioversity International's research portfolio, and the center's [Gender and Social Inclusion Strategy](#) promotes gender-responsive and socially inclusive practices into all of its research-for-development processes.
- Bioversity International's emphasis on [gender-responsive and gender-transformative research](#) has resulted in the successful implementation of projects that generate both [gender equality and biodiversity conservation outcomes](#).
- CIAT's [gender research agenda](#) prioritizes four key areas: sustainable food systems, climate-smart agriculture, ecosystem action, and digital agriculture.
- Gender research at CIAT has revealed the invisible role that women play in agriculture, including in [rice farming](#) and [cassava value chains](#); [the direct and indirect contributions of women in livestock production](#); [gender differences in perceptions of climate change and preferences for adaptation strategies](#); [how targeted climate change and agroforestry interventions can reduce gendered labor burdens](#); and [the importance of considering the different roles and time uses women and men hold in the formation of policies](#).

Staff

- The Alliance's gender team of 13 scientists contribute to gender research in several CRPs.
- Bioversity's specialist gender scientists contribute to the organization's Gender Community of Practice to share knowledge and adopt common methodological approaches.
- Gender researchers in the Alliance have extensive experience collecting sex-disaggregated and gender relevant data through large-scale household and agricultural surveys, behavioral experiments, and rigorous qualitative methodologies.
- Alliance staff who have been involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - a. [Marlène Elias](#) – Senior Scientist and Gender Research Coordinator for FTA, Bioversity International (see attached CV)
 - b. [Arwen Bailey](#) – Knowledge Sharing Specialist and Coordinator, Gender Community of Practice, Bioversity International
 - c. Jennifer Twyman – Gender Research Leader, CIAT (see attached CV)
 - d. Maya Rajasekharan – Director, Program Management, CIAT
 - e. Tonya Schuetz – Head of Monitoring, Evaluation and Learning, CIAT

Collaborations

- CIAT played a leadership role in setting up the Participatory Research and Gender Analysis Program in CGIAR from 1997-2011.
- Bioversity led two phases of the [Gender Research Fellowship Programme](#), which strengthened capacity among scientists from Bioversity and partner organizations and [produced quality gender research](#).
- CIAT provided Communications, Knowledge Sharing and Data Management support for the [CGIAR Gender and Agriculture Research Network](#).

Center for International Forestry Research (CIFOR) and World Agroforestry (ICRAF)

Gender in CIFOR/ICRAF research

- CIFOR and ICRAF highlight gender as a cross-cutting theme throughout their research on tenure rights; value chains; community-based forest management; climate change mitigation and adaptation; climate finance; landscape restoration; and food and nutrition security.
- In 2016, ICRAF was the first CGIAR Center to implement a Gender, Diversity and Inclusion Policy in the workplace. Meanwhile in 2013, CIFOR issued [Proposal Development Guidelines for Integrating Gender](#) to ensure that proposals demonstrate appropriate attention to gender issues, following on from the recommendations of Pandolfelli (2009) in [Integrating gender analysis at CIFOR: Proposed next steps](#).
- The [Gender Equality in Research Scale \(GEIRS\)](#) was recently launched by the CGIAR Research Program on Forests, Trees and Agroforestry (FTA) as a tool designed to monitor the level of gender integration across the FTA project portfolio.

Staff

- CIFOR-ICRAF have 12 research staff – embedded in bilateral projects, research themes, and FTA flagship programs – regularly involved in gender research.
- CIFOR has two gender coordinators and ICRAF has one gender specialist; part of their time is specifically allocated to gender mainstreaming. The team works closely with the senior gender scientist at Bioversity International as part of the FTA Gender Coordination Team.
- CIFOR/ICRAF staff who have been involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - a. [Anne Larson](#) – Team Leader: Equity, Gender, Justice and Tenure, CIFOR (see attached CV)
 - b. [Ana Maria Paez-Valencia](#) – Social scientist, Gender, ICRAF and FTA (see attached CV)
 - c. [Markus Ihalainen](#) – Research and Engagement Officer; Co-Coordinator, Gender and Social Inclusion research; FTA Gender Representative for CIFOR
 - d. [Iliana Monterroso](#) – Environmental scientist, Equity, Gender, Justice and Tenure team; Coordinator, Gender and Social Inclusion research; FTA Gender Representative for CIFOR

Collaborations

- Since 2019, each FTA flagship has been allocated a designated gender focal point to help identify gender-specific research questions within the overall flagship narratives, as well as to help ensure operational funds allocated to gender research are invested strategically to leverage synergies between flagship and Global Comparative Study objectives.
- CIFOR-ICRAF routinely collaborate with academic partners to strengthen conceptual and methodological development and have a wealth of experience in providing technical support to NGOs, government, and grassroots organizations working on agriculture and natural resource management and developing capacity for gender-responsive implementation through trainings, toolkits, manuals, and support.
- Through the FTA Gender Coordination Team, CIFOR-ICRAF have invested significant resources in outreach and engagement, collaborating with e.g. UN Women, UNFCCC, Convention on Biological Diversity, and the Global Landscapes Forum.

International Water Management Institute (IWMI): Gender-related work and expertise

Gender in IWMI research

- [Governance and gender](#) is one of eight research groups under IWMI's three strategic research programs, which focuses on identifying institutional and policy measures that offer inclusive access to water and other resources, with special emphasis on gender equality in changing rural economies.
- IWMI examines gender issues such as inclusive access to and equitable benefits from irrigation intensification; gender transformative approaches to climate-induced disaster risk response and reduction; gender and policy reforms for water and land; gender dynamics in intersectoral initiatives such as multiple use services; links between WASH and domestic and productive water access and use; [mapping gender at the basin scale](#); and gender, disability and water management.
- IWMI was among the first organizations to reveal the connections between gender and irrigation and is today considered an authority on gender and water for multiple uses. The center contributed an expert paper on [rural women's rights to water](#) that informed recommendations for the 62nd session of the United Nations Commission on the Status of Women.

Staff

- IWMI staff who have been involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - a. [Deepa Joshi](#) – Gender and Inclusion Lead, IWMI and WLE (see attached CV)
 - b. [Soumya Balasubramanya](#) – Research Group Leader, Economics
 - c. [Alan Nicol](#) – Strategic Program Leader, Promoting Sustainable Growth
 - d. [Diana Suhardiman](#) – Research Group Leader, Governance and Gender
 - e. [Barbara Van Koppen](#) – Rural Sociologist & Gender Expert

Collaborations

- IWMI leads the WLE CRP, and the gender integration in developing tools and approaches that can help investors, planners and other decision makers understand the gender dynamics in a given context, giving them the best starting point for increasing equity.
- IWMI leads a new Community of Practice on Gender and Water.
- IWMI's interdisciplinary mix of staff work on gender and inclusion across the CCAFS, FISH, Livestock, and PIM CRPs. In particular, IWMI participates in a cross-CRP initiative with FTA and PIM on gender in landscape restoration.

