



Women in Balarampur attending classes on digital literacy – an important component of the socio-technical innovation bundle designed for and with them.

Credit: [Change Initiatives](#)

CGIAR Research Initiative on **Gender Equality**

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The Artificial Intelligence (AI) software ChatGPT was used to support the editing of parts of this report, specifically to improve clarity, grammar, and style. ChatGPT was not used to generate the content of the report. All edits made with AI assistance were reviewed and validated by the authors to ensure accuracy, coherence, and alignment with the original intent.

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CGIAR Technical Reporting 2024

CGIAR Technical Reporting has been developed in alignment with [CGIAR’s Technical Reporting Arrangement](#). This annual report (“Type 1” Report) constitutes part of the broader CGIAR Technical Report. Each CGIAR Research Initiative/Impact Platform/Science Group Project (SGP) submits an annual “Type 1” Report, which provides assurance on progress towards end of Initiative/Impact Platform/SGP outcomes.

As 2024 marks the final year of this CGIAR Portfolio and the 2022-24 business cycle, this Type 1 Report takes a dual approach to its analysis and reporting. Alongside highlighting key achievements for 2024, the report also provides a cumulative overview of the 2022-24 business cycle, where relevant. This perspective captures the evolution of efforts over the three-year period. By presenting both annual and multi-year insights, the report underscores the cumulative impact of CGIAR’s work and sets the stage for the transition to the 2025-30 Portfolio.

The 2024 CGIAR Technical Report comprises:

- **Type 1 Initiative, Impact Platform, and SGP Reports:** These annual reports present progress towards end of Initiative/Impact Platform/SGP outcomes and provide quality-assured results accessible via the [CGIAR Results Dashboard](#).
- **Type 3 CGIAR Portfolio Practice Change Report:** This report provides insights into CGIAR’s progress in Performance Management and Project Coordination.
- **Portfolio Narrative:** Drawing on the Type 1 and Type 3 reports, as well as data from the CGIAR Results Dashboard, the Portfolio Narrative synthesizes insights to provide an overall view of Portfolio coherence. It highlights synergies, partnerships, country and regional engagement, and collective progress.
- **Type 2 CGIAR Contributions to Impact in Agrifood Systems: evidence and learnings from 2022 to 2024:** This report offers a high-level summary of CGIAR’s contributions to its impact targets and Science Group outcomes, aligned with the Sustainable Development Goals (SDGs), for the three-year business cycle.

The Portfolio Narrative informs the 2024 CGIAR Annual Report – a comprehensive summary of the organization’s collective achievements, impacts, and strategic outlook.

Elements of the Type 2 report are integrated into the [CGIAR Flagship Report](#), released in April 2025 at [CGIAR Science Week](#). The Flagship Report synthesizes CGIAR research in an accessible format designed specifically to provide policy- and decision-makers at national, regional, and global levels with the evidence they require to formulate, develop, and negotiate evidence-based policies and investments.

The diagram below illustrates these relationships.

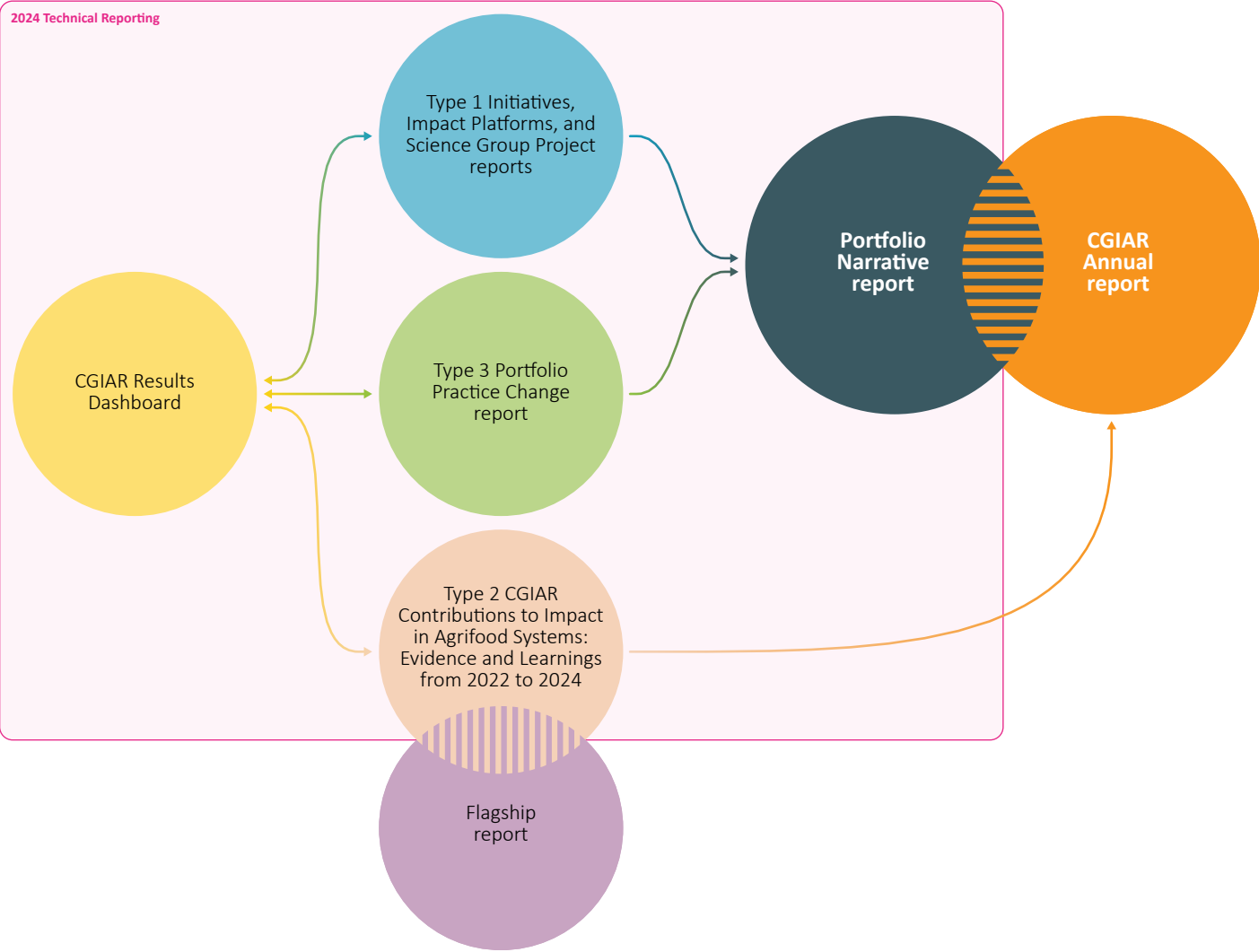


Figure 1. CGIAR’s 2024 Technical Reporting components and their integration with other CGIAR reporting products.

