



INITIATIVE ON
Gender Equality




CGIAR Research Initiative on **Gender Equality**

Annual Technical Report 2023

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Table of contents

CGIAR Technical Reporting 2023

Section 1: **Fact sheet and budget**

Section 2: **Progress on science and towards End of Initiative outcomes**

Section 3: **Work Package progress**

Section 4: **Key results**

Section 5: **Partnerships**

Section 6: **CGIAR Portfolio linkages**

Section 7: **Adaptive management**

Section 8: **Key result story**

1

2

4

9

15

18

19

21

22

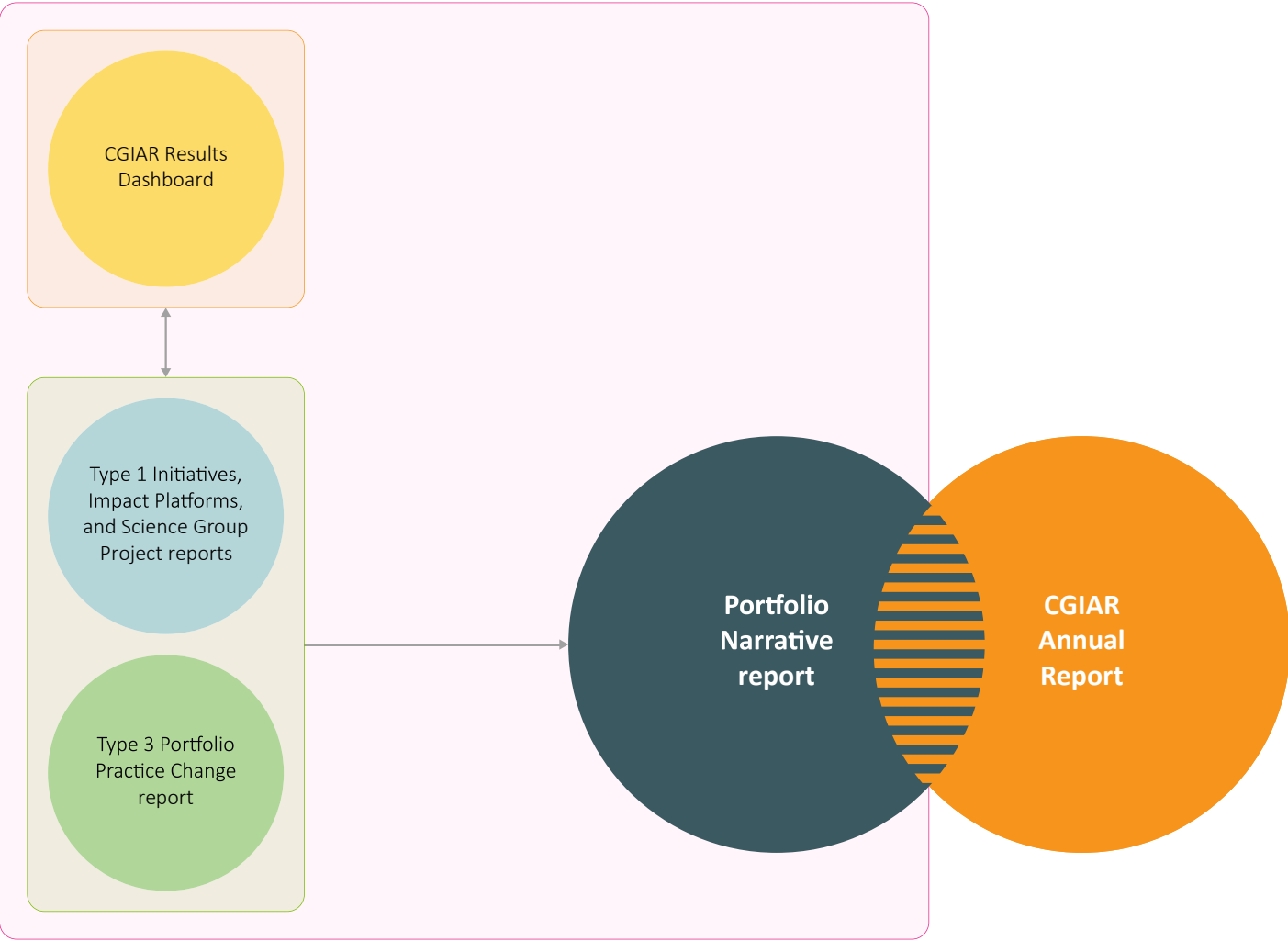
CGIAR Technical Reporting 2023

CGIAR Technical Reporting has been developed in alignment with the [CGIAR Technical Reporting Arrangement](#). This Initiative report (“Type 1” report) constitutes part of the broader [CGIAR Technical Report](#). Each CGIAR Research Initiative submits an annual “Type 1” report, which provides assurance on Initiative-level progress towards End of Initiative outcomes.

The [CGIAR Technical Report](#) comprises:

- Type 1 Initiative, Impact Platform, and Science Group Project (SGP) reports, with quality assured results reported by Initiatives, Platforms and SGPs available on the CGIAR Results Dashboard.
- The Type 3 Portfolio Performance and Project Coordination Practice Change report, which focuses on internal practice change.
- The Portfolio Narrative, which draws on the Type 1 and Type 3 reports, and the CGIAR Results Dashboard, to provide a broader view on Portfolio coherence, including results, partnerships, country and regional engagement, and synergies among the Portfolio’s constituent parts.

The CGIAR Annual Report is a comprehensive overview of CGIAR’s collective achievements, impact and strategic outlook, which draws significantly from the Technical Report products above. For 2023, the Annual Report and Technical Report will be presented online as an integrated product.



Section 1: Fact sheet and budget

Initiative name	Harnessing Gender and Social Equality for Resilience in Agrifood Systems
Initiative short name	Gender Equality
Initiative Lead	Els Lecoutere (e.lecoutere@cgiar.org)
Initiative Co-lead	Daniel Gilligan (d.gilligan@cgiar.org)
Science Group	Systems Transformation
Start – end date	01/04/2022 – 31/12/2024
Geographic scope	Regions targeted in the proposal: East and Southern Africa · South Asia · West and Central Africa Countries targeted in the proposal: Bangladesh · Ethiopia · India · Kenya · Malawi · Mali · Nigeria · United Republic of Tanzania Regions with results reported in 2023 by the Gender Equality Initiative: East and Southern Africa, South Asia, West and Central Africa Countries with results reported in 2023 by the Gender Equality Initiative¹: Bangladesh · Burkina Faso · Cameroon · Chad · Egypt · Ethiopia · Ghana · Guatemala · Honduras · India · Jordan · Kenya · Mali · Malawi · Mauritania · Nepal · Niger · Nigeria · Senegal · United Republic of Tanzania · Viet Nam
OECD DAC Climate marker adaptation score ²	Score 1: Significant The activity contributes significantly to any of the three CGIAR climate-related strategy objectives—namely, climate mitigation, climate adaptation and climate policy, even though it is not the principal focus of the activity.
OECD DAC Climate marker mitigation score ²	Score 2: Significant The activity contributes significantly to any of the three CGIAR climate-related strategy objectives—namely, climate mitigation, climate adaptation and climate policy, even though it is not the principal focus of the activity.
OECD DAC Gender equity marker score ³	Score 2: Principle Gender equality is the main objective of the initiative/project and is fundamental in its design and expected results
Website link	HER+: Harnessing gender and social equality for resilience in agrifood systems – CGIAR

¹ This list includes countries with results reported in 2023 by the CGIAR Research Initiative on Gender Equality and by Initiatives with which Gender Equality collaborated.

² The Organisation for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) markers refer to the OECD DAC [Rio Markers for Climate](#) and the [gender equality policy marker](#). For climate adaptation and mitigation, scores are: 0 = Not targeted; 1 = Significant; and 2 = Principal.

³ The CGIAR Gender Impact Platform has adapted the OECD gender marker, splitting the 1 score into 1A and 1B. For gender equality, scores are: 0 = Not targeted; 1A = Gender accommodative/aware; 1B = Gender responsive; and 2 = Principal.

These scores are derived from [Initiative proposals](#), and refer to the score given to the Initiative overall based on their proposal.

EXECUTIVE SUMMARY

The CGIAR Research Initiative on Gender Equality addresses structural constraints to gender equality in agrifood systems under growing climate risk, with a focus on reducing constraining gender norms (Work Package [WP] 1), addressing unequal voice in decision-making and governance (WP4), leveraging large-scale social protection (SP) to enhance women’s control over resources and resilience (WP3), and introducing sociotechnical innovation bundles (STIBs) that enhance women’s agency and agricultural productivity (WP2).

Gender Equality made substantial progress along its theory of change (TOC) and is on track to meet or exceed its target outcomes at the Initiative and WP levels. The Initiative achieved 220 results, produced 129 knowledge products, and advanced 21 innovations in 2023.

WP1 research addressed (i) normative constraints to building women’s economic resilience to climate change challenges and (ii) leverage points and levers to address those constraints in its focal countries, Nigeria and Tanzania. Consultation workshops in these countries provided stakeholders with valuable insights into addressing constraining gender norms, which will inform the design of gender-transformative approaches. WP1 produced resources including evidence syntheses, gender norm assessments, conceptual frameworks, and guidelines for measuring gender-transformative change¹ WP1 tools and guidelines on norms informed the work of the three other WPs.

1 Following DeMerritt-Verrone and Kellum (2021), gender-transformative change is conceptualized as a process of building agency, reversing unequal power relations, and making discriminatory social institutions more equitable.

WP2 conducted global reviews on design and use of STIBs and their impacts on women’s empowerment and resilience. WP2 developed a dashboard visualizing STIB databases and a framework to guide innovation bundling. WP2 works with NARES, WorldVeg and the CGIAR Research Initiative on Diversification in East and Southern Africa (Ukama Ustawi) in 11 learning labs across three countries (Ethiopia, India, and Kenya). These groups have completed the participatory co-design processes of bundling climate-smart technologies with social innovations to address challenges faced by women farmers in small ruminants and poultry, vegetable, legume, and cereal value chains.