WorldFish

Gender in WorldFish research

- [Gender](#) is one of three cross-cutting themes in WorldFish’s research portfolio, and the center has over a decade of commitment to gender research, including pioneering the [gender-transformative approach](#) within CGIAR.
- WorldFish has generated novel insights into fish-related trait preferences of women and men smallholders, retailers and consumers, and has spearheaded innovative methods for trait preference assessment using a gender lens.
- WorldFish has contributed methodological innovation to CGIAR and beyond by developing end-user responsive technologies, identifying areas for women-led entrepreneurship, and adapting the WEAI to fisheries with additions for qualitative methods and assessment of gender norms.

Staff

- WorldFish staff bring expertise in qualitative and mixed methods research including participatory and participatory action research.
- WorldFish staff who have been involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - a. [Cynthia McDougall](#) – Gender Research Theme Leader, WorldFish and FISH (see attached CV)

Collaborations

- Engaged in gender-related research collaborations—including Masters and PhD students and outputs—with national southern universities, FAO, University of East Anglia, James Cook University, Wageningen University, Galway University, KIT (Royal Tropical Institute), University of Mississippi, University of Washington, and Cornell University.
- Developed work on the gender transformative approach and measurement with Promundo-USA, CARE, Johns Hopkins University, Hellen Keller International, and the Zambia Centre for Communication Programs.
- Hosted and led the successful Gender & Breeding Postdoctoral Fellow Capacity Development Initiative, which enhanced research design and analysis and built mixed methods research capacity of post-doctoral fellows from four CRPs.
- Collaborated on several cross-CRP and cross-center gender strategic joint studies and initiatives, including the qualitative study of gendered ownership of assets, the CGIAR Gender Platform’s 2019 high level output (in progress), and the forthcoming Gender and Agriculture Handbook led by CGIAR partner Penn State University.
- Partnered with KIT to develop and pilot an approach to capacity building of research teams for gender integration using bespoke Theory of Change workshops and coaching.
- Contributes to development outcomes via high-level policy pathways, including the center’s gender lead in Bangladesh chairing the National Gender Working Group; panel contributions on gender at the Sustainable Blue Economy Conference; contributing to the special papers of the High-Level Panel for the Sustainable Ocean Economy; and contributions to the Convention on Biological Diversity input processes on gender.

African Women in Agricultural Research and Development (AWARD)

Gender in AWARD's work

- AWARD works toward inclusive, agriculture-driven prosperity by investing in African women scientists, agricultural research institutions, and agribusinesses to strengthen the production and dissemination of more gender-responsive agricultural research and innovation.
- To date, 1384 agricultural scientists (83% of whom are women) from over 300 institutions have directly benefitted from AWARD Fellowships.
- AWARD designs customized learning experiences focused on building the leadership, mentoring, scientific research, and technical gender skills of Africa's agricultural research workforce and decision makers. In addition to the Fellowship, over 200 training courses have been offered to more than 8,000 participants globally.
- AWARD is currently assisting eight African research institutions in six countries to develop their ability to conduct gender-responsive agricultural research and development.
- AWARD has a robust pool of African Trainers Embracing the AWARD Mission (A-TEAM) - 36 trainers from 12 countries, with excellent facilitation and presentation skills and extensive global experience in the agricultural research and development context.
- In 2018, AWARD undertook a systematic analysis of its [Advanced Science Training](#), which will provide valuable lessons for incorporating the AWARD model in the ENGAGE Platform.

Staff

- AWARD staff who have been involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - a. [Wanjiru Kamau-Rutenberg](#) – AWARD Director (see attached CV)
 - b. [Dorothy Mukhebi](#) – Deputy Director, Operations
 - c. [Michèle Mbo'o-Tchouaou](#) – Deputy Director, Programs
 - d. [Donald Onyoni](#) – Senior Manager, Operations, Administration and Finance

Collaborations

- As part of its strategic expansion, AWARD is helping African research institutions grow in their ability to conduct gender-responsive agricultural research and development.
- AWARD has many opportunities for building strong networks. It can call upon the alliance of AWARD alumni, former fellows, mentors and fellows' mentees at the national, regional and global levels as well as more than 200 organizations where these individuals are based. This provides a powerful entry into more strategic targeting and mobilization of individual champions and teams of champions at centers of excellence, which will be instrumental in building the sustainability of outcomes.

Royal Tropical Institute (KIT)

Gender in KIT research

- KIT draws on 25 years of diverse experience in gender work in international development to bring solid gender expertise to development problems. The team includes specialists in gender equality, women's rights and empowerment, agriculture and natural resource management, financial inclusion and health. In addition to gender expertise, KIT brings rich experience in organizational change management, capacity development and learning, knowledge management and applied research.
- KIT's [gender and agriculture portfolio](#) works with partners to embed equal rights and opportunities for men and women of different social categories, into agriculture initiatives and organizations.
- KIT facilitates and engages in gender analysis and critical reflection on gender-specific themes. These include empowerment, leadership, gender transformative change, and women and girls' rights. KIT also focuses on gender integration in a variety of sectors.
- Projects vary from client-tailored coaching, formal training, a [professional development program](#) for gender trainers, managing a [gender resource hub](#) for the Dutch government, platform coordination, and advisory services.

Staff

- Of KIT's 82 Advisors, nine are gender specialists working specifically on programs to enhance women's empowerment and rights in agricultural and natural resource management domains.
- KIT staff who were involved in developing this proposal and will provide expertise to the ENGAGE Platform include:
 - a. Rhiannon Pyburn: Senior Advisor, Sustainable Economic Development and Gender (see attached CV)
 - b. Andrea Vos: Junior Advisor, Assistant to the Coordinators, CGIAR Collaborative Platform for Gender Research
- Other staff members who will likely provide input to the Platform include KIT Senior Advisors Franz Wong, Julie Newton, Katrine Danielsen, and Froukje Kruijssen, and Advisors Yngve Braaten and Ewen Le Borgne.

Collaborations

- Previous examples of KIT engagement with CGIAR include: Coordination of the CGIAR Collaborative Platform for Gender Research (2017-present); CIMMYT Gender Capacity Strengthening program (2016-18); gender integration coaching and Interim Senior Gender Scientist in the CGIAR Research Program on Livestock and Fish (2014-16); and gender integration capacity building with WorldFish (ongoing).

Self Employed Women's Association (SEWA)

The [Self Employed Women's Association](#) (SEWA) is a member-based organization of poor, self-employed, women workers. Founded in 1972, SEWA has a membership of over 1.9 million women workers across 14 states in India. Two-thirds of the members are from rural areas and have agriculture and animal husbandry as their main occupation. Members include small and marginal farmers, landless agricultural sharecroppers, and casual laborers.

SEWA heads a National Farmers Forum of 15 Farmer Organizations across India that builds capacity of farmer's organizations and engage in policy dialogue initiatives. It also works with farmer's organization in Asia (Nepal, Sri Lanka, Bangladesh) and Africa (Ethiopia, Ghana, Mozambique, Burkina Faso, Mali and Nigeria). SEWA has set up 182 grassroots women's organizations in Asia, owned and managed by women working in the informal sector, to provide a platform to vulnerable women for whom food security is a priority.

SEWA aims to increase both full employment and self-reliance among women. SEWA practices within the framework of the Gandhian philosophy; it places great importance on social empowerment through economic empowerment and the potential of women as leaders working through the family unit. SEWA sees women as catalysts in addressing issues of food security, economic development, peace, and youth development.