Section 1: Fact sheet, executive summary 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 April 2022 – 31 December 2024
Geographic scope	Regions East and Southern Africa · South Asia · West and Central Africa Countries Bangladesh · Ethiopia · India · Kenya · Malawi · Mali · Nigeria · Tanzania · United Republic
OECD DAC Climate marker adaptation score ¹	Score 1: Significant The activity contributes in a significant way 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 ¹	Score 1: Significant The activity contributes in a significant way 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 ²	Score 2: Principal Gender equality is the main objective of the Initiative/project and is fundamental in its design and expected results.
Website link	www.cgiar.org/research/publication/her-harnessing-gender-and-social-equality-for-resilience-in-agrifood-systems/

¹ 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.

² 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

Gender equality is intrinsically valuable, as reflected in Sustainable Development Goal (SDG) 5. Gender inequality in agrifood systems (AFS) imposes economic and social costs that are exacerbated by climate change, which deepens disparities and weakens resilience. The CGIAR Research Initiative on Gender Equality, Gender Equality, has worked to advance gender equality, which is vital for inclusive, resilient ASF, by addressing the structural barriers to equality and inclusion related to gender norms, restricted agency, resource access, and voice.

Between 2022 and 2024, Gender Equality achieved all of its end of Initiative outcomes (EOIOs), influencing policies, programs, and interventions across multiple low- and middle-income countries (LMICs), by equipping AFS actors – including governments, national agricultural research and extension systems (NARES), CGIAR, and non-CGIAR partners in agricultural research for development, non-governmental organizations (NGOs), civil society organizations (CSOs), private sector actors, and farmers – with evidence-based strategies to address inequitable gender norms and enhance agency, resource access, and voice for women. Gender Equality’s theory of change (TOC) is that this will enhance the capability of all individuals, particularly women, to thrive and contribute to resilient communities.

Work Package 1 (WP1), **TRANSFORM**, generated and disseminated evidence on inequitable gender norms across cassava, fisheries, and poultry value chains, identified leverage points for change, and co-designed gender-transformative (GT) interventions with partners, including the Environmental Management and Economic Development Organization, Shujaaz Inc., Nyakitonto Youth Development Tanzania, and Kolping Society in Tanzania, and the Justice Development and Peace Commission in Nigeria. WP1 developed a conceptual framework on measuring gender norms in AFS with KIT and FHI360; a guide to developing quantitative tools for measuring gender norms with FHI360; and a module-based course on GT approaches (GTAs) with the CGIAR GENDER Impact Platform. Baseline studies were conducted to assess the impact of GTAs. Lessons from co-designing and piloting GT interventions highlight the importance of engaging men and of participatory co-design. WP1 activities supported EOIO 1 by ensuring partners in at least two LMICs use GTAs to target normative constraints that limit women’s economic resilience to climate change.

Work Package 2 (WP2), **EMPOWER**, developed evidence maps and reviews, tools, frameworks, and guides on integrating gender-responsive and climate-smart bundles of social-technical innovations (STIBs) across crop and livestock value chains to empower women to be partners and drivers of climate change solutions. These outputs guided the co-design and implementation of STIBs in seven learning labs by multiple downstream partners across Ethiopia, India and Kenya (EOIO2), using multistakeholder platform modalities led by NGOs, NARES, government, and the private sector. In India, learning labs collaborating with Professional Assistance for Development Action (PRADAN), Change Initiatives, and Society for Equitable and Voluntary Action (SEVA) have integrated STIBs; the Indian Council of Agricultural Research (ICAR), NARES, and the West Bengal State Rural Livelihoods Mission (SRLM) began using STIBs. In Kenya, AGRA, CARE International, and the Kenya Agricultural and Livestock Research Institute (KALRO) deployed STIBs in learning labs. In Ethiopia, WorldVeg and Lersha Foundation facilitated private sector-led scaling of STIBs. Partnerships with CGIAR Research Initiatives on Diversification in East and Southern Africa (Ukama Ustawi) and Seed Equal expanded STIB adoption. Outcome assessments demonstrated the role of STIBs’ in improving women’s empowerment and climate resilience in Kenya and revealed increased stakeholder confidence in addressing climate challenges in India.

Work Package 3 (WP3), **PROTECT**, identified effective approaches to leveraging social protection for equality and climate resilience based on evidence reviews and impact evaluations in Bangladesh, Ethiopia, India and Mali. Eight stakeholders, including the governments of Mali and Bangladesh, World Vision in Ethiopia, and UN agencies, used Gender Equality evidence to inform program designs. In Ethiopia, World Vision co-designed a sustainable land management (SLM) intervention benefiting 1,240 women, leading to increased adoption of SLM practices. In Bangladesh, Gender Equality-supported research influenced a high-level White Paper Committee’s food security and nutrition recommendations. In Mali, officials from the Jigisemejiri social protection program used Gender Equality findings to consider more gender-inclusive designs. WP3 collaborated with other CGIAR Research Initiatives, including Fragility, Conflict, and Migration (FCM), Climate Resilience (ClimBeR), and National Policies and Strategies (NPS), to advance gender-responsive social protection. These efforts aligned with EOIO3, ensuring Gender Equality evidence informs social protection in at least three LMICs.

Work Package 4 (WP4), **VOICE**, advanced and disseminated evidence on amplifying women’s voice and influence in AFS governance through innovative tools. The Women’s Empowerment in Agrifood Governance (WEAGov) tool was piloted in India and Nigeria, shaping policy recommendations. In Nigeria, the Ministry of Budget used WEAGov to develop women’s empowerment strategies. A partnership with African Women in Agricultural Research and Development (AWARD) supported the tool’s integration into policy research across Africa. WP4’s women’s advocacy and male allyship trainings strengthened women’s participation in community governance, influencing ActionAid Nigeria’s programming. WP4 found that combining role models with public speaking training for 8,000 women in India enhanced women’s voice and agency in community decision-making. An evaluation in Malawi showed that increasing women’s representation in groups improved policy deliberation on deforestation. Collaborations with Krea University, the Agricultural Policy Research Network (APRNet), and the ISEAL Alliance (ISEAL) network integrated gender considerations into governance frameworks and sustainability standards. Together with ISEAL, a toolkit to address gender inequalities within AFS value chains was developed and disseminated globally. These efforts contributed to EOIO4, ensuring governments, NGOs, and private sector actors integrate gender-responsive strategies to amplify women’s voice in AFS governance.