WP3 accelerated science on leveraging large-scale SP programs for women’s climate resilience and gender equality. Evidence synthesis highlighted SP design features to boost women’s climate adaptation. In Ethiopia, evidence showed that SP protected women better from drought effects when livelihood and nutrition interventions were added and improved men’s gender-equitable attitudes when men’s engagement was included. In Bangladesh, evidence showed that SP strengthened women’s livelihoods and resilience, but needed additional gender responsivity in disaster-prone settings. Key stakeholders, including World Vision Ethiopia and the World Food Programme (WFP) Bangladesh, expressed support for WP3’s evidence generation, indicating its potential influence on future programming.

WP4 developed an innovation, Women’s Empowerment in Agrifood Governance (WEAGov), to assess women’s voice and agency in agrifood policymaking. Nigeria’s Ministry of Budget and Economic Planning endorsed WEAGov as a useful planning tool for reaching gender targets in national policy, reflecting government use of Gender Equality learning. A toolkit targeting firms and voluntary sustainability systems identified entry points to empower women in agrifood value chains. Together with local partners, innovative tools are being tested to equip women to demand assets in community planning processes in India and to develop advocacy skills in Nigeria. Research in Malawi underscores how increasing female representation changes discourse on deforestation policy. Evidence reviews, frameworks, and learning events provided additional guidance for stakeholders on increasing women’s voice in decision-making.

Overall, in 2023, Gender Equality significantly advanced understanding among key stakeholders and fostered partnerships that lay the groundwork for impactful change.

	2022	2023	2024
	▾	▾	▾
PROPOSAL BUDGET ▸	\$6.79M	\$8.80M	\$12.41M
APPROVED BUDGET ¹ ▸	\$5.82M	\$6.14M ²	\$4.44M ³

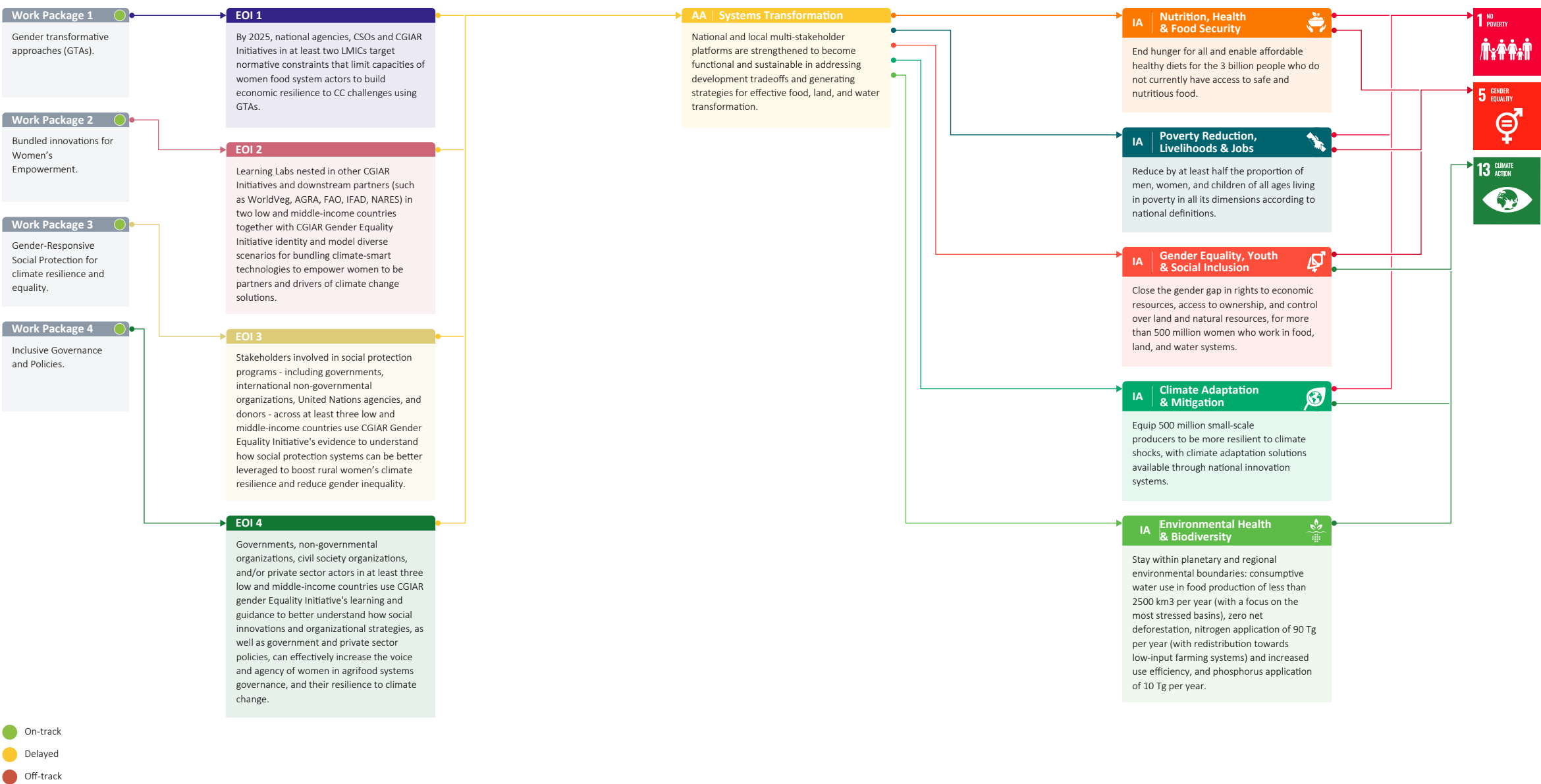
¹ The approved budget amounts correspond to the figures available for public access through the [Financing dashboard](#).
² This amount includes carry-over and commitments.
³ This amount is an estimation of the 2024 annual budget allocation, as of the end of March 2024.



Section 2: Progress on science and towards End of Initiative outcomes

Initiative-level theory of change diagram

This is a simple, linear, and static representation of a complex, non-linear, and dynamic reality. Feedback loops and connections between this Initiative and other Initiatives’ theories of change are excluded for clarity.



EOI | End of Initiative outcome
AA | Action Area
IA | Impact Area
SDG | Sustainable Development Goal

Note: A summary of Work Package progress ratings is provided in Section 3.



The impact of improved climbing beans in Rwanda.
Credit: Neil Palmer, CIAT

Summary of progress against the theory of change

The CGIAR Research Initiative on Gender Equality is dedicated to addressing the structural constraints to gender equality and inclusion in agrifood systems amid growing climate risks. It targets multiple, often interrelated, formal and informal constraints. These include constraining gender norms and unequal voice in decision-making and governance, unequal control over resources, unequal access to technology, and women’s lack of agency. The theory of change (TOC) of Gender Equality centers on research to identify innovative solutions that can reduce these constraints to equality and inclusion. Our TOC is that enhancing individual capacities, while fostering a more enabling institutional (systemic) environment, will support the capabilities of all, including women, to thrive and contribute to vibrant and resilient communities. Through this combination of activities, we seek to increase gender equality in agrifood systems, and reduce the greater sensitivity of women, girls, and disadvantaged groups to negative impacts from climate change and other crises while supporting their adaptation and resilience capacities. This understanding and the consolidated approach are novel and relevant.

The Initiative’s comprehensive plan of research spans four Work Packages (WPs) focused on addressing constraining norms (WP1), agency (WP2), unequal constraints to control over resources (WP3), and unequal voice and influence in governance and decision-making (WP4). Significant progress on science was made in 2023 across all four WPs.

WP1 completed Outputs 1.1–1.4 in 2023. Most notably, WP1 generated robust evidence on normative constraints ([Rietveld et al., 2023](#); [Achandi et al., 2023](#); [Mudege et al., 2023](#); [Seymour et al., 2023](#)), which was presented at two stakeholder workshops for consultation and validation in Tanzania and Nigeria. These were designed to identify leverage points and levers to intervene in agrifood systems at a deeper level using gender-transformative approaches (GTAs).¹ WP1 will begin working with regional partners to design and pilot GTAs in 2024. [Guidelines for measuring gender transformative change](#) (Output 1.7) were created in partnership

with the Gender Impact Platform and Joint Programme on Gender Transformative Approaches (JP GTA) (which is implemented by the Food and Agriculture Organization of the United Nations [FAO], the World Food Programme [WFP], and the International Fund for Agricultural Development [IFAD]). Synergies with WP3 produced a brief on how to integrate GTAs to address normative constraints that limit women’s capacities to [build resilience using social protection](#) (SP).

WP2 conducted two global reviews on [design](#) and [use of STIBs](#) and their impacts on women’s resilience and empowerment, which found significant evidence gaps. WP2 started designing and rolling out [STIBs](#) in learning labs with CGIAR Initiatives and research and development partners in [South Asia](#) and [Africa](#). The STIBs seek to empower women and youth by improving economic opportunities, earnings, and agency in the context of climate change. Eleven learning labs were set up, based on a gender-focused [situational analysis](#) for contextual understanding. These focus on climate-smart agriculture in the context of women producing [vegetables in Ethiopia](#), rearing [small ruminants and poultry](#), engaging in [onion](#) value chains in India, and working in a [cereal and legume cropping system](#) in Kenya. In addition, four case studies were conducted in India to understand the processes and outcomes of STIBs. In 2024, another will be carried out in Africa, and WP2 will also assess the impacts of STIBs on empowerment and resilience in India and Ethiopia. The emerging evidence will be used to engage scaling partners such as AGRA, IFAD, FAO, and government and regional agencies.

WP3 accelerated science and dissemination to guide stakeholders on leveraging large-scale SP programs for women’s climate resilience and gender equality. Evidence synthesis highlighted [SP’s potential](#) and recommended design features to boost women’s climate adaptation. Innovative research in climate-affected countries tested what works. In Ethiopia, case studies showed that adding livelihood and nutrition interventions to the national SP program [protected women from adverse effects of drought](#), and adding men’s

engagement [improved men’s gender-equitable attitudes](#); a pilot intervention tested strategies to promote [women’s sustainable land management practices](#). In Bangladesh, case studies showed that SP programs [strengthened women’s livelihoods](#) and [built resilience](#), but [needed additional gender-responsivity](#) in disaster-prone settings. In Mali, a [literature review](#) informed ongoing studies. Dissemination to stakeholders across SP, climate, and gender spaces included [climate webinars](#), [panels](#), and a presentation of the evidence during a session at the United Nations Climate Change Conference (COP28), informing SP implementers’ gender strategy, and [in-country workshops](#) convening partners and donors. Activities in 2024 will advance generation of and stakeholders’ use of evidence.