SEWA initiatives throughout the food system:

- SEWA's agricultural campaign aims to move agriculture from subsistence to a viable, profitable livelihood. The campaign is working across India and elsewhere in South Asia and Africa to organize farmers, build their capacity, increase access to agricultural inputs and financial services, and develop technical services and market linkages.
- Working with the Seed Corporation of India to identify and earmark seed plots/silos where farmers can store their seeds (e.g. wheat, cumin, chickpea, sesame, groundnut) to reduce input costs for future planting cycles and secure greater margins.
- Obtaining formal identification cards for women farmers and empowering them to build their assets.
- Actively promotes vermicompost and organic fertilizers as a means of soil enrichment, encouraging farmers to use these methods but also organizing women to produce and sell vermicompost as a business activity for additional income.
- Established 9 Agriculture Tools and Equipment Libraries (Sadhanalay), run by village-level farmer groups in Gujarat. Based on community needs identified by Participatory Rural Appraisal, the Sadhanalay is stocked with equipment such as tractors, threshers, ploughs, fans, buckets, sickles, shovels, etc., that are available for smallholders to rent.
- The Rural Distribution Network (RUDI) established by SEWA is a rural supply chain that procures agricultural produce from marginal farmers at fair prices. Trained women in rural processing centers process and package the produce, before these affordable and safe products are delivered to remote households via a large team of trained saleswomen selected from vulnerable households. Approximately 15,000 small and marginal farmers sell their produce to RUDI each year, at prices 20-30% better than those offered by traders. Over 300 marginalized women are employed at RUDI processing centers and 3000 saleswomen take RUDI products to rural households. RUDI sells over 131 products with an annual turnover of approximately US\$1.4 million

- SEWA has partnered with organizations such as the Agricultural Insurance Company and IFFCO-Tokyo to provide customized rainfall insurance products to its farmer members. This has been combined with an awareness program where farmers are trained on the importance of insurance, encouraged to calculate their risk exposure, and purchase appropriate insurance policies. About 138 farmers have been covered so far and several have received payouts in years with droughts or unseasonal rainfall.
- SEWA uses voice message-based mobile technology to bridge information gaps between farmers and extension services on weather predictions, crop advisories, market prices, and government schemes. These topics were chosen by the members in response to their needs. Initially, 4000 farmers participated in the scheme; the 80% pick-up and listen rate of message indicates the need and importance of timely information.
- Skills and capacity building is an integral part of SEWA's methodology. SEWA's training methodology begins with awareness of basic human rights, followed by awareness about the importance of skill building, saving, organizing and collective strength. Leadership training builds confidence and motivation and cements subsequent skills and capacity building activities. The SEWA skill-building package is different for producers, traders, and service providers and is developed in consultation with the community. Skills building doesn't end with training, rather it involves continuous handholding on issues like accessing credit, mobilizing micro-finance through self-help groups, marketing, accessing information, knowledge of markets, placement etc.
- SEWA provides trainings through farmer field schools established in clusters of villages, in collaboration with Anand Agricultural University. A cadre of master trainers are trained in topics such as innovative agricultural technologies, seed quality, soil health, and pest control. SEWA utilizes peer-to-peer learnings (including women-to-women), which has had a good impact.
- [SEWA Academy](#) conducts action-oriented research; provides training to members and works with other organizations to create and deliver programs and content specific to their needs. The [Exposure Dialogue Programme](#) allows government officials, researchers, academics, and others to personally move toward solidarity by gaining an increased understanding the day-to-day lives of poor, working women.
- SEWA Manager Ni School (SMS) equips grassroots women from the informal economy with management skills to successfully run enterprises. With its decentralized approach of learning, SMS has trained 7500+ master trainers and 1.6 million grassroots women on various 200 courses on 35 subjects.
- Women's groups Kenya, Ethiopia, Ghana, Mali, Burkina Faso, Mozambique, Nigeria and Zimbabwe collaborate with SEWA for exposure visits and training sessions which has helped them to undertake development through learning entrepreneurial skills and forming women's economic collectives.

Moving forward, SEWA plans to focus on building capacity in climate-resilient practices, better incorporation of women in the agricultural supply chain, and utilization of new technologies.

Key staff members contributing to the ENGAGE Platform include Reema Nanavaty, Executive Director, and Chhaya Bhavsar.

ISEAL

[ISEAL Alliance](#) is the global membership association for credible sustainability standards, with a mission to strengthen sustainability standards for the benefit of people and the environment. Working in collaboration with its members, ISEAL defines and shares best practices, measures and communicates collective impact, catalyses and fosters innovation to drive improvements at scale, and advocates for the adoption of standards as effective sustainability tools.

ISEAL explores ways to increase the effectiveness of sustainability standards and identifies opportunities for innovation to increase the uptake of credible standards in critical regions. It supports its members to work towards collective priorities that address the most pressing social and environmental issues in the world today. ISEAL also engages with businesses, governments and the finance sector to help build their understanding of what credible practice looks like and how they can use standards to achieve their sustainability objectives.

ISEAL's vision is a world in which social, environmental and economic sustainability is the normal condition of business. Much of the scope of ISEAL's activities is guided by the Sustainable Development Goals (SDGs). In recent years, ISEAL members have demonstrated a growing interest in more broadly and deeply integrating gender considerations into their standards, and in better understanding how their systems can help businesses and governments achieve SDG 5. ISEAL sees gender equality as a fundamental aspect of social sustainability and has identified this issue as a priority area for providing support to its members.

Contribution to the ENGAGE Platform

In 2018, ISEAL embarked on new project in collaboration with Business for Social Responsibility to address gender considerations in standard setting, assurance, and monitoring and evaluation, with the goal of achieving improved outcomes and progress for women in textile supply chains and beyond. Sustainability standards and multi-stakeholder initiatives (MSIs) currently set the overarching framework for assessing ethical sourcing practices in global supply chains. By applying a gender lens to these organisations' systems and practices, there is potential to drive systemic change for women in supply chains across many sectors.

Within the project, ISEAL facilitates a dynamic [Gender Working Group](#) of sustainability standards and other MSIs to provide practitioners with a collaborative forum to share leading practices around the integration of gender equality in strategies, systems, and processes. Members of this community participate in webinars, workshops, and strategic conversations to strengthen their organizations' approaches to gender equality. The Gender Working Group's activities address issues such as amplifying voices of women workers, gender sensitive standards and assurance systems, common metrics on gender, and M&E systems. Through engagement with its broad networks of sustainability practitioners and researchers, ISEAL can play an integral role in convening researchers and practitioners to facilitate a discussion around shared knowledge and learning.

Research Agenda

The goals of the Gender Working Group are complemented by ISEAL's research agenda on the gender impacts of sustainability standards. This research agenda was developed to drive cooperation and collaboration between sustainability standards, researchers, and other

stakeholders to help facilitate a more objective and informed understanding of how standards and certification are contributing to gender empowerment and equality. When developing the agenda, ISEAL proposed to cluster research questions into five groups, to incubate a comprehensive approach to understanding the intersection between sustainability standards and gender equality:

1. Stock taking and context assessments
2. Gender at the level of certified entities (producers) and certified groups
3. Unintended impacts of certification on women
4. Supporting the justification of for a focus on gender by standard-setters
5. Addressing gender within standard-setting organisations

Through its research agenda, ISEAL will drive researchers to consider key questions around the gender impacts of sustainability standards. ISEAL could also play a role in overseeing research efforts, such as a systematic mapping of the available evidence on gender, upon which other researchers could then build by analyzing the results of the identified studies.