	2022	2023	2024
	▼	▼	▼
PROPOSAL BUDGET ▶	\$6,79M	\$8,80M	\$12,40M
APPROVED BUDGET ¹ ▶	\$5,82M	\$6,14M ²	\$5,63M ²

¹ The approved budget amounts correspond to the figures available for public access through the [Financing Plan dashboard](#).

² These amounts include carry-over and commitments.

Section 2: Progress 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.

CHALLENGE STATEMENT

- The world’s potential to successfully transform agrifood systems (AFS) amid rapid climate change and other crises depends on women having equal opportunity to codesign technological and social solutions to urgent problems in their economies and societies. However, gender inequalities in norms, rights, assets, access to markets, voice, and empowerment remain deeply entrenched. This disadvantages women despite their vital roles in agriculture and rural economies and in ensuring food and nutrition security for their households. It also makes women vulnerable to shocks and stressors such as climate change, conflict, state fragility, and economic and health shocks, and limits their potential to be empowered and to build social, economic, and technological resilience to climate change.
- Substantial research on gender in AFS has accelerated progress in overcoming persistent gender inequality, but the challenge remains. The HER+ Initiative produces impactful gender research to tackle four dimensions of gender inequality in AFS: (1) women’s lack of agency; (2) women’s lack of access to and control over resources; (3) social norms that discriminate based on gender; and (4) policies and governance that fail to include and benefit women. HER+ applies gender-transformative approaches to address discriminatory norms, bundles socio-technical innovations for women’s empowerment, leverages social protection to increase women’s economic empowerment, and promotes inclusive governance. HER+ generates evidence on entry points to change restrictive norms, strengthen empowerment, build women’s resources and voice, and foster inclusivity in governance to disrupt the foundations of gender inequality in AFSs. Investment in CGIAR research generates a 10-fold return, but only 10 percent of CGIAR innovations are designed to promote gender equality and social inclusion. HER+ strategically initiates an ambitious research agenda focused on gender-transformative change to address this gap.

SPHERE OF CONTROL

WORK PACKAGES

WORK PACKAGE 1

Gender transformative approaches (GTAs).

WORK PACKAGE 2

Bundled Innovations for Women's Empowerment.

WORK PACKAGE 3

Gender-Responsive Social Protection for climate resilience and equality.

WORK PACKAGE 4

Inclusive Governance and Policies.

EOIO
AA
IA

End of Initiative outcome
Action Area
Impact Area

SPHERE OF INFLUENCE

END-OF-INITIATIVE OUTCOMES

END-OF-INITIATIVE OUTCOME 1

- Partners target normative constraints using gender transformative approaches.

END-OF-INITIATIVE OUTCOME 2

- Learning Labs bundle climate-smart technologies.

END-OF-INITIATIVE OUTCOME 3

- Social Protection Programs 5 use HER+ evidence.

END-OF-INITIATIVE OUTCOME 4

- Partners use HER+ learning to improve social innovations, organizational strategies, and national policies.

ACTION AREA OUTCOMES

SYSTEMS TRANSFORMATION

- 1 • CGIAR partners develop and scale innovations that contribute to the empowerment of women and other social groups in food, land, and water systems.
- 2 • Global and regional institutions, such as funding agencies, international organizations, and coordinating bodies use CGIAR research evidence in the development of strategies, policies, and investments to drive sustainable transformation of food, land, and water systems contributing to livelihood, inclusion, nutrition, environmental and climate resilience objectives.
- 3 • Due to CGIAR involvement, private sector actors invest in business practices or models that have the potential to improve livelihoods, climate resilience, promote sustainable and inclusive food systems, and boost consumption of healthy diets, especially among nutritionally vulnerable population groups.

SPHERE OF INTEREST

IMPACT AREAS

NUTRITION, HEALTH & FOOD SECURITY

- 1 • End hunger for all and enable affordable health diets for the 3 billion people who do not currently have access to safe and nutritious food.

POVERTY REDUCTION, LIVELIHOODS & JOBS

- 1 • Reduce by at least half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

GENDER EQUALITY, YOUTH & SOCIAL INCLUSION

- 1 • Close the gender gap in rights to economic resources on, access to ownership of, and control over land and natural resources, for more than 500 million women who work in food, land, and water systems.
- 2 • Offer rewardable opportunities to 267 million young people who are not in employment, education, or training.

CLIMATE ADAPTATION & MITIGATION

- 1 • Equip 500 million small-scale producers to be more resilient to climate shocks, with climate adaptation solutions available through national innovation systems.





Women's collectives are becoming empowering spaces where conversations aren't just serious – they're also a retreat for meaningful sharing, fun, and relaxation.
Credit: IRR!

Summary of progress against the theory of change

Gender equality is widely recognized as intrinsically valuable and essential to development, as reflected in SDG 5. Evidence shows that gender inequality in AFS creates significant economic and social costs. The climate crisis makes addressing this issue more urgent – climate change worsens inequalities, while gender inequality and exclusion hinder adaptive and resilience capacities. Persistent gender gaps and advancing knowledge underscore the need to act on the structural barriers to equality and inclusion.

The central research question guiding the work of Gender Equality was, “What are innovative solutions to overcome restrictive social norms, promote women’s access to technologies and resources, and ensure policies and governance bolster gender and social equality in a climate-resilient agrifood system?” Guided by a TOC that emphasized equipping AFS actors with innovative evidence-based solutions, Gender Equality collaborated with diverse partners and stakeholders – including governments, NARES, CGIAR and non-CGIAR partners in agricultural research for development, NGOs, CSOs, private sector actors, and farmers – to identify approaches that effectively foster systemic change and empower individuals, especially women, to thrive and contribute to vibrant, resilient communities amid climate challenges.

Between 2022 and 2024, Gender Equality research contributed evidence on the design and effectiveness of programs that reached 63,286 beneficiaries (60 percent women). Gender Equality trained 17,195 individuals (82 percent women). Gender Equality conducted 19 qualitative field studies and 20 quantitative surveys. Gender Equality produced 538 results, including several in collaboration with other CGIAR Research Initiatives or Platforms (see Section 6). Results include 340 knowledge products (6 percent articles published in peer-reviewed journals, 33 percent working papers or reports, 31 percent briefs or blog posts, and 30 percent other knowledge products, such as presentations and videos), 70 capacity sharing outputs, 25 innovation development results, and 63 other outputs. Of the 538 results, 56 are MELIA studies (46 percent of which are causal impact assessments and 14 percent scaling readiness assessments). The online [Gender Equality Research Collection](#) offers

a curated compilation of evidence, frameworks, manuals, and ready-to-use tools and metrics.

Gender Equality research and innovations contributed to 14 policy change outcomes, 23 other outcomes, and 3 innovation packages. Building on these accomplishments, Gender Equality has achieved its EOIOs, for which AFS actors used Gender Equality evidence and innovations to better understand and tackle the structural dimensions of gender inequality in AFS, with accelerated progress towards achieving its EOIOs in 2024. This report focuses on 2024 outputs and outcomes. Previous Gender Equality technical reports provide details for [2022](#) and [2023](#).