WP4 advanced and communicated evidence around raising women’s influence in public- and private-sector governance and decision-making. New tools to measure women’s voice and agency in [agrifood policymaking](#) and [agrifood value chains](#) were released and disseminated at [COP28](#) and through [workshops](#) that brought together civil society, agrifood ministries, local researchers, and the private sector. A [toolkit](#) targeting firms and voluntary sustainability systems identified entry points for empowering women. Innovative tools are being tested to [inspire](#) and [equip](#) women to demand assets for climate resilience in India and to develop [advocacy skills](#) in Nigeria. Research in [Malawi](#) underscores how increasing female representation changes discourse on deforestation policy. Across [13 African countries](#), a study found that women in local leadership roles mitigate

the impacts of climate and conflict shocks on women’s engagement. Activities in 2024 will engage our partners to continue advancing the science and scale solutions that raise women’s voice in climate-relevant decision-making.

In addition, Gender Equality convened a second [high-level stakeholder dialogue in New Delhi](#) that highlighted the potential of generating evidence on what works to support gender equality and climate resilience in agrifood systems in South Asia. Gender Equality also convened a [cross-Initiative webinar on gender and climate change research](#).



An improved bean variety helping farmers in Tanzania improve their lives and empowering women.
Credit: Georgina Smith, CIAT

Progress by End of Initiative outcome

EOIO 1: Transform: Gender-transformative approaches (GTAs).

By 2025, national agencies, civil society organizations (CSOs), and CGIAR Initiatives in at least two low- and middle-income countries (LMICs) target normative constraints that limit capacities of women food-system actors to build economic resilience to climate change challenges using gender transformative approaches.

Through consultation workshops that presented qualitative and quantitative evidence on normative constraints from WP1, 39 stakeholders from various governmental and nongovernmental organizations (NGOs) gained a greater understanding of where and how to address normative constraints in cassava, chicken, and fish value chains in Tanzania and Nigeria. This work is crucial for designing gender-transformative initiatives and finding leverage points to overcome these constraints in target agrifood systems. Other progress toward End of Initiative outcome (EOIO)1 by WP1 includes: (i) a global evidence synthesis of normative constraints in food systems; (ii) qualitative assessments of normative constraints in Nigeria and Tanzania; (iii) development of a multidimensional gendered social norms index; and (iv) guidelines on how to measure gender transformative change.

EOIO 2: Empower: Bundled innovations for women’s empowerment.

Learning labs nested in other CGIAR Initiatives and downstream partners (such as WorldVeg, AGRA, FAO, IFAD, NARES) in two LMICs, together with Gender Equality, identify and model diverse scenarios for bundling climate-smart technologies to empower women to be partners and drivers of climate change solutions.

WP2 developed an evidence gap map on impacts of innovation bundling for women’s empowerment and resilience, as well as a framework to guide sociotechnical innovation bundling. Using this as a basis, we engaged diverse stakeholders to codesign bundles in learning labs and developed a dashboard visualizing available databases on innovation bundles. Eleven learning labs working with the CGIAR Initiative on Diversification in East and Southern Africa, NARES (Indian Council for Agricultural Research-Indian Veterinary Research Institute [ICAR-IVRI]), and the World Vegetable Center in three countries — Ethiopia, India, and Kenya — have completed the process of bundling climate-smart technologies with other social and institutional innovations to address challenges faced by women farmers in their respective value chains. Diverse stakeholders including government, nongovernment, and private-sector agencies and professional networks are engaged in each of these labs to support implementation of the innovation bundles, with women driving the design and implementation.

¹ Gender transformative approaches refer to approaches in development or research for development that is intentionally oriented, facilitated and applied with the aim of examining, challenging and transforming the underlying causes of gender inequality. These causes are rooted in social structures, including the gender norms that underpin imbalances in gender power dynamics, roles and relations (McDougall et al., 2023).

Stakeholders involved in SP programs — including governments, international nongovernmental organizations (INGOs), UN agencies, and donors — across at least three LMICs use Gender Equality evidence to understand how SP systems can be better leveraged to boost rural women’s climate resilience and reduce gender inequality.

World Vision Ethiopia piloted interventions, codesigned under WP3 and built on Ethiopia’s graduation model of SP, to promote women’s involvement in sustainable land management. As a result of WP3’s engagement, World Vision Ethiopia, WFP Bangladesh, and an SP specialist for West and Central Africa voiced support for WP3’s evidence generation on how SP can improve women’s climate resilience in Ethiopia, Bangladesh, and Mali, which can inform their strategies and future programming in similar contexts. Dissemination of this work to key stakeholders laid the groundwork for their use of evidence. For example, findings from evidence synthesis and new case studies were disseminated to diverse stakeholders across SP, climate, and gender spaces at COP28; in a panel informing the role of SP in the World Bank’s gender strategy; and at workshops in Nairobi and Addis Ababa that convened governments, implementation partners, agencies, local academics, and donors around lessons for SP design.

Governments, NGOs, CSOs, and/or private sector actors in at least three LMICs use Gender Equality learning and guidance to better understand how social innovations and organizational strategies, as well as government and private-sector policies, can effectively increase the voice and agency of women in agrifood system governance, and their resilience to climate change.

Nigeria’s Ministry of Budget and Economic Planning endorsed WEAGov as a useful planning tool for reaching gender targets in national policy, reflecting government use of Gender Equality learning to empower women in agrifood system governance and achieving progress in one of the three targeted EOIO4 countries. The International Social and Environmental Accreditation and Labelling (ISEAL) Alliance supports WP4’s research on women’s voice in value chain programming and is engaging with its members globally to adopt solutions to support gender equality and social inclusion in value chains. Action Aid joined with WP4 to train 3,700+ women and 1,950 men in rural Nigeria on advocacy skills and effective ways to increase women’s influence in community governance. The NGO PRADAN (Professional Assistance for Development Action) supports WP4’s research on increasing women’s influence in selecting assets for climate resilience and on new tools to measure women’s group-level agency.

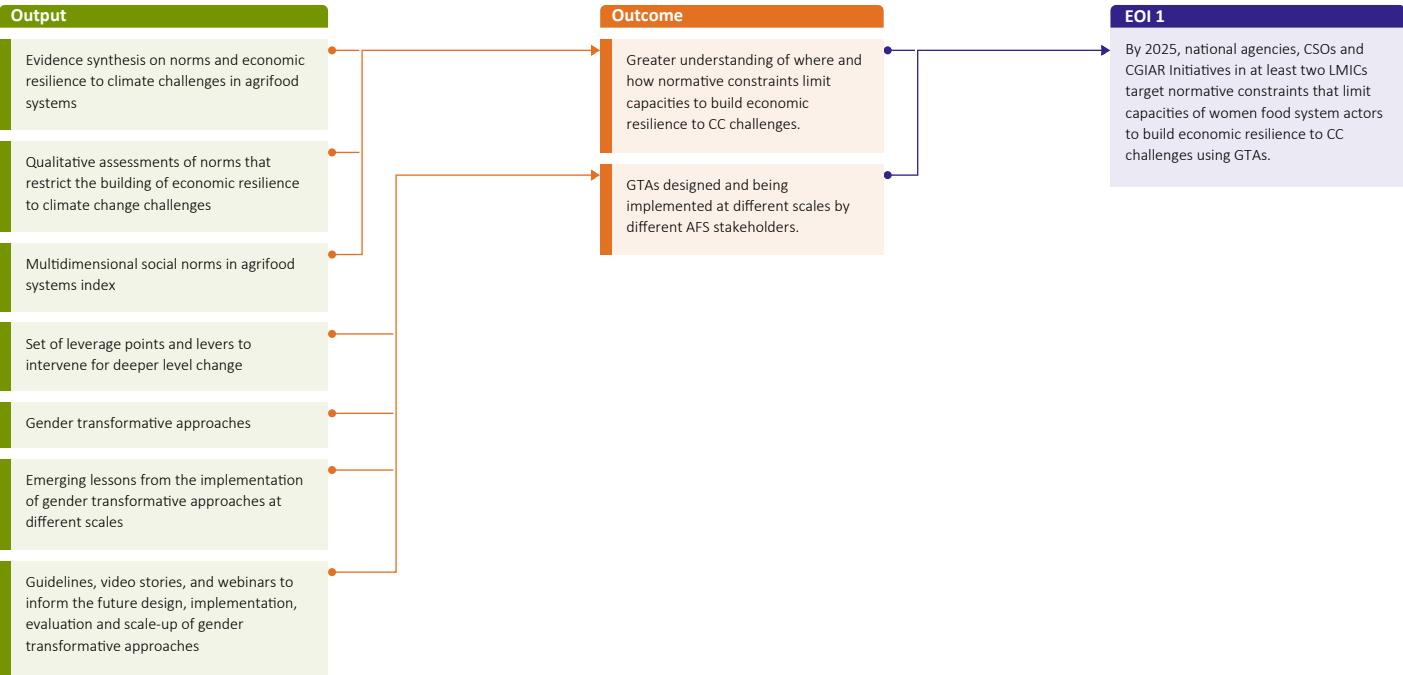


Green fodder from dual-purpose wheat Uttarakhand, India.
Credit: Sapna Jarial, ILRI

Section 3: Work Package progress

WP1: Transform: Gender-transformative approaches (GTAs)