Evidensia: from Evidence to Action

High quality research must power action on sustainability. With stronger commitments by governments and businesses to tackle sustainability challenges, the need for understanding what works where, why and how is growing. [Evidensia](#) is an online platform that helps businesses, governments, sustainability practitioners, and academics to access and interpret credible research on the sustainability impacts of supply chain initiatives and tools. ISEAL runs Evidensia in partnership with WWF and Rainforest Alliance, and is developing new partnerships to support content development, scientific oversight, and outreach. Evidensia's overarching goal is to ensure that credible research and evidence positively influence corporate and government decisions regarding sustainable commodity production and sourcing.

Evidensia's [Online Library](#) of credible research can be filtered by country or region, by sector or product, by sustainability issue or by organisation or tool. The platform also hosts transparent information about how a study was designed, and experts provide their insights on the latest research to help users better understand the results. Evidensia is also host to a number of interactive features that offer users a variety of ways to access and engage with research, including visual summaries, a contextualized research map (under development), and a knowledge matrix (under development) that will provide the research community and other interested parties with a clear picture of where further research is needed.

Following a systematic mapping and synthesis of the credible evidence available, ISEAL could develop an Evidensia 'What Works?' series of briefing notes, podcasts, webinars and conference sessions around the overarching theme of the gender impacts of sustainability standards. This series would seek to consolidate the main messages emerging from the literature, to explore what we are learning about the practices and conditions that are driving better performance and outcomes, and bring these insights to business and government leaders in a digestible way.

Key staff members who will contribute to the ENGAGE Platform include Vidya Rangan, Impacts and Evidence Senior Manager, and Kristin Komives, Impacts Director.

Annex 2e. Draft position announcement for ENGAGE Platform Director

POSITION #XX-XXX

(INTERNATIONALLY RECRUITED POSITION)

TITLE: Director, Enabling Global Agricultural Research for Gender Equality (ENGAGE) Platform

REPORTS TO: DIRECTOR GENERAL

LOCATION: WASHINGTON, DC

GRADE: 26R/27R

FLASA STATUS: EXEMPT

Job Summary:

The International Food Policy Research Institute (IFPRI) seeks a visionary, dynamic, and creative Director for the Enabling Global Agricultural Research for Gender Equality (ENGAGE) Platform. The Platform, led by IFPRI and hosted in Rome by the Alliance of Bioversity International and CIAT, brings together CGIAR centers and numerous partners from around the world in a collaborative effort to make CGIAR the steward for gender and agriculture research. ENGAGE aims to: (1) **strengthen** the capacity of all CGIAR centers and CRPs to conduct relevant and scientifically-sound research that integrates attention to gender at all stages of the research process; (2) **catalyze** high-impact research on gender issues that cut across CGIAR centers, and (3) **influence** and contribute to transformative change in the broader agricultural research for development (ARD) ecosystem as well as national and global policy processes. ENGAGE builds on and expands the work of the [gender platform hosted by PIM](#).

This position is based at the Bioversity International/CIAT Alliance headquarters located in Rome.

Essential Duties:

- Providing intellectual and management leadership for the Program, ensuring that all components function well and meet their milestones;
- Setting strategic gender research priorities for the ENGAGE Platform, under the guidance of the Steering Committee and the IFPRI Board of Trustees and working with the Management Committee and the Capacity Development Lead;
- Coordinating work plans, budgets, reporting, quality assurance, monitoring, and evaluation among participating centers, flagship leaders, and strategic partners;
- Engage with Science Leaders to ensure that gender research has an opportunity to influence the CGIAR research agenda;
- Supervising staff within Secretariat;
- Mobilizing resources for the ENGAGE Platform from established and new funding partners;
- Leading broader communication for the ENGAGE Platform;
- Develop communication strategy for the Platform and implement with partners; and
- Representing the ENGAGE Platform externally and within the CGIAR system and contributing to system-level functions.

Required Qualifications:

- Internationally recognized expertise in gender, preferably in the food and agriculture sphere;
- PhD in a relevant discipline, including gender studies, sociology, anthropology, political science, public policy, agricultural economics, economics, or other social sciences;
- At least 12 years of relevant experience, including research management experience, in an international, multidisciplinary, and multicultural environment;
- Strong leadership and management skills;
- Ability to connect gender research with broader agriculture for development and policy dialogues;
- Exposure to Africa, Latin America, and Asia with a knowledge of CGIAR;
- Demonstrated experience in managing people, partnerships and coalition building;
- Proven fundraising record;
- Proven expertise in leading collaborative and cross-cutting research;
- Familiarity with the current state of knowledge, policy, and practice across the ENGAGE Platform's research agenda;
- Excellent interpersonal and communication skills; and
- Fluency in English, with proficiency in other international languages preferred.

The International Food Policy Research Institute (IFPRI) is an equal employment opportunity employer - F/M/Disability/Vet/Sexual Orientation/Gender Identity.

Annex 3: List of cross-CRP collaborations

The ENGAGE Platform would build on the ongoing cross-program research collaborations undertaken by the existing gender platform under PIM, synthesize evidence across the ongoing competitive grants, and ensure that IPGs are generated and disseminated from the synthesis of evidence. The collaborations include: (1) a CGIAR-wide gender and agriculture/NRM landmark publication; (2) synthesis of results from each of the ongoing competitive research grants; and (3) other cross-program research collaborations, as indicated in the table below.

The Strengthen, Catalyze, and Influence modules will each foster cross-CRP collaboration in different ways.

Strengthen: The **Gender Research Fellowships** program and the collaborative grants program will not only provide a way to strengthen the capacity of CGIAR researchers but will also facilitate cross-CRP collaborations through the creation of a network of fellows that spans CRPs. The **Resource Center** and **Learning Hub** will also foster collaboration as methods, tools, and training resources are spread from one CRP to another.

Catalyze: Themes for the **collaborative research grants** will be selected with explicit attention to their relevance across CRPs.² A preliminary list of topics for consideration appears in the table below. Many of these topics were identified through a consultative process with the GRCs in Canberra as part of the development of CGIAR-wide gender and agriculture/NRM publication. The list is a starting point for discussion but is not exhaustive. As noted above, Science Leaders will be invited to nominate other topics, and final selection will be made by the full SC, with representation of all Centers and key partners, ensuring that there is a balance of topics.

The **synthesis activities** for each theme will knit together the work of the different CRPs, including work done under the ENGAGE Platform and other CRP research. **Communities of Practice (CoPs)** for the themes of each Collaborative Research call, and other thematic CoPs will further foster collaboration across CRPs.

Influence: Knowledge sharing through the annual ENGAGE conference will provide further opportunity for cross-CRP collaboration. **Policy engagement**, such as work with the Committee on World Food Security Workstream on Gender Equality and Women's Empowerment in the Context of Food Security or work with other national and regional forums, will provide an opportunity for researchers from different CRPs to jointly identify the policy implications of their work.