Gender Equality’s research plan was organized into Work Packages (WPs) that tackled the four structural dimensions of gender inequality – norms (WP1 TRANSFORM), agency (WP2 EMPOWER), access to resources (WP3 PROTECT), and voice (WP4 VOICE) – and contributed to the following impact pathways:

1. Challenging gender norms in AFS creates opportunities for women to engage fully in AFS and build economic resilience to climate change.
2. Gender-responsive, climate-smart socio-technical innovation bundles co-designed in learning labs empower women as key drivers of agricultural development and resilience.
3. Leveraging social protection for more gender-equal access to resources enhances empowerment and adaptation and resilience capacities for women, their families, and communities.
4. Strengthening women’s voice in AFS and climate governance fosters inclusive decision-making, thus advancing gender equality, poverty reduction, and resilience.

WP1, TRANSFORM, engaged with diverse AFS stakeholders in Tanzania and Nigeria who used Gender Equality evidence to target normative constraints that limit the capacities of women in AFS

to build economic resilience to climate change (EOIO 1). These AFS stakeholders included the Environmental Management and Economic Development Organization, Shujaaz Inc., Nyakitonto Youth Development Tanzania, and the Kolping Society in Tanzania, and the Justice Development and Peace Commission in Nigeria. Other AFS stakeholders were heavily involved in disseminating evidence and generating solutions to target normative constraints; they are listed in the [stakeholder report](#) (Appendix 2). The evidence base consisted of output 1.1 (an [evidence synthesis](#) of gender norms in AFS, along with annotated bibliographies on gender norms in AFS pertaining to [economic resilience](#), [consumer behavior](#), [food environments](#), and [value chains](#)), output 1.2 (qualitative assessments of norms in [Nigeria](#) and [Tanzania](#)), and output 1.3 (a [conceptual framework](#) on measuring gender norms in AFS, a [guide](#) to developing quantitative tools for measuring gender norms in AFS, and [quantitative assessments](#) of norms in Nigeria and Tanzania). The evidence generated by WP1 enabled AFS stakeholders to identify sets of [leverage points and levers](#) to address normative constraints (output 1.4), and thus, a greater understanding of where and how to intervene in the AFS (outcome 1.1). GT interventions (output 1.5) were co-designed at different scales using output 1.4 with partners in the two focal countries, and piloting is ongoing (outcome 1.2). Various lessons emerged from co-designing and piloting GT interventions with partners in the [cassava](#) and [fisheries](#) AFS in Tanzania, and the [cassava](#) AFS in Nigeria (output 1.6), including how engaging men can increase spousal support for women's economic empowerment in AFS and how participatory co-design processes can equip implementing partners with the skills to integrate gender across all their projects. Three baseline studies were conducted in Tanzania and Nigeria to evaluate the impact of the GT interventions in the cassava AFS. In collaboration with the [GENDER Impact Platform](#), WP1 developed a module-based course on GTAs ([Module1](#), [Module2](#), [Module3](#), and [Module 4](#)) and [guidelines](#) for measuring GT change were developed with the Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture ([JP GTA](#)) and [GENDER Impact Platform](#).

Multiple downstream partners of WP2 (EMPOWER), including CARE International, AGRA, ICAR, NARES, and SRLM, as well as CGIAR Research Initiatives including Ukama Ustawi and Seed Equal, are now using STIB to build women's empowerment and resilience (EOIO 2). WP2 collaborated with the Centre for Evaluation and Development (C4ED) and the International Institute for Environment and Development (IIED) to develop an [evidence map](#) and [framework](#) (outputs 2.1.1-2.1.2), guiding the implementation of gender-responsive STIBs in seven learning labs in Ethiopia (2), India (2), and Kenya (3) to get stakeholders invested in promoting women as partners and agents of change (outcome 2.1) as well as providing evidence to scaling partners and CGIAR Research Initiatives to embed and scale STIBs (outcome 2.2). These labs focused on [vegetable business development](#) (Ethiopia), [poultry and goat value chains](#) (India), and [cereal-legume cropping systems](#) (Kenya), a to empower women and enhance climate resilience. The participatory action research framework applied in the labs used an innovation systems approach, emphasizing livelihoods improvements beyond technology adoption.

WP2 co-developed [tools](#), [manuals](#), [animations](#), [videos](#), and [guidelines](#) to facilitate context-specific, gender-responsive design and implementation of STIBs. A toolkit is being developed to provide one-stop access to these resources. Different co-design and implementation modalities engaging multistakeholder platforms were developed: private sector-led (Ethiopia), NGO-led (India), and government-led (Kenya), ensuring STIBs aligned with women farmers' needs. [Baseline studies](#) and [outcome assessments](#) demonstrated STIBs' role in improving women's empowerment and climate resilience in Kenya (outputs 2.1.3-2.2.1). Early [outcome assessments](#) in India revealed increased stakeholder confidence in addressing climate challenges (outcome 2.2).

Stakeholder cognitive maps integrated diverse knowledge, guiding learning lab TOC adjustments in [Africa](#) and [India](#). Process documentation and regular reflection enabled adaptive management. [Case studies](#) and a [scaling workshop](#) highlighted the need for bundling socio-technical innovations for transformative [policy](#) change (outputs 2.1.1-2.2.1).

WP3, PROTECT, identified effective social protection strategies for promoting climate resilience and gender equality in AFS, and engaged key stakeholders to promote evidence uptake. Eight stakeholders, including the governments of Mali and Bangladesh, World Vision, and UN agencies, used WP3 evidence to better understand strategies and inform programming (outcome 3.1; EOIO 3). An [evidence review](#) demonstrated that social protection can promote rural women's climate resilience and highlighted evidence-supported designs. [Deep dives](#) into country strategies, including in [India](#), revealed effective components and opportunities for improvement (output 3.1.1). A portfolio of paired quantitative and qualitative case studies across [Bangladesh](#), [Ethiopia](#), and [Mali](#) established that existing social protection programs protected rural resource-poor women and their households from short-term adverse impacts of [flooding](#), [heavy rainfall](#), and [drought](#), and highlighted remaining barriers to women's longer-term resilient livelihoods. Gender Equality and World Vision in Ethiopia used [formative research](#) to co-design an intervention promoting women's adoption of [sustainable land management](#) (SLM) practices, which World Vision [implemented](#) among 1,240 resource-poor rural households; Gender Equality research demonstrated it [increased](#) adoption of SLM practices (output 3.1.2). A brief outlined integrating [GT](#) approaches; and a case study in Ethiopia demonstrated that adding [men's engagement](#) to social protection improved men's gender attitudes and participation in domestic tasks. Studies across [Bangladesh](#), [Ethiopia](#), [India](#), [Mali](#), and [Malawi](#) demonstrated how STIBs influence women's [nutrition](#), [livelihoods](#), [empowerment](#), and [resilience](#) (output 3.1.4). Extensive partner engagement included stakeholder workshops in [Mali](#) and [Ethiopia](#); workshops and joint outputs with the UK's Foreign Commonwealth and Development Office ([FCDO](#)) and [UN agencies](#) (output 3.1.3); and a high-profile [report](#) in Bangladesh (output 3.1.5).