On track



Work Package 1 progress against the theory of change

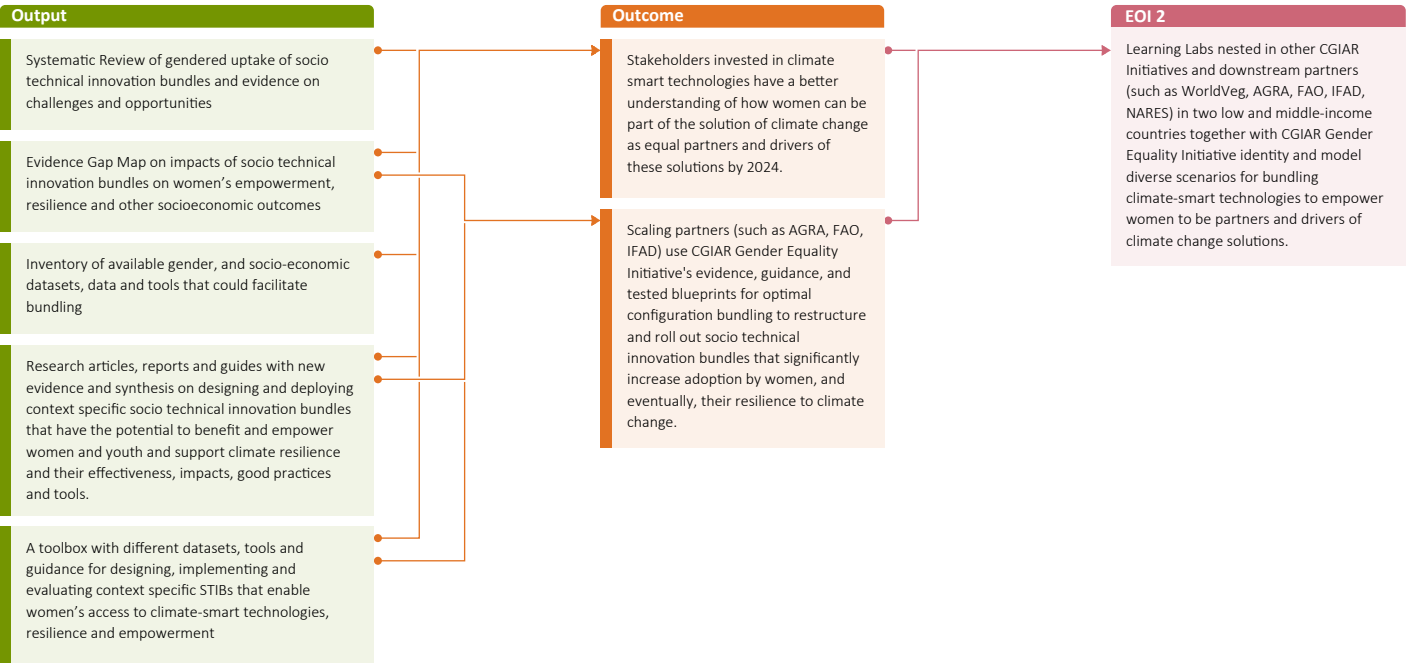
Working primarily along Pathways 1 and 2, WP1 implemented research activities in 2023 to answer research questions on (i) normative constraints to building women’s economic resilience to climate change challenges, and (ii) leverage points and levers to address those constraints. In line with the [2023 Plan of Results and Budget \(PORB\)](#) and TOC, WP1 delivered: Output 1.1 [evidence synthesis of gender norms in agrifood systems](#) (and accompanying [brief](#)); Output 1.2 qualitative assessments of norms in [Nigeria](#) and [Tanzania](#) (along with two stakeholder workshop reports, [here](#) and [here](#)); and Output 1.3 [conceptual framework on measuring gender norms in agrifood systems](#) (and accompanying [brief](#)) and [quantitative assessments of norms in Nigeria and Tanzania](#) (and accompanying [brief](#)), in partnership with Royal Tropical Institute ([KIT](#)) and Family Health International ([FHI360](#)), respectively.

Stakeholder consultation workshops in both focal countries, where the evidence from Outputs 1.1–1.3 was presented, (i) resulted in a greater understanding of where and how normative constraints limit

women’s economic resilience (Outcome 1.1), and (ii) identified sets of leverage points and levers to address those constraints (Output 1.4). Stakeholder consultation reports and evaluations will be available Q1 2024. [Guidelines for measuring gender transformative change](#) (and accompanying [brief](#)) for validation when testing GTAs along Pathway 3 (Output 1.7) were completed, in partnership with the [JP GTA](#) and [Gender Impact Platform](#). Through stakeholder consultation workshops, this evidence was disseminated using more strategic channels (addressing assumption 1), thereby helping stakeholders identify leverage points and levers to intervene in the agrifood system at a deeper level (assumption 3). The latter suggests that gender norms are malleable in the shorter term for targeting by these and other stakeholders (assumption 2). This assumption needs more testing in 2024. Assumptions 4–6 will be tested in 2024. Through synergies with WP3, WP1 produced a brief on [how to integrate GTAs in SP](#). Cross-Initiative collaborations led to a brief on [contextualizing gendered trait preferences](#).

WP2: Empower: Bundled innovations for women’s empowerment

On track



Work Package 2 progress against the theory of change

In 2023, WP2 embarked on designing and integrating STIBs¹ in 11 learning labs with (i) the CGIAR Research Initiative on Diversification in East and Southern Africa and the African Plant Nutrition Institute (APNI) in Kenya focused on on-farm demonstrations of climate-smart agriculture; (ii) WorldVeg, SNV Netherlands Development Organisation, and Green Agro-Solution PLC in Ethiopia focused on vegetable value chains; (iii) the ICAR-IVRI, PRADAN, SEVA (Society for Equitable Voluntary Actions), and Change Initiatives on tribal women rearing small ruminant and poultry in West Bengal, India; and (iv) WorldVeg and Sahabhagi Vikash Abhiyan (SVA) on onion value chains in Odisha, India. An evidence review of STIBs for women’s empowerment and resilience ([Output 2.1.1](#)) and the identification of evidence gaps on impacts of STIBs ([Output 2.1.2](#)) informed these efforts.

The learning labs kicked off with a [situational analysis](#) and stakeholder [workshops](#) to [codesign](#) the STIBs, contributing to a better understanding of working with women as drivers of climate change solutions (Outcome 2.1). In Kenya, three nutrition [training](#)

[sessions](#), product testing and a [recipe book](#), and a training of trainers program in gender-responsive nutrition in two districts of Ethiopia addressed healthy diets, food security, and climate change (assumption 4). To leverage [private sector–led digital solutions](#), we trained Lersha agents to support the vegetable business networks of women farmers.

We developed results-based management frameworks specific to each of the Indian learning labs through [four stakeholder engagement workshops](#). An [overall TOC](#) generic to learning labs, an interactive [STIBs dashboard](#) (Output 2.3) visualizing CGIAR and non-CGIAR datasets, and a [3D animation](#) to contribute to the toolbox (Output 2.5) were developed. Preliminary results indicate that [STIBs enhance resilience capacities of farmers and contribute to empowerment and food security](#) (assumption 1). [Smallholder women farmers](#) are willing to adopt climate-smart STIBs when they are relevant to their needs (assumption 3). With funding from the CGIAR Gender Impact Platform, four case studies were conducted in India to generate evidence on STIBs.

WP3: Protect: Gender-responsive social protection

On track



Work Package 3 progress against the theory of change

Stakeholders are increasingly interested in leveraging large-scale SP programs to boost women’s climate resilience, but have little guidance on which program designs are effective. In 2023, Gender Equality advanced the collaborative multidisciplinary approach developed in 2022 to generate and disseminate evidence to guide stakeholders.

To inform how SP can support women in coping with and adapting to climate change, we (i) synthesized existing evidence ([a global evidence review including design recommendations](#); reviews of [promising SP programs in India, Jordan, and the Sahel](#)); (ii) generated new mixed-method evidence demonstrating whether and how specific SP programs have supported women during climate shocks (using rigorous methods and building on longstanding relationships in [Ethiopia, Mali, and Bangladesh](#)) and codesigned an innovative pilot intervention and evaluation with [longstanding partners in Ethiopia](#) to [test strategies for promoting women’s sustainable land management](#) through the national SP program; and (iii) disseminated findings to stakeholders spanning SP, climate, and gender (including through an

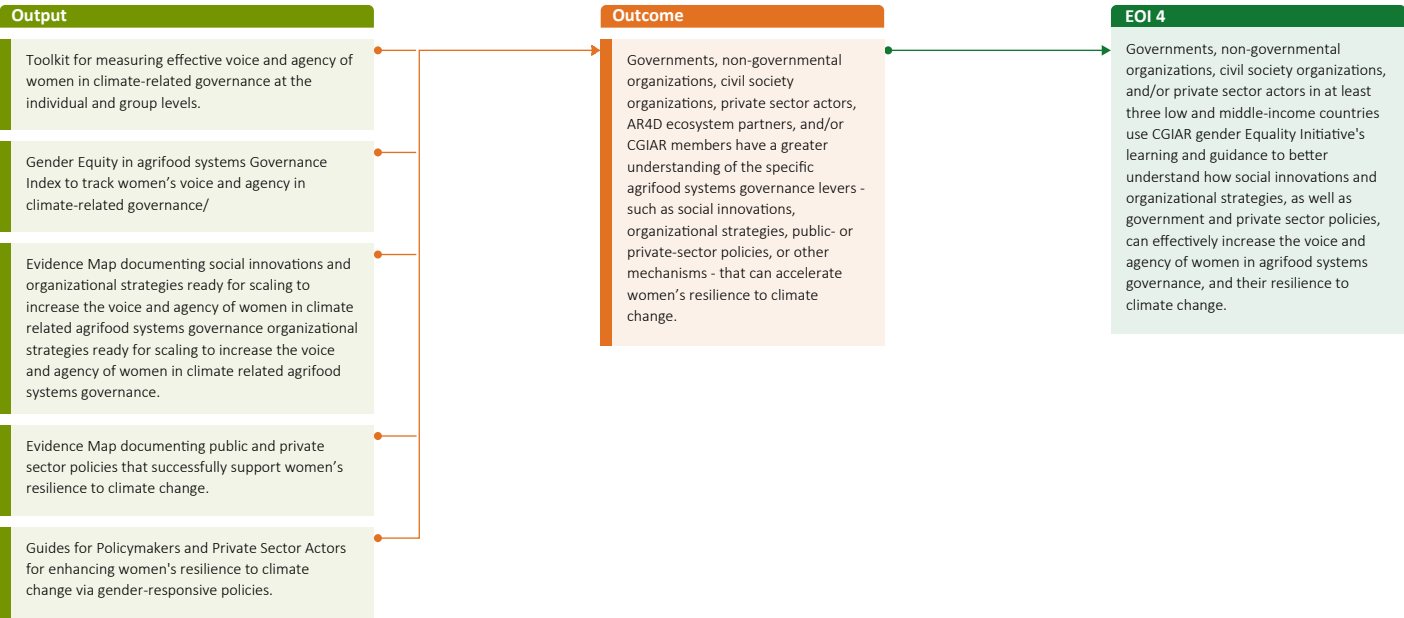
[in-country learning event with SP implementers, local academics, and agencies](#); a high-profile [COP28 event](#); a [climate security webinar](#) and [podcast](#) receiving more than 350 views; and a [panel to guide the World Bank’s gender strategy](#)).