² As noted in the Governance section, criteria for theme selection would include: (1) applicability of a theme across multiple CRPs and centers; and (2) contribution to key policy debates and the ENGAGE Platform impact pathway. Similarly, criteria for the selection of proposals within a theme (after the theme is confirmed by the SC) would include: (1) relevance of proposed research to the theme; (2) quality of proposed research; (3) relevance of partnerships; (4) plans for capacity strengthening (either within CGIAR center or with partners); (5) likely impact of research; and (6) external reviewers' comments on the quality of research (review criteria to be provided).

Annex 3a. Cross-CRP collaborations.

Theme	Years	CRPs involved	Description
Indicative list of themes for future collaborative grants			
Drivers of transformative change to empower women	Proposed	All	Breaking down structural barriers that embed gender inequalities is critical to foster transformation toward an equitable and sustainable agri-food system. These barriers include discriminatory policies, but also social norms that disempower women and hinder their ability to capture opportunities to achieve gender equality. We invite proposals that will identify effective means of challenging discriminatory gender norms to favor women’s agency, a recognition and redistribution of women’s work, women’s access to and control of key assets and resources, their ability to pursue income-generation opportunities with climate resilience, and their involvement in decision-making. We also encourage proposals that pay attention to the role of masculinities in perpetuating—or transforming—gender norms. This research will contribute to informing the Rome-based agencies–UN Women’s current joint program on gender transformative approaches and future programming.
Gender and youth in food systems	Proposed	All	Widespread transformations in the rural economy and food systems, such as the increased sale of food crops to the market, the increased importance of food processing and purchase of food from the market, and the rising prevalence of trade in food are changing labor patterns and opportunities for men and women of different ages. Although most gender analysts recognize the importance of intersectionality, many policies and programs on “gender” focus on women, and “youth” focus on young men. We invite proposals for research that examine how changes in the food system create differential opportunities for women and men of different ages, what structural barriers exist for equality of opportunity, and the effect of different types of interventions to increase equity of benefits from changes in food systems. We encourage proposals to pay attention to the role of gender norms (including concepts of masculinity) in shaping what are considered “appropriate” or “acceptable” livelihoods for youth in these food systems.
Technology access and women’s empowerment	Proposed	All, especially commodity centers	Access to information technology and mechanization, as well as other agricultural technologies, has the potential to powerfully affect the income-generation opportunities and civic engagement of women. Labor-saving technologies, for example, may differentially affect women and men. Conversely, many climate-smart technologies may require more labor. The rapid expansion of access to mobile phones and the internet are similarly increasing individuals’ connectivity—with possibly larger effects for women, given the greater barriers to physical mobility that women face. We invite proposals considering the relationship between women and technology, including how technology is empowering women and how women’s empowerment influences technology adoption.

ENGAGE Gender Platform proposal

Addressing food waste and food loss as a gender issue	Proposed	All, especially commodity centers	Globally, food loss and waste amount to between one-third and one-half of all food produced and represent not only a loss of resources but also a contribution to greenhouse gas emissions. Understanding gender roles throughout food systems may help to reduce food waste and improve food safety. For example, women play an important role in postharvest processing, marketing, and food preparation around the world; yet they may be disadvantaged in accessing food processing and storage technologies that prevent spoilage and contamination as well as transportation infrastructure that reduces delivery time to markets. We invite proposals for research that examine how consideration of gender affects the design, uptake, and impact of technologies and interventions aimed at decreasing food waste at various stages of the supply chain. We also encourage proposals that examine the climate change implications of a gender-sensitive strategy (or lack thereof) towards addressing food waste in agro-food systems.
Gender and equity for nutritious and healthy food systems	Proposed	All, Agriculture for Nutrition and Health CRP as lead	Large disparities in nutrition and health outcomes exist among different social groups, and resources and processes related to these outcomes are often distributed inequitably. These differences intersect with gender—in some cases compounding gender differences and, in others, offsetting them. Recognizing these inequities, this theme explores the role of gender and other social categories, such as age, caste, class, ethnicity, race, and religion, throughout the food system that create differences in health and nutrition outcomes and processes that are unnecessary, avoidable, unfair, and unjust. We invite proposals that examine how the multiple processes and drivers of food systems can be transformed to make health and nutrition outcomes more equitable. We encourage submissions that analyze the intersection of gender with social categories such as age, socioeconomic status, caste, and ethnicity in determining nutrition and health outcomes.
Resource rights and governance: What works to strengthen tenure and assets	Proposed	All	Women’s tenure rights and access to assets are essential for addressing the institutional dimensions of inequality. This is firmly recognized in SDG5. Rights and access to assets are relevant across all sectors of the work of the CG, from agricultural land and seeds to pastures, trees, water, and natural resource management more broadly. Strategies to address tenure inequities will vary between individual and collective regimes. We invite proposals that consider the gendered dimensions of rights and access to key assets for production and sustainable management, and how to strengthen women’s rights in individual or collective regimes. We also encourage proposals that examine how resource rights and governance may be part of a gender-transformative strategy towards climate change adaptation.
Women's voices: access to public services, civic organizations, and government	Proposed	All	An important aspect of empowering rural women involves ensuring their linkages with public service providers such as extension services, civic organizations, and government at all levels. Women who are in contact with service providers are more likely to access and benefit from services that can ultimately grow their incomes and empower them. Women engaged in civic organizations have an increased informal support system and voice in their communities. Finally, women’s engagement with government, including through

ENGAGE Gender Platform proposal

			voting, participating in community meetings, and sharing their opinions publicly is critical to ensuring that laws, rules, regulations, and policies ultimately support women’s empowerment. We invite proposals that examine how to increase the power of women’s voices in various domains, and contribute to the CGIAR IDO of Increased women’s participation in decision-making.
Ongoing cross-CRP collaborations under current gender platform			
Gender Dynamics in Seed Systems	September 2017 – February 2019	Update with CRPs involved in list of grantees	In July 2017, the CGIAR Collaborative Platform for Gender Research issued a call for proposals on gender relations vis-a-vis technological and institutional innovation, with a specific focus on gender dynamics in seed systems. The CGIAR Collaborative Platform for Gender Research is working with five CGIAR research teams to better understand different aspects of gender dynamics in seed systems. A Special Issue is in-development to profile the work of the grantees. Four workshops/writeshops have taken place to-date, where possible to coincide with the annual scientific conferences: December 2017 in Amsterdam; September 2018 in Addis Ababa, Ethiopia; February 2019 in Nairobi, Kenya; March 2019 in Canberra, Australia. A <i>Mendeley</i> literature sharing project is in place. The current Gender Platform is a partner in phase 2 of Integrated Seed System Development Africa (ISSD-Africa), which will allow co-funding of a gender dynamics in seed systems follow-up grant (3 years).
Feminization of Agriculture	October 2018 – March 2020	Update with CRPs involved in list of grantees	In September 2018, the CGIAR Collaborative Platform for Gender Research issued a call for proposals on the ‘ <i>Feminization</i> ’ of Agriculture: <i>Building evidence to debunk myths on current challenges and opportunities</i> . The CGIAR Collaborative Platform for Gender Research is working with nine CGIAR research teams to better understand how gender roles and responsibilities in agriculture are changing. Nine projects were funded, five from PIM W1/W2 allocations and another four with additional bilateral support from IDRC. A first meeting of grantees took place in April 2019 after the Canberra conference. A second one is planned for November 2019. In the meantime, webinars to support literature review and a common conceptual framework are being organized. A Slack space is set up to support communication across the nine projects and a <i>Mendeley</i> literature sharing project is also in place.
Gender and value chains: beyond production node and single commodity chains	July 2019 – January 2021	All (TBD)	In May 2019, the CGIAR Collaborative Platform for Gender Research issued a call for proposals on: gender dynamics in value chains: beyond the production node and single commodity analysis (due date July 12, 2019). This call aims to have a collection of projects that analyze gender roles, responsibilities and relations in agricultural value chains drawing on both qualitative and quantitative data that also look at nodes in the midstream segments of a value chain and/or across multiple chains. An estimated 5-7 projects will be selected. A <i>Mendeley</i> literature sharing project was established on this theme and a first meeting of grantees is planned for September 2019.