WP4, VOICE, advanced and disseminated evidence on amplifying women's voice and influence in AFS governance. Extensive engagement with partners – including Nigeria's Ministry of Budget, ActionAid Nigeria, Indian NGOs PRADAN and Skill Green, and ISEAL, a global membership organization supporting sustainability systems – through co-design processes, joint research, stakeholder workshops, and direct exchanges led to six key stakeholders, active at the global level and in two LMICs, using WP4 evidence to inform programming (outcome 4.1; EOIO 4).

New tools measured women's voice in India, and a conceptual framework advanced measurement of women's [collective agency](#) (output 4.1). An [implementation manual](#) for WEAGov was published to support uptake by policymakers, practitioners, and researchers. WEAGov was [piloted](#) in India, revealing gaps in women's voice in national agrifood policy processes, and a [partnership](#) with AWARD expanded its use across Africa (output 4.2). Causal impact evaluations demonstrated that women's advocacy and male allyship trainings [increase](#) women's participation in community governance and expand [women's economic opportunities](#) in rural Nigeria (output 4.3). These training programs, co-designed with ActionAid Nigeria, were launched at the third Gender Equality High-Level Dialogue in Abuja. A second causal impact [evaluation](#) found that combining role models with public speaking training enhances women's voice and agency in community decision-making in India (output 4.4). A [toolkit](#) for voluntary sustainability standards (stakeholders to advance gender equality and women's leadership – co-designed with partners and informed by WP4 research – was launched in India and globally with scaling partners (output 4.5).

Progress against End of Initiative Outcomes

This infographic provides a concise summary of the Initiative’s progress toward achieving its Theory of Change End-of-Initiative outcomes for the 2022-2024 period. By drawing on reported results, it offers a comprehensive synthesis of progress made against the established outcome targets, highlighting the Initiative’s overall impact and key achievements at the conclusion of this three-year cycle.



EOIO 1

Partners target normative constraints using gender transformative approaches. By 2025, national agencies, CSOs, and CGIAR Initiatives in at least two LMICs will target normative constraints that limit the capacities of women food-system actors to build economic resilience to climate change challenges using GTAs.



EOIO 2

Learning labs bundle climate-smart technologies. Learning labs nested in other CGIAR Research Initiatives and downstream partners (such as WorldVeg, AGRA, FAO, IFAD, and 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.



EOIO 3

Social protection programs use Gender Equality evidence. Stakeholders involved in social protection programs – including governments, international NGOs, UN agencies, and donors – across at least three LMICs use Gender Equality’s evidence to understand how social protection systems can be better leveraged to boost rural women’s climate resilience and reduce gender inequality.



EOIO 4

Partners use Gender Equality learning to improve social innovations, organizational strategies, and national policies. Governments, NGOs, CSOs, and/or private sector actors in at least two LMICs and at the global level 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 AFS governance and their resilience to climate change (2022-2024).

Seven GT interventions were co-designed in Tanzania with four partners, and two in Nigeria with one partner. In Tanzania, one intervention was fully piloted, and piloting progressed with a second partner. Additionally, baseline assessments were conducted alongside co-design with two partners in Tanzania and one in Nigeria.

In total, five partners, including the Environmental Management and Economic Development Organization, Shujaaz Inc., Nyakitonto Youth Development Tanzania, and the Kolping Society of Tanzania (all in Tanzania), and the Justice Development and Peace Commission Ibadan in Nigeria, co-designed and began implementing GT interventions. Additional stakeholders were involved in processes that led to the co-designing of GT interventions through different means, including participation in a scaling-readiness workshop in Tanzania.

Ten downstream partners, NARES, and other CGIAR Research Initiatives in three LMICs (Ethiopia, India, and Kenya) have rolled out several gender-responsive and climate-smart bundles of social-technical innovations, contributing to women's empowerment and climate resilience.

In India, three NGOs (PRADAN, Change Initiatives, and SEVA) and a NARES organization (ICAR-Indian Veterinary Research Institute [IVRI]) have become well versed in STIB design and implementation. Other government programs such as the West Bengal State Rural Livelihoods Mission and private sector entities with corporate social responsibility mandates are interested in adopting the approach.

In Kenya, AGRA, CARE and other international agencies; KARLO; and the government's Extension Services department were integrated in the scaling of this approach, as have other CGIAR Research Initiatives, including Ukama Ustawi and Seed Equal.

In Ethiopia, the process was led by a private sector agency and supported by World Veg and the Lersha Foundation and scaled within Ethiopia and Kenya. Several other potential next users have shown interest in investing in STIBs in their organizational plans.

Eight stakeholders involved in social protection programs in three LMICs used Gender Equality evidence to understand effective program designs and inform their strategies, documentation confirms.

In Ethiopia, World Vision collaborated with Gender Equality to co-design and implement a sustainable land management (SLM) intervention that provided inputs and training, reaching women in 1,240 poor rural households participating in social protection. Gender Equality showed the intervention increased adoption of SLM practices. Based on these findings, World Vision plans to incorporate this approach into its broader SLM-focused programming.

In Bangladesh, the Gender Equality-supported report "Food Security and Nutrition in Bangladesh" was cited by the high-level White Paper Committee's "White Paper on the State of the Bangladesh Economy." The report recommended evidence-based strategies for a more sustainable, resilient food system, with significant attention to women's empowerment. The White Paper was commissioned by the Chief Advisor of the current interim government to guide strategic steps for stabilizing the economy and achieving the SDGs.

In Mali, officials from the government's Programme de Filets Sociaux Jigisemejiri stated that Gender Equality evidence enabled them to understand how social protection can promote climate resilience and gender equality. Officials outlined specific applications for their programming.

Six stakeholders in AFS governance, active in two LMICs and at the global level, have used Gender Equality evidence and tools to understand effective ways to amplify women's voice and agency.

In Nigeria, the Ministry of Budget found WEAGov useful in identifying opportunities to enhance women's empowerment in agrifood policymaking. Gender Equality evaluated women's advocacy and male allyship trainings, finding that they significantly increased women's voice in governance and economic opportunities, results that influenced ActionAid Nigeria's programming on women's empowerment and agricultural livelihoods.