To inform how SP can address the root causes that constrain women’s resilience, we (i) explored the potential of different SP design features (including [summarizing how SP can incorporate GTAs](#) and [testing the effectiveness of engaging men to shift gender norms in Ethiopia](#); and unpacking whether complementary programming targeted to women promotes livelihoods and empowerment in [Bangladesh](#) and [Ethiopia](#), including [post-program](#)) and (ii) disseminating findings (including through [presentations](#) and a [book chapter](#)). We have collaborated fruitfully across CGIAR Research Initiatives (Fragility, Conflict, and Migration; Climate Resilience; Livestock and Climate). Our research received support from key SP stakeholders, including from [Ethiopia, Bangladesh, and West Africa](#), positioning us to achieve our EOIO as research and dissemination outputs are completed.

¹ Combination (or combinations) of social, economic, technological, policy, or environmental innovations and practices that are intended to lead to combined and positive outcomes for farmers’ livelihoods (Barrett et al., 2022). Since offering new technologies or practices is not necessarily sufficient for adoption by all, there is a need for bundling with social innovations that address, among others, gendered constraints to adoption and use.

WP4: Voice: Inclusive governance and policies

On track



Work Package 4 progress against the theory of change

Women are increasingly affected by climate change, yet often face exclusion from the public and private-sector governance structures that shape climate resilience strategies. Operating in India, Nigeria, and Malawi, WP4 utilizes a multi-Center, multidisciplinary approach and collaborates with CGIAR Research Initiatives including Fragility, Conflict, and Migration; National Policy Strategies; and Rethinking Food Markets, engaging partners across civil society, government, and the private sector.

To amplify women’s voice and agency in climate-related agrifood governance, in 2023, we (i) launched tools measuring women’s voice and agency in governance in [India](#) and [Nigeria](#); (ii) disseminated [findings](#) from the Women’s Empowerment in Agrifood Governance (WEAGov) assessment framework at [COP28](#), receiving [support](#) from Nigeria’s Ministry of Budget and Economic Planning; and (iii) developed social innovations to increase [women’s participation](#) in community-level governance and to foster [support from men](#), which are being tested in [Nigeria](#) and as part of [globally coordinated studies](#).

To promote effective policies to support women’s resilience to climate change, we (i) developed approaches to [inspire](#) women in Odisha, India, to demand assets for climate resilience and [build their advocacy skills](#); tested ways to increase women’s influence within climate policy deliberations in [Malawi](#); and created [evidence maps](#) documenting policies that support women’s resilience to climate change; and (ii) developed and disseminated evidence and guidance for stakeholders on enhancing women’s resilience to climate change (including through [evidence reviews](#), [conceptual frameworks](#), [learning events](#), a [podcast](#) for private-sector actors on developing gender policies, a [scaling workshop](#) with ministry stakeholders in Nigeria, and [tools](#) to track gender equality in agrifood value chains). More than 15,000 people in rural India, Nigeria, and Malawi were trained using our original tools, social innovations, and policy approaches for empowering women in climate-related governance. With support from our NGO, private sector, and government partners, we are on track to achieve our EOIO.

Work Package progress rating summary

WORK PACKAGE	PROGRESS RATING & RATIONALE
1	<p>Progress rating</p> <p>Outputs 1.1–1.4 completed (with the publication of Output 1.4 coming in Q1 2024).</p> <p>In 2024, WP1 will begin designing and implementing GTAs with local partners in both focal countries (Output 1.5) and put together some emerging lessons (Output 1.6) to build on.</p> <p>Through collaboration with the JP GTA and Gender Impact Platform, guidelines on measuring gender-transformative change were developed (Output 1.7), and validation will begin in 2024 when we start implementation of the GTAs. Additional resources will be developed under Output 1.7 to inform the future design, implementation, evaluation, and scale-up of GTAs.</p> <p>Collaborations with WP2 and WP4 could be initiated in 2024 by providing potential GTAs for inclusion in WP2 STIBs and feeding evidence on governance-related normative constraints into WP4.</p>
2	<p>Progress rating</p> <p>Outputs 2.1 and 2.2 on global review of the evidence on STIBs for women’s empowerment and resilience were completed and results published in 2023.</p> <p>A review of the available databases and innovations was completed as part of Output 2.3, and the STIBs dashboard was developed in 2023, which will be continuously updated with additional databases in 2024.</p> <p>As part of Output 2.4, a TOC and results-based management framework were developed for the learning labs in India in 2023. All the learning labs will be continuously monitored, and the process and outcomes will be documented in 2024.</p> <p>Output 2.5 contributes to development of the toolbox, including case studies, datasets, guidelines, manuals, and research results to engage scaling partners such as AGRA, IFAD, FAO, and government agencies to use STIBs to increase women’s resilience to climate change.</p>
3	<p>Progress rating</p> <p>Research activities have been completed for Output 3.1 (strategic evidence review), are on-track to be completed by 2024 for Outputs 3.2 and 3.4 (new research findings), and are on-track to be completed by Q1 of 2025 for Outputs 3.3 and 3.5 (dissemination of findings). Partnerships, collaborations, and stakeholder support have been well-developed through 2023, and assuming progress as planned in 2024, position us to achieve our outcomes by Q1 of 2025.</p>
4	<p>Progress rating</p> <p>As planned, tools have been launched and piloted for Outputs 4.1 and 4.2, new research findings for Outputs 4.3 and 4.4 are on-track for 2024, and dissemination of findings (Output 4.5) by Q1 2025. Cross-sector partnerships and collaborations were developed in 2023 and assuming progress as planned in 2024, position us to achieve our outcomes by Q1 of 2025.</p>

Definitions

On track	Delayed	Off track
<p>✓ Annual progress largely aligns with Plan of Results and Budget and Work Package theory of change.</p> <p>✓ Can include small deviations/issues/delays/risks that do not jeopardize success of Work Package.</p>	<p>⚠ Annual progress slightly falls behind Plan of Results and Budget and Work Package theory of change in key areas.</p> <p>⚠ Deviations/issues/delays/risks could jeopardize success of Work Package if not managed appropriately.</p>	<p>✖ Annual progress clearly falls behind Plan of Results and Budget and Work Package theory of change in most/all areas.</p> <p>✖ Deviations/issues/delays/risks do jeopardize success of Work Package.</p>



Bangladeshi farmer Gopal Mohanta and his wife work together cutting up feed for their livestock
Credit: S. Mojumder Drik, CIMMYT

Section 4: Key results

This section provides an overview of results reported by the CGIAR Research Initiative on Gender Equality. These results align with the CGIAR Results Framework and Gender Equality’s theory of change. Source: *Data extracted from the [CGIAR Results Dashboard](#) on 9 April 2024.*

Overview

In 2023, the Gender Equality Initiative reported and contributed to a total of 226 results. The Initiative delivered 134 knowledge products and 21 innovation development results, 30 capacity sharing for development results, and 26 other outputs. This is a substantial increase in the number of all types of outputs as compared to 2022, and demonstrates the Initiative’s significant contributions to science, capacity sharing, and innovation development. The Initiative also reported 15 cases of evidence against outcomes, including 1 of policy change and 1 of innovation use, demonstrating it is well on-track to achieving the EOIOs.