Annex 4: Objectives for data and IP management

Open access to information is a catalyst for new research, discovery, and innovation. Therefore, the main objective of data and IP management plan is to share all the information products (including publications, datasets, tools, source codes, and methodologies) generated from the ENGAGE Platform as openly and as widely possible, while respecting the privacy of research subjects. To meet the objective, the following steps will be taken throughout the program.

1. All publications, datasets, source codes and tools from research supported by the Platform will be shared through IFPRI Institutional or other Center Repositories that are compliant with OAI-PMH (Open Archives Initiative Protocol for Metadata Harvesting), a low-barrier mechanism for repository interoperability. These institutional repositories are indexed by major search engines – including Google, Yahoo, and Bing – allowing easy discovery and access to the resources. The publications will be shared through the [IFPRI Publications Repository](#) and the datasets shared through the [IFPRI Datasets Repository](#) or equivalent Center Publication or Dataset Repositories and linked to the Resource Center.
2. All publications, datasets, source codes and tools originating from the ENGAGE Platform will be shared with Creative Commons-Attribution 4.0 International ([CC BY 4.0](#)) license.
3. The program will follow the open access timeline set out by [CGIAR Open Access and Data Management Policy](#) (section 4.2) and [IFPRI Research Data Management and Open Access Policy \(RDMOA\)](#) (section 6.1).
4. All information products will be documented using commonly accepted metadata schema, ontologies, controlled vocabularies, and specific licenses, thereby complying with FAIR (findable, accessible, interoperable and reusable) principles of data management.
5. For datasets, the data files along with the codebook, questionnaires, and other documents, including reports, sampling, and interviewer manuals will be shared to enhance better understanding and reuse of the data. The codebook will include the definitions of variables, codes, and definition of codes associated with the given variables. Only datasets that can be completely anonymized will be shared. For datasets that cannot be completely anonymized, only the metadata will be made open access.
6. A data management plan will be developed and implemented throughout the duration of all research conducted as part of the ENGAGE Platform.
7. Confidential information (Personally Identifiable Information (PII) and Sensitive Personally Identifiable Information (SPII)) collected during research will be safely handled, stored, shared, and disposed following the best practices of data protection and security. When needed, a separate non-disclosure agreement will be used to share data between collaborators, research partners, and other interested users to advance research. Such decision will be made on case by case basis.
8. Beyond the research funded through the ENGAGE Platform, we will support the Big Data Platform in its efforts to work with CGIAR Centers to make other gender-related datasets available through open access, with appropriate metadata. This will involve discussion of what types of sex disaggregation and gender-related information should be included for different types of gender keywords on datasets. The Resource Center will also assist all

centers to make gender-related resources (e.g. tools, frameworks, datasets) available as open access, to meet CGIAR policies and donor requirements to share materials.

List of IFPRI policies:

[Ethical Principles](#)

[IFPRI Research Data Management and Open Access Policy \(RDMOA\)](#)

[Intellectual Property Policy](#)

List of CGIAR policies:

[CGIAR Open Access and Data Management Policy](#)

[CGIAR Principles on the Management of Intellectual Assets \(“CGIAR IA Principles”\)](#)

Annex 5: Additional information on communications strategy

Effective internal and external communication is essential to the success of the ENGAGE Platform. Recognizing this, we will develop a communication strategy to be approved by the SC and MC in 2020, the first year of the ENGAGE platform. The communication strategy will strengthen internal communication across Centers and CRPs, as well as external communications ensuring engagement and outreach with key stakeholders to achieve the objectives outlined in section 6F. This will be key to making sure that ENGAGE has influence.

We will use a two-pronged approach to outreach: (1) elevating the ENGAGE Platform's own products and events, notably through a major annual publication and the annual ENGAGE Conference; and (2) ensuring that CGIAR gender research and achievements are well represented at other major forums such as the UN Commission on the Status of Women, the Committee on World Food Security, Women Deliver conference, etc.

The effectiveness of the communications strategy would be seen as CGIAR has a seat at important convenings where decisions are made related to A4RD, bringing grounded evidence to influence those decisions. Within five years we would be considered full partners in key policy processes, with CGIAR sought as the key source of expertise for donors as well as policy forums and major national policy processes in countries of research.

Communications will include a range of other approaches that cut across the three modules—Strengthen, Catalyze, Influence—to reach the ENGAGE Platform's target audiences, as detailed below.

ENGAGE Conference

The annual ENGAGE Conference will convene the global community on gender and food systems to identify progress on global research priorities, stimulate policy debates, and exchange knowledge. As a core component of the ENGAGE Platform's communications, the ENGAGE Conference will facilitate information sharing, interaction, and awareness raising about CGIAR's gender research across all three modules:

1. Strengthen: The conference will provide space and opportunities for Gender Research Fellows, Mentors, and Mentees to meet and exchange knowledge and experiences. The annual ENGAGE Mentor Award will also be presented during the conference. Other training, e.g. on new methods, will also be given as side events at the conference. By inviting established academic gender researchers, the conference will also expose CGIAR researchers to cutting-edge research undertaken outside CGIAR.

2. Catalyze: The conference will be a key forum to advance high-quality gender research in and beyond CGIAR. Gender researchers will have the opportunity to discuss innovative methods and tools and share their latest findings including from work on the strategic themes funded by the grants for collaborative research. The conference, which will be open to non-gender researchers, will also be an opportunity to support the integration of gender into existing Center and CRP research, providing space for both gender and nongender researchers to identify potential synergies and for the annual CoP meetings.

3. Influence: The conference will be a central gathering for CGIAR gender researchers to interact with partners, share knowledge, and present evidence to inform policy processes. In addition to face-to-face opportunities to engage with key stakeholders, the conference will also facilitate strategic discussions about how to raise the visibility of gender on global,

regional, and national agendas and how to identify synergies with other communities (e.g. on climate change) to advance common goals.

To maximize impact before, during, and after the event, the ENGAGE Platform will invest in livestreaming, multimedia, and social media, and email marketing capabilities.