In Odisha, India, the Gender Equality-supported study on women's role in asset selection for India's workfare program found that role model and skills training interventions boosted women's efficacy and asset requests. This led Indian NGOs PRADAN and Skill Green to identify opportunities to scale the interventions in their programming. In Chhattisgarh and Jharkhand, PRADAN adopted a Gender Equality tool to measure women's collective agency within their self-help group programming.

At the global level, Gender Equality research led to use and uptake of a jointly produced Gender Equality-ISEAL toolkit for advancing gender equality through voluntary sustainability systems, and inclusion of gender considerations in the ISEAL Alliance's Code of Good Practice.

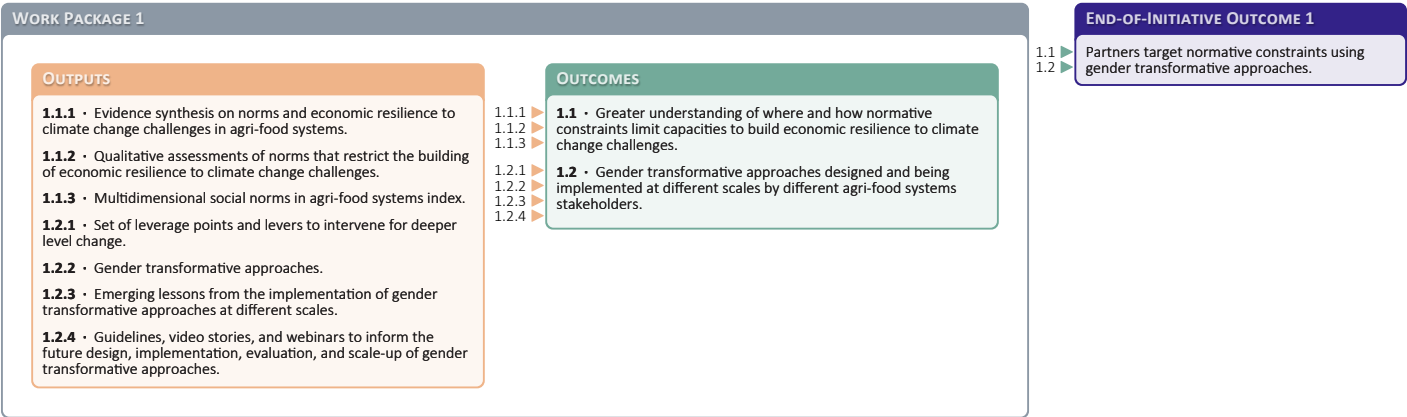


Askale Lombamo and her husband Abamo Lombamo in their garden in Doyogena District, Ethiopia.

Credit: ILRI

Section 3: Work Package progress

WP1: TRANSFORM – Gender-transformative approaches (GTAs)



Work Package 1 progress against the theory of change

WP1 implemented research activities to answer or lay the groundwork for answering three research questions: 1) What specific gender norms constrain women AFS actors from building economic resilience to climate change in AFS, and to what extent do these discriminatory biases exist at different institutional levels (RQ1)?; 2) What specific leverage points and levers can help alleviate restrictive gender norms and balance power relations (RQ2)?; and 3) What are the lessons learned from implementing GTAs and what learning products are needed to help accelerate the facilitation of transformative change processes by other AFS stakeholders for impact at scale (RQ3)?

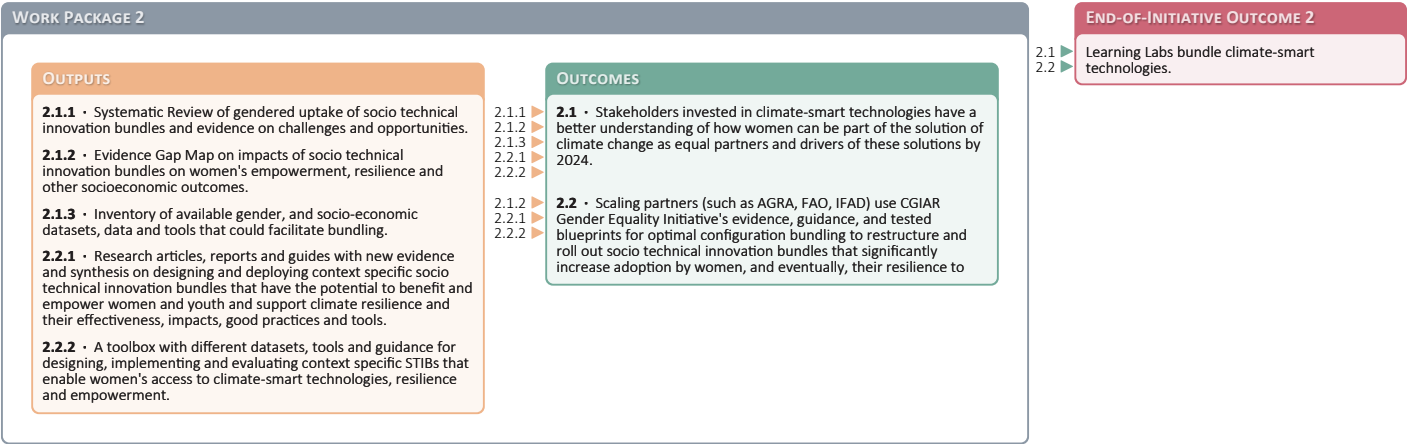
WP1 delivered: Output **1.1** ([evidence synthesis](#) of gender norms in AFS), output **1.2** (qualitative assessments of norms in [Nigeria](#) and [Tanzania](#)), and output **1.3** in partnership with [KIT](#) and [FHI360](#) (a [conceptual framework](#) on measuring gender norms in AFS, a [guide](#) to developing quantitative tools for measuring gender norms in AFS, and [quantitative assessments](#) of norms in Nigeria and Tanzania). Stakeholder consultation workshops were conducted in both focal countries, resulting in a greater understanding of where and how normative constraints limit women’s economic resilience (outcome **1.1**); and identification of [leverage points and levers](#) to address those constraints (output **1.4**). GT interventions (output **1.5**) were co-designed using output **1.4** with partners in different AFS, including cassava in [Tanzania](#) and [Nigeria](#), and [fisheries](#) and [poultry](#) in Tanzania. Output **1.6** consists of emerging lessons from co-designing and implementing GT interventions with partners in the

[cassava](#) and [fisheries](#) AFS in Tanzania, and the [cassava](#) AFS in Nigeria. Three quantitative baseline studies were conducted with partners in Tanzania and Nigeria to evaluate the impact of GT interventions in the cassava AFS. Progress made on output **1.7** included developing a module-based course on GTAs in collaboration with the GENDER Impact Platform: [Module1](#), [Module2](#), [Module3](#), and [Module4](#) and [guidelines](#) for measuring gender transformative change developed with the [JP GTA](#) and the [GENDER Impact Platform](#).