OVERVIEW OF REPORTED RESULTS

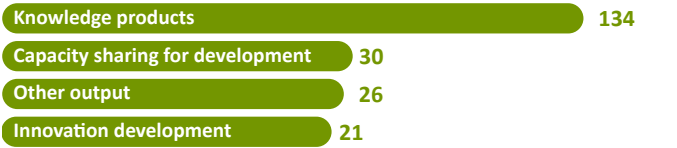
2022

Outputs



2023

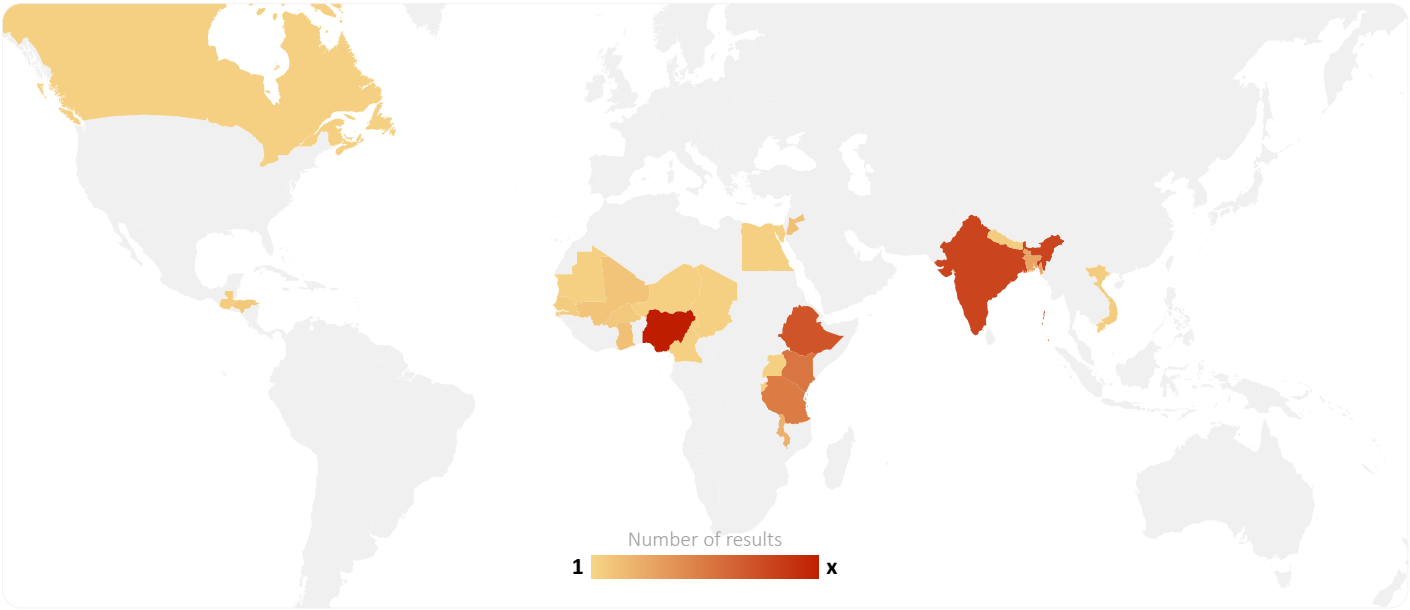
Outputs



Outcomes

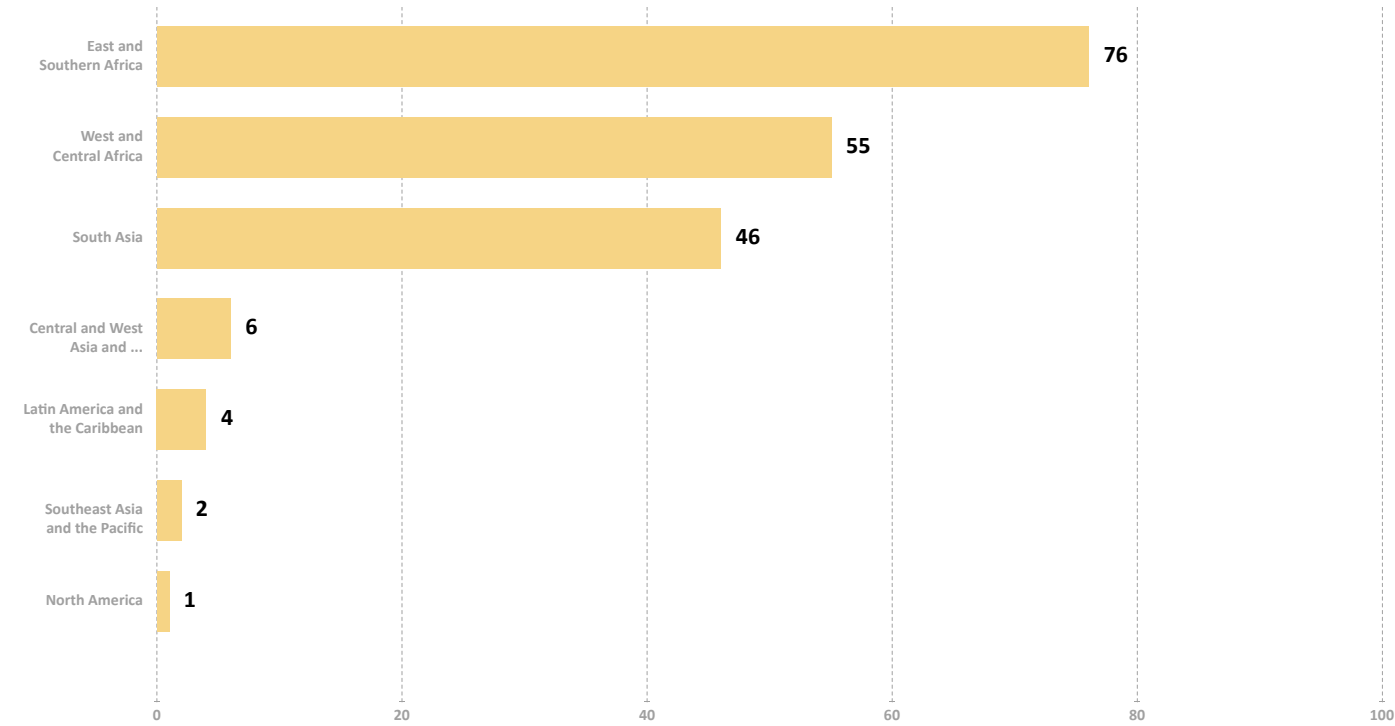


NUMBER OF RESULTS BY COUNTRY



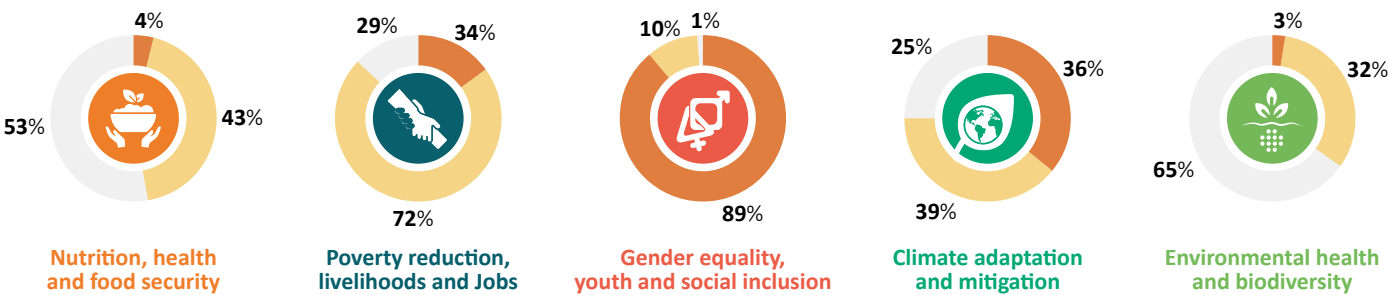
This includes countries with results reported in 2023 by the Gender Equality Initiative and by Initiatives with which the Gender Equality Initiative collaborated: Bangladesh, Burkina Faso, Cameroon, Chad, Egypt, Ethiopia, Ghana, Guatemala, Honduras, India, Jordan, Kenya, Mali, Malawi, Mauritania, Nepal, Niger, Nigeria, Senegal, Tanzania, Viet Nam

NUMBER OF RESULTS BY COUNTRY



This includes regions with results reported in 2023 by the Gender Equality Initiative and by Initiatives with which the Gender Equality Initiative collaborated.

PERCENTAGE OF RESULTS TAGGED TO CGIAR'S IMPACT AREAS

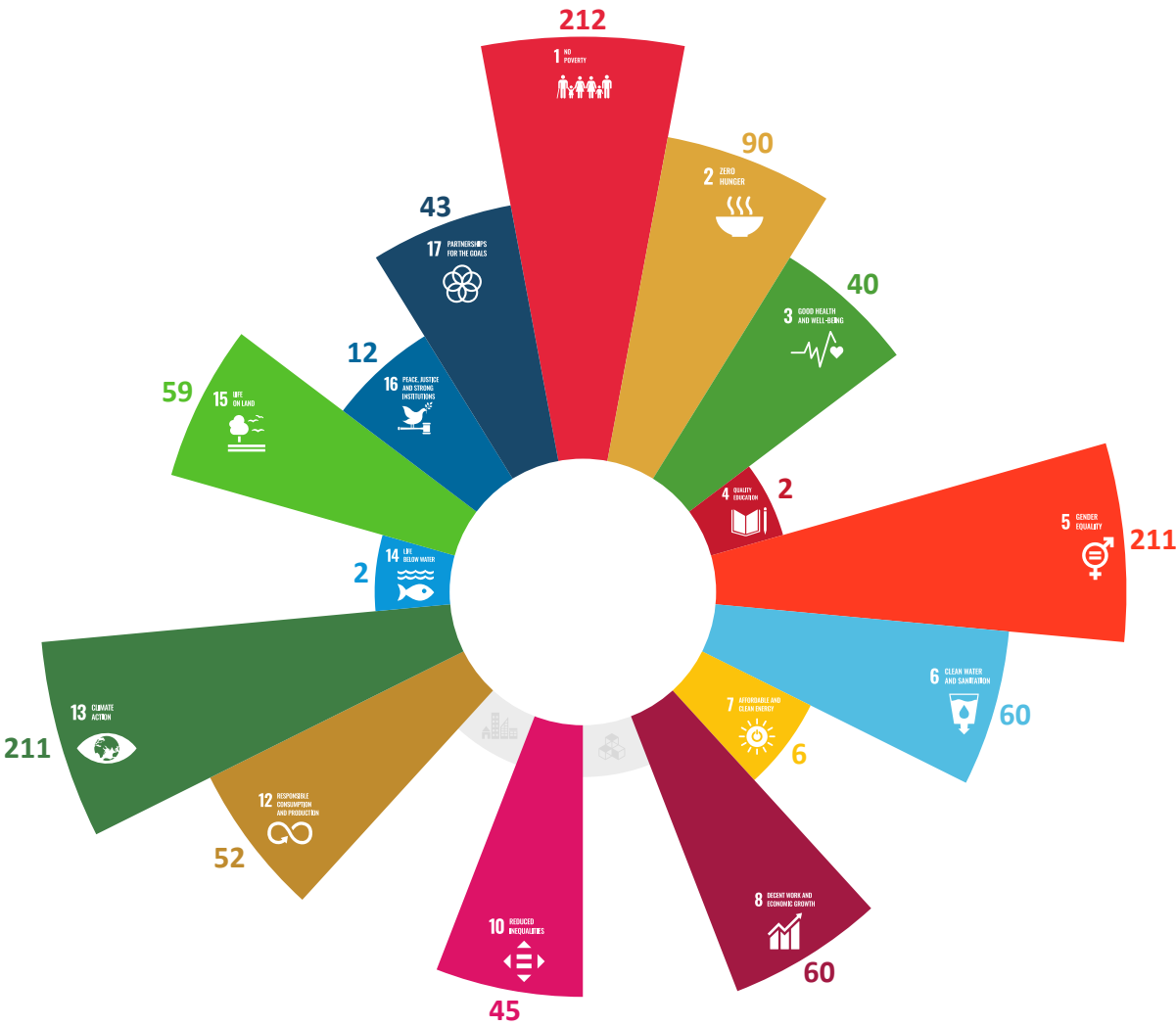


● **Principal:** The result is principally about meeting any of the Impact Area objectives, and this is fundamental in its design and expected results. The result would not have been undertaken without this objective.
● **Significant:** The result has made a significant contribution to any of the Impact Area objectives, even though the objective(s) is not the principal focus of the result.
● **Not targeted:** The result did not target any of the Impact Area objectives.