Virtual communications

Because ENGAGE will involve multiple stakeholders who are spatially dispersed, we will need an innovative communications strategy to enhance that different voices are heard and represented, with regular interaction so people get to know each other, but with a low carbon footprint. Innovative communications technologies (such as Slack and various webinar platforms) make this possible, but it requires an initial investment in time and expertise to get people used to using these approaches. We will therefore employ virtual collaboration consultants, following the successful experience of collaboration across 3 CGIAR Centers and 13 agricultural research projects under [GAAP2](#).

Additional communications activities

1. Strengthen

- a. Facilitating active engagement and information exchange among Fellows, Mentors, and Mentees using innovative and interactive tools such as Slack.
- b. Sharing the ENGAGE newsletter, webinars, and other resources with Science Leaders and NARS leaders as part of constituency building.
- c. Maintaining the ENGAGE website to make evidence, tools, and resources openly and prominently accessible including the curated Resource Center and Learning Hub (see Annex 1 for more details).

2) Catalyze

- a) Providing funding for open access fees to publish research sponsored by the ENGAGE Platform in high-impact journals.
- b) Facilitating active engagement and information exchange among gender researchers – including collaborative research grantees, CoPs, and other partners – using innovative and interactive tools such as Slack.
- c) Developing and circulating a monthly newsletter on additional funding opportunities.
- d) Developing a series of communications campaigns around strategic themes, such as those selected for the collaborative research grants or other key topics identified by the CoPs. These campaigns would highlight key research questions, findings, resources, etc. to raise the visibility of CGIAR gender research through approaches such as blog posts, short videos or interactive media, social media coverage, etc.

3) Influence

- a) Hosting, facilitating and/or participating in conferences, policy briefings, webinars, research dissemination events, and other high-level policy engagement platforms.
- b) Producing videos, infographics, blogs, posters, slide decks, briefs, posters, and other formats to package and adapt gender research findings for specific target groups and to share on social media platforms.
- c) Maintaining the ENGAGE website to make evidence, tools, and resources openly and prominently accessible including the curated Resource Center and Learning Hub (see Annex 1 for more details) for donors and development partners, as well as linking to websites maintained by coalition partners.

- d) Sharing ENGAGE newsletter, webinars, and other resources with partners.
- e) Liaising with knowledge management units across CGIAR and with partners to facilitate the availability and accessibility, and track usage of gender publications, datasets, and other knowledge products.
- f) Recognizing funder contributions on all resources and major communications products.
- g) Developing branding guidelines and a communications toolkit to ensure consistent and accurate visibility of the ENGAGE Platform.
- h) Establishing communication channels with donors to share the ENGAGE Platform's objectives and value-added.

Target audiences, main communication needs, and communications approach

This table presents the ENGAGE Platform's main target audiences, their communication needs, and how ENGAGE can help meet those needs. These target groups, needs, and approaches will be reviewed and adapted throughout the ENGAGE Platform's lifecycle, informed by regular monitoring and evaluation of communication across the program. The Steering Committee may further designate focal points for different engagement processes (e.g. for outreach such as to the Rio conventions, or inreach, such as to Excellence in Agronomy or other platforms).

Annex 5a. ENGAGE target audiences, communication needs, and approaches.

Target audiences	Main communication needs	Communication approach
Internal: Within CGIAR		
Participating CGIAR and NARS gender researchers	Frameworks/tools/evidence/outcomes that can be shared or used by other partners or donors; guidance on Platform branding and communication; access to Platform documents (reports, evaluations, etc.), news, plans, events, and opportunities.	<ul style="list-style-type: none"> • Portfolio of Gender Platform-branded materials • Branding guidelines and communications toolkit • Gender Platform website (newsfeed, Engendering blog) video channel, and e-newsletter • Relevant information-sharing and capacity support via Training Hub, and Communities of Practice (CoPs) • Resource Center for research and capacity building methods, tools, guidelines, etc. • Participation in relevant webinars and CoP platforms, including those hosted by partners • Face-to-face and virtual meetings • Annual ENGAGE conference
Broader community of CGIAR researchers	Access to news; general information on Platform and Platform documents; information on where we work and on who to contact for more information about a topic; opportunities to share gender research; opportunities to collaborate on research projects.	
Other CRPs/ Platforms		
External: Beyond CGIAR		
NARS gender researchers	Datasets and publications; resources, such as frameworks, tools, and evidence; Platform materials featuring collaborations; information about Platform news, opportunities, and events.	<ul style="list-style-type: none"> • Resource Center for research and capacity building methods, tools, guidelines, etc. • Face-to-face meetings and site visits • ENGAGE Platform website (newsfeed, Engendering blog) video channel, and e-newsletter • Web features/blogs, social media content, and outcome stories, case studies • Multimedia products, including presentations and videos • Capacity building opportunities (i.e. workshops during annual research conference)
Broader community of NARS researchers		
Grassroots organizations, civil society, program implementers, global coalitions	Research highlights, frameworks, tools, and evidence generated from partnerships; Platform materials featuring collaborations; information about Platform news, opportunities, and events.	<ul style="list-style-type: none"> • Face-to-face meetings and site visits • ENGAGE Platform website (newsfeed, Engendering blog) video channel, and e-newsletter • Web features/blogs, social media content, and outcome stories, case studies • Multimedia products, including presentations and videos • Capacity building materials from Learning Hub
Private sector (businesses, firms)	Business case for potential investment in gender-equitable innovations; contact information for individuals with whom they can follow up for more information.	<ul style="list-style-type: none"> • ENGAGE Platform annual report, brochures, case studies, or presentations on research evidence and context-specific application of tools or approaches • Face-to-face engagement (presentations, meetings, site visits) • ENGAGE Platform website (newsfeed, Engendering blog), video channel, and e-newsletter • Web features/blogs, social media content, and outcome stories, case studies • Multimedia products, including presentations and videos

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Target audiences	Main communication needs	Communication approach
Policymakers (local, regional, national)	Strategic advice on national and regional gender-equitable policies; country and/or region-specific news, activities, or results	<ul style="list-style-type: none"> • Face-to-face consultations • ENGAGE Platform policy and evidence briefs, notes, discussion papers, case studies • ENGAGE Platform annual report • ENGAGE Platform website (newsfeed, Engendering blog) video channel, and e-newsletter • Web features/blogs, social media content, and outcome stories, case studies • Multimedia products, including presentations and videos
Donors (bilateral, multilateral)	Evidence of outcomes and impacts (progress towards targets); outcome stories and cases; donor recognition; findings of external evaluations	<ul style="list-style-type: none"> • Direct donor engagement (roundtables, meetings) • Web features (blogs), social media content, and outcome stories, case studies • Multimedia products, including presentations and videos • ENGAGE Platform annual report and other brochures (featuring work supported by a specific donor and/or measurable performance indicators) • Acknowledgement of support (websites, publications, blogs, events, social media)