Via the stakeholder consultation workshops, where outputs **1.1-1.3** were disseminated using more strategic channels (addressing **assumption 1**), stakeholders identified leverage points and levers to intervene in the AFS 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**). Assumption 2 needs more testing along with assumptions 4-6 as part of the CGIAR 2025-30 Research Portfolio.

Synergies with WP3 produced a [brief](#) on how to integrate GTAs in social protection. Collaborations across Research Initiatives produced a [brief](#) on contextualizing gendered trait preferences and a [manuscript](#) on the importance of contexts for gender equality in breeding. Lastly, WP1 supported the development of a [research protocol](#) for re-using and re-analyzing [GENNOVATE](#) data, which, with the [guidance document](#) developed by the Gender Impact Platform, informs a methodology for making qualitative data FAIR (Findable, Accessible, Interoperable, and Reusable).

WP2: EMPOWER – Bundled innovations for women’s empowerment



Work Package 2 progress against the theory of change

WP2 addressed two research questions: 1) What combinations of social, economic, and technical data and tools are effective and necessary to identify, design, and promote uptake of context-specific climate-smart STIBs to empower women and youth (RQ1)?; and 2) What research, development and policy partnerships and processes are effective to operationalize climate-smart STIB pathways that benefit and empower women and youth (RQ2)?

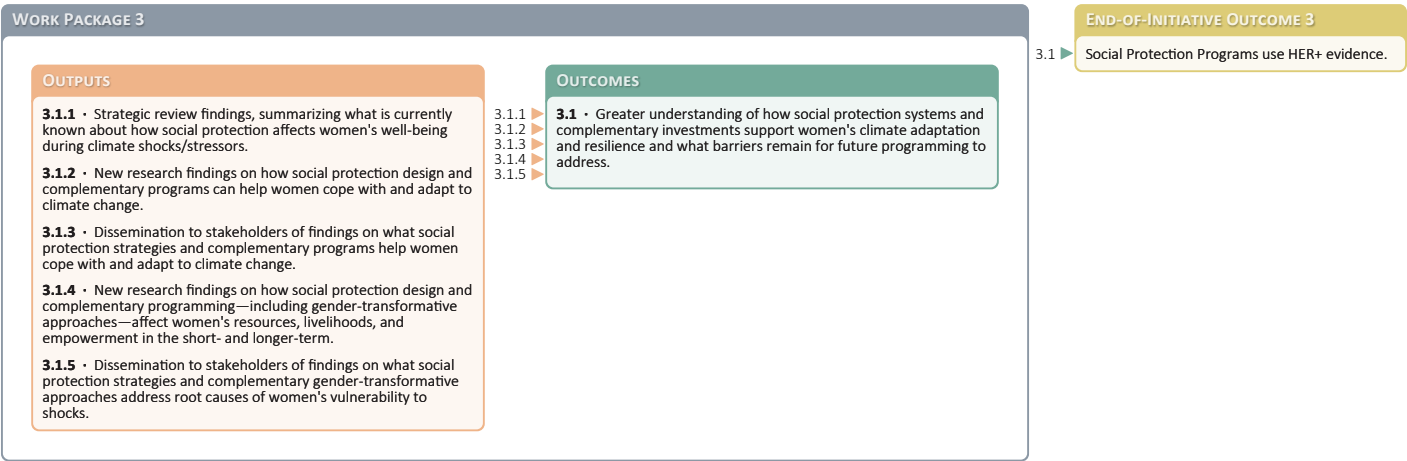
WP2 developed tools, manuals, frameworks and guides on integrating STIBs across crops and livestock in Asia and Africa (outputs **2.1.1-2.2.2**). Through participatory and collaborative efforts, all the outputs and outcomes were achieved on time. The bundles proved to be important drivers for [empowering women](#) and building their [resilience against climate change](#) in the targeted areas. In Ethiopia, where insecurity and conflict are intertwined with farmers’ livelihoods, WP2 tested the [effectiveness of STIBs](#) in vegetable value chains. In India, WP2 tested the effectiveness of diverse STIBs in the goat- and poultry-based systems of landless women farmers. In Kenya, WP2 built on the [baseline study](#) by carrying out a robust choice experiment and end-term evaluation to develop evidence that will inform policy and institutionalization of STIBs in partners’ programs and projects (outputs **2.1.1-2.1.2**).

In India, WP2 documented successes from [10 case studies](#) on the importance of bundling for more resilient, inclusive, and sustainable development. [Multistakeholder engagement](#) across

the learning hubs facilitated [participatory processes](#) that cultivated mutual learning among stakeholders. [Cognitive maps](#) developed to understand the process of change, and a review of an [impact assessment of women’s empowerment projects](#) helped identify two critical points – women’s empowerment and resilience largely depends on the [positive engagement of men](#) and other family members and on an enabling environment – further illustrating the importance of bundling. This iterative process documenting change revealed that transparent, inclusive [documentation](#) enhances accountability and also builds trust, facilitating learning and adaptive management across all stakeholder groups. Moreover, documenting processes and [building strategic partnerships](#) are critical aspects of STIB implementation for ensuring operational efficiency, knowledge retention, and continuous improvement. This provides great insights on the dos and don’ts of bundling context-specific, gender-responsive, socio-technical innovations.

A scaling [readiness and innovation packaging workshop](#) was carried out with potential scaling and innovation partners in Ethiopia, India, and Kenya. These workshops resulted in the validation and launch of a [dashboard](#), [animation](#), and [socio-technical innovations](#) that can now be scaled. The Food and Agriculture Organization of the United Nations (FAO), the German Agency for International Cooperation (GIZ), and multiple science programs have indicated interest in integrating these approaches in their programs (outputs **2.1.1-2.2.2**).