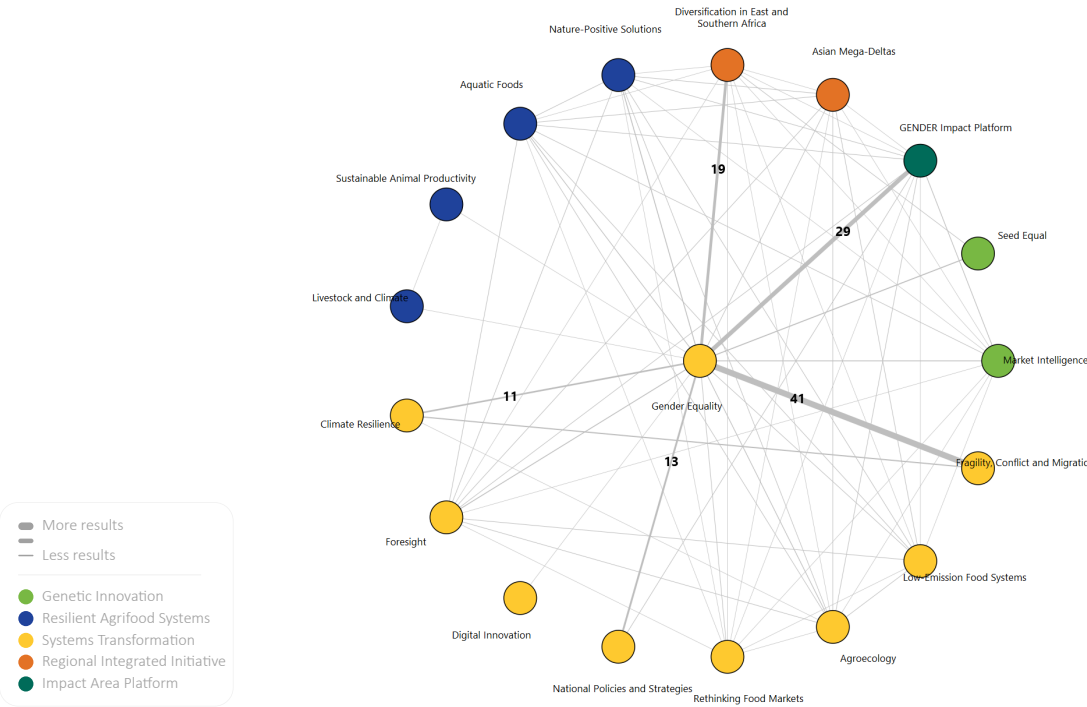
TOP 10 NUMBER OF RESULTS BY CONTRIBUTING PARTNER



CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS



GENDER EQUALITY INTERNAL PORTFOLIO NETWORK



Connections are sized by the number of reported results. Collaborations where only one result was reported with a linkage between two Initiatives are excluded.

Section 5: Partnerships



Gender and climate experts applaud the Gender Equality Initiative at the second high-level dialogue meeting held in New Delhi, South Asia.
Credit: Michael's Photography, New Delhi

Partnerships and Gender Equality’s impact pathways

WP1 partnered with KIT and FHI360 to develop a conceptual framework on measuring gender norms in agrifood systems and to implement quantitative assessments of norms in Nigeria and Tanzania. WP1 partnered with the JP GTA and Gender Impact Platform to develop guidelines for measuring gender-transformative change. WP1 also engaged 39 stakeholders to identify leverage points and levers to intervene at a deeper level in the focal agrifood systems in Tanzania and Nigeria, including district and regional governmental and nongovernmental actors (such as District Councils, the Tanzania Agricultural Research Institute, Nigeria’s Ministry of Agriculture and Rural Development, youth and women’s associations, Kolping Society, World Vision, and The Nature Conservancy).

WP2 collaborated with the International Institute for Environment and Development (IIED) and the Center for Evaluation and Development (C4ED) to develop an evidence map and review of evidence of impacts of STIBs on women’s empowerment and resilience. In India, as part of the learning labs, we worked with nongovernmental organizations and national agricultural research institutions including the ICAR-IVRI, World Veg, PRADAN, SEVA, Change Initiatives, and Sahabhagi Vikash Abhiyan (SVA). Sattva Consulting Ltd. was our collaborator developing the TOC and implementing results-based management for the learning labs in India. In Kenya, we partnered with the Kenya Agricultural Livestock Research Organisation (KALRO), APNI, the African Conservation Tillage Network (ACTN), and Participatory Approaches for Integrated Development (PAID). In Ethiopia, we collaborated with WorldVeg, SNV, and Green Agro Solutions (PLC). Together with the CGIAR Research Initiative on Seed Equal, we collaborated with national agricultural institutes of Burundi, Cameroon, Rwanda, Tanzania, and Uganda; the Ethiopian Institute of Agricultural Research; the Zambia Agriculture Research Institute; and Mozambique’s Agricultural Research Institute to pilot STIBs in Africa.

WP3 collaborated with long-time partner World Vision Ethiopia, as well as CARE and the Organization for Rehabilitation and Development in Amhara (ORDA), to codesign and implement the pilot interventions promoting women’s sustainable land management in rural Ethiopia. These linkages built on partners’ local expertise, experience implementing intervention components built on Ethiopia’s national SP program, and the ability to use the evidence for future programming. WP3’s research partners include academics from academic institutions in the United States and local institutions (such as Dadimos Development Consultants and Hawassa University in Ethiopia). Dissemination of WP3 research has engaged diverse stakeholders, including government SP implementers, project partners (including World Vision, CARE, ORDA), UNICEF, UN Women, WFP, FAO, the World Bank, the International Labour Organization (ILO), the United Kingdom’s Foreign, Commonwealth and Development Office (FCDO), Germany’s Federal Ministry for Economic Cooperation and Development (BMZ), climate stakeholders at COP28, and local academics.

WP4 collaborated with longstanding partner ActionAid Nigeria to leverage their expertise in civic education and community mobilization. Together, WP4 publicly disseminated innovative curricula to increase women’s advocacy skills and foster men’s support for women’s political engagement. More than 5,500 people in rural Nigeria were trained using these materials. WP4 fostered partnerships with the Agricultural Policy Research Network (APRNet), the Federal Ministry of Agriculture and Rural Development, and the Federal Ministry of Budget and Economic Planning in Nigeria, focused on scaling WEAGov. WP4 also continued to work with the global ISEAL network, supporting its efforts to integrate gender into its members’ sustainability standards, and with the NGO PRADAN in India to support learning on increasing women’s voice in demanding assets for climate resilience and on measuring collective agency in women’s self-help groups.

Section 6: CGIAR Portfolio linkages

Portfolio linkages and Gender Equality’s impact pathways

WP1 collaborated with WP3 to produce a brief on how to integrate GTAs in SP. WP1 collaborated with the CGIAR Research Initiatives on Market Intelligence and Aquatic Foods and the Gender Impact Platform to develop a framework on contextualizing gendered trait preferences. WP1 collaborated with the Gender Impact Platform to produce guidelines for measuring gender transformative change. WP1 collaborated with the Aquatic Foods Initiative for the qualitative assessments of norms in Tanzania’s capture fisheries and in Nigeria’s catfish agrifood system, and will collaborate with the CGIAR Research Initiative on Sustainable Animal Productivity to design and pilot GTAs in the chicken agrifood system in Tanzania in 2024.

WP2 collaborated with the CGIAR Research Initiative on Diversification in East and Southern Africa and the Seed Equal Initiative in Africa in 2023 and will collaborate with the ClimatePRO project of IRRI (funded by the Government of Odisha) and with WP4 of Gender Equality in Asia in 2024. WP2 also collaborated with the CGIAR Gender Impact Platform in conducting four case studies in India and applying the pro-Women’s Empowerment in Agriculture Index (WEAI) Climate Learning module in Asia and Africa.

WP3 collaborated with the Fragility, Conflict, and Migration and the Climate Resilience Initiatives on a portfolio of research and dissemination around how SP can promote women’s and girls’ climate resilience. Research collaborations with the Fragility, Conflict, and Migration Initiative included global evidence synthesis, in-

depth reviews of several countries’ programming, a quantitative case study in Bangladesh, and an evaluation of a pilot intervention promoting women’s sustainable land management practices in Ethiopia. Dissemination with both Initiatives included a publication on co-benefits of climate adaptation for SP and inclusion objectives, a webinar, a podcast, and a side event at the Food and Agriculture Pavilion at COP28. Within Gender Equality, WP3 collaborated with WP1 on a brief providing concrete guidance on how to integrate GTAs in SP programming.

WP4 collaborated with the Fragility, Conflict, and Migration Initiative to study how women’s local leadership mitigates the negative impacts of conflict and climate shocks on women’s engagement in community governance. We also added this Initiative onto a part of our study with ActionAid Nigeria on the effects of women’s advocacy trainings to better consider the fragile context. WP4 also worked with the National Policies and Strategies Initiative and the Gender Impact Platform to create a video and curriculum to empower women to demand assets for climate resilience in India and to train 8,000 women in rural India using these tools. Additionally, we collaborated with the Rethinking Markets Initiative to develop a toolkit for empowering women within agrifood value chains. These linkages expanded research impact, drawing in expertise in conflict, policy, and markets, respectively.



Farmers sit on a tractor in front of crop fields in Manoli Village, Sonapat District in Haryana, India.
Credit: Katrin Park/IFPRI



Anjir Chaudhary & woman farmer working in a farm where drip irrigation is used to irrigate.
Credit: Sharad Maharjan, IWMI