Annex 6. Outcomes and milestones

Module	Outcome	Assumptions	Outputs/activities	Milestone 2020	Milestone 2021	Milestone 2022	Milestone 2023	Milestone 2024
Strengthen	Researchers in CGIAR and target NARS are using improved methods and tools through strengthened gender capacity	Sufficient senior gender researchers are available as mentors and for advanced placements	1.1 Gender Research Fellowship program, including mentoring, trainings, and topical exchanges	Mentoring process established within CGIAR and target NARS	Fellowship program with CGIAR Centers and target NARS available after first year of mentorship	Leadership training course conducted with Gender Research Fellows (target: at least one)	Second cohort of fellowship program available to CGIAR and selected NARS implemented	At least one training leadership course conducted with Gender Research Fellows
		Needs analysis reveals truly needed resources of different stakeholders Resource Center is easy to access and navigate and widely publicized	1.3 Curated resource center with tools, methods, manuals, and datasets	Needs assessment of CGIAR, NARS, and partners for gender resources Curated Global Resource Center of tools, methods, manuals, and datasets established and tested with target NARS	Curated Global Resource Center piloted and tested with gender and non-gender researchers to address existing needs	Datasets reviewed in coordination with Big Data Platform and appropriately catalogued and made available (target: at least five)	At least five datasets are reviewed in coordination with Big Data Platform and are appropriately catalogued and made available	Best practices for data curation identified with the support of Big Data Platform tools
		CGIAR and NARS researchers participate in trainings	1.4 Learning Hub on particular topics for gender research and development	Assessment of training needs for gender strategic research conducted among CGIAR Centers, building from existing training resources	Learning hub for gender research and development established	Course for gender trainers implemented within CGIAR Centers and target NARS (target: at least one)	At least one course for gender trainers implemented within CGIAR Centers and target NARS	At least one course for gender trainers implemented within CGIAR centers and target NARS
	CGIAR Centers, CRPs, and NARS management routinely include gender in programming priorities and promote a	CGIAR System Council is supportive and puts out clear guidelines for gender integration; Science Leaders	1.2 Constituency Building to strengthen awareness and commitment to gender responsiveness	Constituency Building program designed, delivered to CGIAR Science Leaders and adapted for Africa, Asia, and Latin America	Constituency Building Program adapted delivered at 3 regional NARS forums	Constituency Building Program adapted delivered at 3 regional NARS forums	Constituency Building Program adapted delivered at 3 regional NARS forums	Constituency Building Program adapted delivered at 3 regional NARS forums

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Module	Outcome	Assumptions	Outputs/activities	Milestone 2020	Milestone 2021	Milestone 2022	Milestone 2023	Milestone 2024
	culture of gender equality	are receptive to gender issues			CGIAR adopts improved gender reporting tools			
Catalyze	<p>Broader community of CGIAR and NARS researchers understand how gender affects priorities in technology development and contributes to the SDGs; systematically consider gender relevance in research priorities; and have the competencies to conduct gender-responsive research</p>	CGIAR and NARS researchers have a genuine interest in using new tools and approaches for improving their work and adding value to their business-as-usual	<p>2.1 Innovative methods and tools</p>	Identification of needs, availability, and gaps in tools and methods for gender research	New tool(s) added to the Curated Global Resource center based on identified demands (target: at least 1) per year			
	<p>Research and development agencies and funders turn to CGIAR for key evidence on highly relevant gender research</p>	The platform builds a good network and does a good job on engagement, partnership, and marketing, with champions at key agencies	<p>2.2 High-quality research to address critical gender issues (incl. grants, mainstreaming gender into research programs and centers, and additional fundraising)</p>	First 2 rounds of collaborative research projects selected and CoP established (Themes 1 and 2)	Third round of collaborative research projects selected and CoP established (Theme 3)	Fourth round of collaborative research projects selected and CoP established(Theme 4)	Fifth round of collaborative research projects selected and CoP established (Theme 5)	

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Module	Outcome	Assumptions	Outputs/activities	Milestone 2020	Milestone 2021	Milestone 2022	Milestone 2023	Milestone 2024
			2.3 Synthesis of results from gender research	Value chain small-grant research program expanded	Synthesis of value chains prepared/expanded			
			Synthesis of feminization of agriculture prepared/expanded	Synthesis of Themes 1 and 2 prepared/expanded; 2 more synthesis study reports	Synthesis of Theme 3 prepared/expanded 2 more synthesis study reports	Synthesis of Theme 4 prepared/expanded 2 more synthesis study reports	Synthesis of Theme 5 prepared/expanded 2 more synthesis study reports	
	Communities of practice (CoPs) share knowledge across CGIAR Centers, CRPs, and target NARS	Enough human resources (time and skills) available to run and maintain CoPs	2.4 CoPs per each collaborative research theme and additionally identified ones	Guidelines and principles established for functioning of CoPs on strategic research	CoP report based on established guidelines and principles	CoP report based on established guidelines and principles	CoP report based on established guidelines and principles	CoP report based on established guidelines and principles
Influence	Inter-/national policy advisors and makers include gender perspectives into their policies informed by CGIAR engagement processes and provision of relevant tailored knowledge fed in by CGIAR teams at fora, platforms, workshops and meetings	Openness and interest from partners' side; right strategic partnerships identified and getting the partnering right with key people (building on existing connections, adding new ones, be trusting with partners)	3.1 Identifying, initiating, and maintaining strategic partnerships 3.3 Ongoing policy engagement process to identify needs and opportunities	Platform research has been discussed (target: at least at one key policy forum per year)				
				Materials based on relevant research findings and lessons developed and disseminated among key constituencies and appropriate CGIAR communities				
	Grassroots organizations, civil society, global	Interest and participation by organizations to help with	3.2 Knowledge sharing , including internal and external	Conducted mapping of potential civil society and private sector organizations that can support CGIAR Centers and platform to influence enabling environment for women	Gender equitable policy contribution (legal reforms, investment, and curriculum) informed by platform research (target: 2 contributions in 2 countries/year)			
				MoUs with additional strategic partners signed (e.g., with civil	MoUs with additional strategic partners signed (e.g., with civil	MoUs with additional strategic partners signed (e.g., with civil		

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Module	Outcome	Assumptions	Outputs/activities	Milestone 2020	Milestone 2021	Milestone 2022	Milestone 2023	Milestone 2024
	coalitions, and implementers integrate gender into all phases of programming and create enabling environments for women to be included in decision making	converting research outputs to meet their needs. We can include some of this conversion in outreach/engagement activities that we have planned and budgeted for, but need their guidance..	communications and knowledge brokering		society organizations) (target: at least 2)	society organizations) (target: at least 1)	society organizations) (target: at least 1)	
	Governments, implementers (NGOs, the private sector), and funders make more gender-equitable investments to better benefit and empower women	More gender-equitable investment aligns with governments', implementors', and funders' priorities		Engagement strategy / plan document	Engaged with governments, project implementers, and funders to provide inputs, documents for them to make more gender-equitable investments in their new project(s) designs, incl., e.g., adopted / adapted strategies based on learning from the platform (target: at least 4)	Engaged with governments, project implementers, and funders to provide inputs, documents for them to make more gender-equitable investments in their new project(s) designs, incl., e.g., adopted / adapted strategies based on learning from the platform (target: at least 4)	Engaged with governments, project implementers, and funders to provide inputs, documents for them to make more gender-equitable investments in their new project(s) designs, incl., e.g., adopted / adapted strategies based on learning from the platform (target: at least 4)	Engaged with governments, project implementers, and funders to provide inputs, documents for them to make more gender-equitable investments in their new project(s) designs, incl., e.g., adopted / adapted strategies based on learning from the platform (target: at least 3)