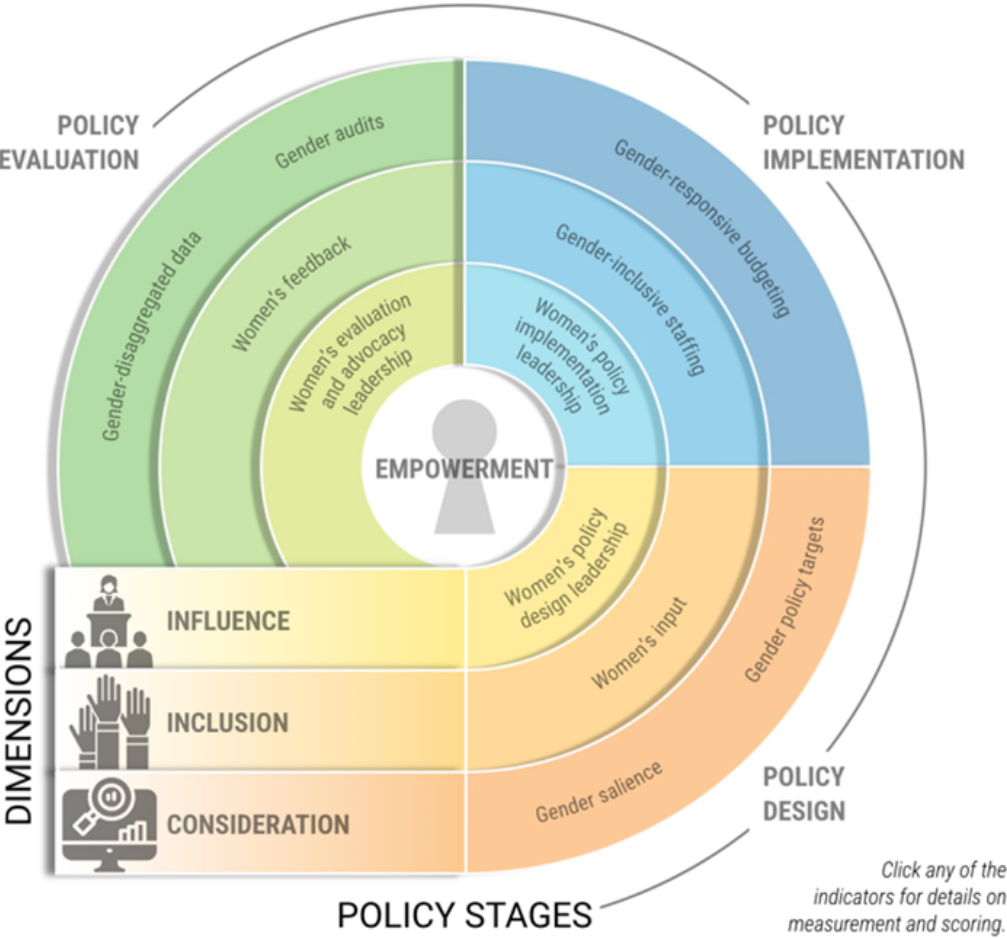
Section 7: Adaptive management

RECOMMENDATION	SUPPORTING RATIONALE
Deliver workplan for 2024-Q1/2025 by end of Q4 2024.	Undertake risk mitigation due to uncertainty around timing of end of Phase 1. Prioritize outputs and outcomes and consider whether it is possible to achieve all outputs and outcomes under the shortened schedule and a budget that is potentially reduced by one quarter.
Adapt 2024 workplan to support writing of the P25 proposal.	Prioritize outputs and outcomes and consider whether it is possible to achieve all outputs and outcomes under the shortened schedule and the additional demands on leads, WP leads and researchers’ time for writing the P25 proposal.
Synthesize and collate tools, approaches, and evidence by June 2024 to inform the P25 proposal writing process.	Move up the effort to complete tools, approaches, and evidence and synthesize and collate them to inform other Initiatives and the P25 proposal process.
Update strategy of investment in innovations – invest in developing the most promising Innovation Packages while developing a number of new innovations and increasing the readiness of the most relevant/most promising innovations developed by 2023.	The Initiative has invested in developing a substantial number of innovations and in profiling these (the reported number of innovation development outputs expanded from 4 in 2022 to 21 in 2023). In 2023, the Initiative invested in taking one innovation through a scaling readiness assessment study to develop it into an Innovation Package and reported one innovation use result. In 2024, the Initiative will invest in developing the most promising Innovation Packages, while increasing the readiness of the most relevant/most promising innovations developed by 2023 and developing a number of new innovations.
Cut one study in Malawi from WP4 due to budget cuts in 2023.	Rather than spread the 2023 budget cuts across all studies, WP4 cut one planned study in Malawi that had not started yet.
Develop a mechanism to improve coordination.	Gender Equality has identified the need to share more information between WPs to improve coordination and is taking action, given that the WPs are active in the same geographic areas and are working with some of the same partners.
Align wording of outcome indicators for Outcomes 2.2.	Outcome indicator for 2.2: change from “number of initiatives” to “number of initiatives and partners...”

Section 8: Key result story

Tool for raising women’s voice gains traction in Nigeria

A new measurement tool identifying entry points for raising women’s voice within agrifood policy processes gains traction with key ministries in Nigeria.



The Women’s Empowerment in Agrifood Governance (WEAGov) interactive infographic allows users to click through every dimension of the WEAGov assessment framework for definitions of key terms and detailed information on measurement, scoring, and data sources of each of the 11 indicators and 43 measures used to evaluate different forms of women’s inclusion across stages of the policy cycle.
Credit: Kyle, Jordan, and Catherine Ragasa. 2023. “Women’s Empowerment in Agrifood Governance Assessment Framework.” Interactive infographic. Washington, DC: IFPRI. <https://www.ifpri.org/interactive/weagov>.
Design credit to Jamed Falik and Jason Chow

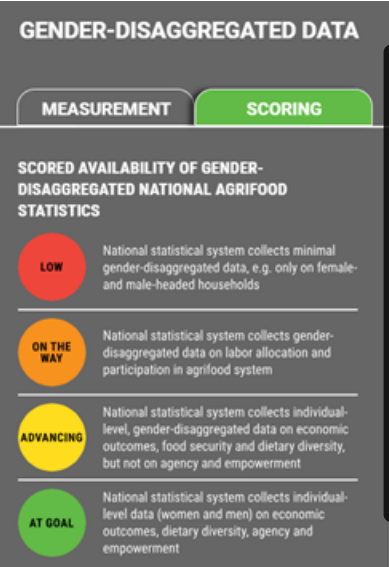
- Primary Impact Area
 -
- Other relevant Impact Areas targeted
 -
 -
 -
- Contributing Initiative
 - Gender Equality
- Contributing Center
 - IFPRI
- Contributing external partner
 - Agricultural Policy Research Network (APRNet)



Gender Equality researchers developed the Women’s Empowerment in Agrifood Governance (WEAGov) Assessment Framework to identify entry points for increasing women’s voice in policymaking, an innovation in the Initiative’s portfolio. Piloted in Nigeria, WEAGov is already influencing efforts by key ministries to better meet gender targets set in agrifood policies. Ministries of Budget and Economic Planning and Agriculture expressed strong interest in continuing to work together to incorporate WEAGov into planning processes and data systems, achieving an innovation use result for Gender Equality in 2023..

In Nigeria, as in many countries, women are often excluded from governance institutions. To identify entry points for increasing women’s policy influence, researchers at the CGIAR Research Initiative on Gender Equality developed WEAGov, a rigorous and participatory [assessment framework](#). WEAGov looks at actors across the private sector, public sector, and civil society and at both the state and federal levels to capture important roles that women may be playing in different sectors and at various levels of governance. The WEAGov methodology begins with a policy landscape analysis of the key national policies, actors, and organizations in a country’s agrifood sector; content analysis of national agrifood policies; surveys of the key organizations in the agrifood sector; and surveys with local agrifood policy experts spanning civil society, local universities, and the private and public sectors, all at the state and federal levels. In Nigeria, the Gender Equality Initiative researchers interviewed more than 240 experts from at least 140 organizations to gain a comprehensive view of women’s voice across the agrifood policy cycle.

In May 2023, a workshop convened local experts to [discuss and validate findings](#), a key part of the participatory research process. Building on the strong and long-standing reputation of the IFPRI Nigeria Country Office, especially through the work done under the CGIAR Research Program on Policies, Institutions, and Markets helping to launch the country’s first gender policy in agriculture, this workshop brought together representatives from key agrifood ministries, as well as representatives from local universities, farmers’ collectives, and civil society organizations. Participants learned about the policy process, including how gender consideration and women’s inclusion and leadership within the implementation and evaluation phases support the fulfilment of gender targets envisioned at the policy design phase. Gender Equality Initiative researchers, meanwhile, gained valuable feedback on aspects of women’s voice in policymaking that should be incorporated into the WEAGov framework, such as difficulties local actors face in recruiting and promoting women into civil service positions. The workshop supported knowledge exchange between the ministries of Budget and Economic Planning and Agriculture on how to ensure that gender targets set in national agricultural policies — for example, the aim of Nigeria’s National Gender Policy in Agriculture to provide trainings in financial literacy for women farmers’ cooperatives — can secure a budget line in national budget planning processes.



An example of the scoring system for one of WEAGov’s 43 measures. Each measure is scored from 1 “low” to 4 “at goal”. Credit: Kyle, Jordan, and Catherine Ragasa. 2023. “Women’s Empowerment in Agrifood Governance Assessment Framework.” Interactive infographic. Washington, DC: IFPRI. <https://www.ifpri.org/interactive/weagov>.
Design credit to Jamed Falik and Jason Chow

Hearing the call for better funding of gender targets, the Minister of Budget and Economic Planning opened WEAGov’s second participatory workshop in Nigeria in 2023 to disseminate findings and to discuss and prioritize policy recommendations. The Ministry produced a supportive [video](#), emphasizing WEAGov’s usefulness as a planning tool and offering guidance to agrifood ministries on accessing budget support for meeting gender targets. Findings from this workshop highlighted the need to further break down ministry silos on budgeting and tracking gender targets, to establish processes for all citizens to provide input into policymaking and ongoing feedback on policy implementation, and to make those processes widely known and accessible across the country. The findings also emphasized the need to partner with civil society, where women’s leadership is significantly stronger than in the public sector.

Going forward, the Ministry of Budget and Economic Planning has committed to using planning tools, including WEAGov, to mainstream gender considerations into its budgeting and planning decisions. Members of the gender team within the Ministry of Agriculture and Rural Development have noted the study’s usefulness as a trigger for drawing attention to their funding and capacity development needs and their continued plans to use the WEAGov findings as an advocacy tool to build resources and support for their work. It is expected that ongoing engagement between Gender Equality researchers, the IFPRI Country Office in Nigeria, other CGIAR researchers based in country, and local partners will collectively lead to sustained efforts to improve policy coordination and increase women’s empowerment in the Nigerian agrifood policy process, building on the strong body of research that CGIAR conducts around gender and agriculture in Nigeria. In 2024, Gender Equality researchers from IFPRI and ICARDA are partnering with KREA University in Chennai, India, to launch a second wave of WEAGov research.

WEAGov is important to my ministry in the area of ... measurement tools, which we use to refine our planning framework.
Abubakar Atiku Bagudu, Minister of Budget and Economic Planning, Nigeria

We need triggers ... to get policies funded and implemented ... Trigger[s] ... serve to activate ... attention among policymakers. WEAGov is serving as a trigger
Mrs. Ifeoma Anyanwu, Deputy Director, Gender Mainstreaming, Federal Ministry of Agriculture and Food Security



Front cover photo

Farmers work together in Khulna, Bangladesh.
Credit: Farha Khan, IFPR

Back cover photo

Askale Lombamo and her husband Abamo Lombamo in their garden in Doyogena District, Ethiopia.
Credit: Georgina Smith, ILRI



INITIATIVE ON
Gender Equality