WP3: PROTECT – Gender-responsive social protection



Work Package 3 progress against the theory of change

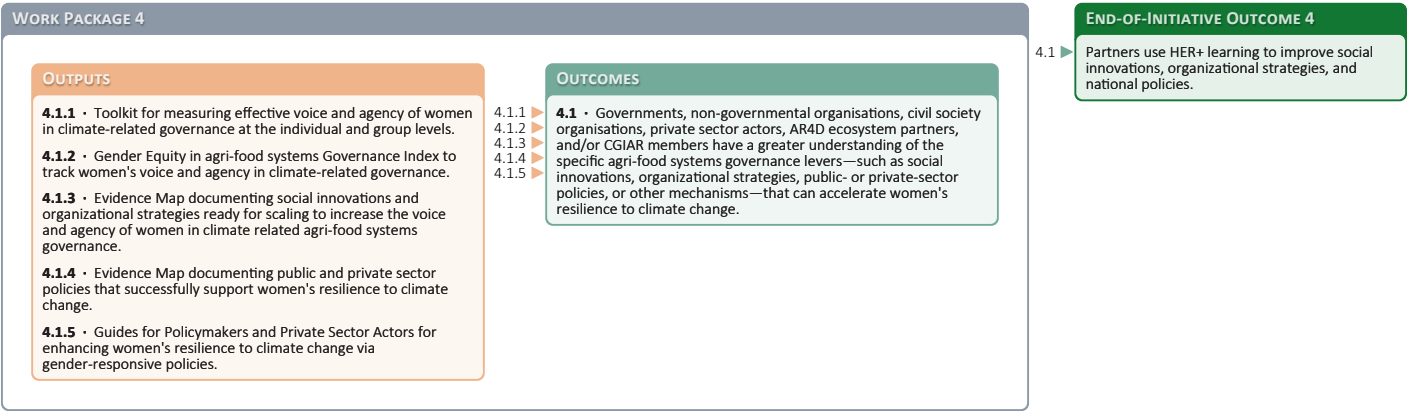
WP3’s two research questions emerged from stakeholder demand for guidance on leveraging large-scale social protection programs to boost women’s climate resilience: What program designs are effective to 1) help rural women cope with and adapt to climate change (RQ1); and 2) address root causes of women’s vulnerability to shocks (RQ2)? Following the TOC, WP3 successfully identified effective strategies and engaged key stakeholders to promote evidence uptake.

To address RQ1, WP3 undertook an [evidence review](#) and [deep dives](#) into country strategies to establish that social protection can support rural women’s climate resilience – to highlight evidence-supported designs, and to identify opportunities for improvement (output **3.1.1**). A rich portfolio of new impact assessments in [Bangladesh](#), [Ethiopia](#), and [Mali](#) demonstrated that existing social protection programs promoted women’s short-term coping and adaptation to [flooding](#), [heavy rainfall](#), and [drought](#), respectively, while highlighting remaining barriers to women’s longer-term climate resilience for future programming to address. An innovative intervention in Ethiopia promoting women’s adoption of [sustainable land management](#) (SLM) practices was [co-designed](#) with and [implemented](#) by World Vision for 1,240 rural households; an experimental impact evaluation demonstrated it successfully [increased](#) adoption of SLM practices (output **3.1.2**).

To address RQ2, WP3 completed a portfolio of innovative impact assessments and guidance briefs on bundled designs. A brief outlined how to integrate [GTAs](#) in social protection; and an impact assessment in Ethiopia demonstrated that adding [men’s engagement](#) to social protection improved men’s gender attitudes and participation in domestic tasks. Impact assessments across [Bangladesh](#), [Ethiopia](#), [India](#), [Mali](#), and [Malawi](#) demonstrated how programs with different bundled designs influenced women’s [nutrition](#), [livelihoods](#), [empowerment](#), and [resilience](#) over the short and longer term (output **3.1.4**).

Extensive dissemination and partner engagement – including stakeholder workshops in [Ethiopia](#) and [Mali](#); workshops and joint outputs with [FCDO](#) and [UN agencies](#) (output **3.1.3**); a high-profile [report](#) in Bangladesh; and direct exchanges (output **3.1.5**) – led to key stakeholders using evidence to better understand effective strategies and inform programming decisions (outcome 3). Eight stakeholders involved in social protection programs in LMICs were documented to use Gender Equality evidence, exceeding EOI targets – key stakeholders included World Vision in Ethiopia; the Government of Mali’s Programme de Filets Sociaux Jigisemejiri; and the high-level White Paper Committee commissioned by the interim Government of Bangladesh. As outlined in the Theory of Change, evidence uptake was facilitated by the rigor of the research, strong and sustained partnerships, and the research’s direct relevance to partners’ programming needs and their demand for guidance.

WP4: VOICE – Inclusive governance and policies



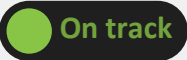


A mother demo host farmer making ridges in her farm in Runyenges, Embu County.
Credit: Ingasia Oscar, Egerton University

Work Package progress rating summary

WORK PACKAGE	PROGRESS RATING & RATIONALE
1	<div>On track</div> <p>Thirty-nine stakeholders working in the target AFSs attended the workshops where the evidence base was disseminated and used to identify leverage points and levers for intervening in the AFS at a deeper level using GT interventions. Their improved understanding was evaluated using a pre- and post-workshop survey. This is evidenced in the following report.</p> <p>WP1 worked with five partners in Tanzania and Nigeria to co-design and begin implementing gender transformative interventions.</p> <p>Outputs 1.1-1.5 completed.</p> <p>Emerging lessons (output 1.6) from the cassava and fisheries AFS were documented (published reports/blogs) and three baseline studies were completed to evaluate impacts of GT interventions in 2025-2026; and a range of different products (output 1.7) were completed to help inform the future design, implementation, evaluation and scale-up of GTAs.</p>
2	<div>On track</div> <p>WP2 engaged more than 10 partners across India and Africa to co-design and implement learning labs, and measured the effectiveness of STIBs on women’s empowerment and resilience. WP2 also developed a toolkit that can be used to for implementing and scaling STIBs across other organizations. The Ukama Ustawi and SeedEqual Initiatives adopted the STIBs approach and implemented it within their programs, as are next users like CARE International and AGRA. All outputs and outcomes indicators were completed and achieved.</p> <p>Outcome 2.1 completed: More than 10 partners in Africa and India have an advanced understanding of, and the capacity to use STIBs.</p> <p>Outcome 2.2 completed: Three Research Initiatives (Ukama Ustawi, Seed Equal, and Sustainable Farming) and three scaling partners (ICAR, AGRA and CARE International are employing STIBs, while other next users like SRLM are showing interest in incorporating STIBs in their programming.</p>
3	<div>On track</div> <p>WP3 successfully progressed through its TOC, identifying effective social protection strategies for promoting climate resilience and gender equality in agrifood systems, and engaging key stakeholders to promote evidence uptake.</p> <p>Outputs 3.1-3.5 were completed, and outcome 3.1 was achieved. At least 10 information products were taken up by one or more stakeholders (summarized across the descriptions of EOI outcomes), exceeding the target for the WP outcome.</p> <p>Eight stakeholders involved in social protection programs in LMICs were documented as using Gender Equality evidence, exceeding the target for EOIO 3.</p>
4	<div>On track</div> <p>Working primarily in India, Nigeria, and at the global level, WP4 produced measurement tools, innovations, and strategies to amplify women’s voice and agency in agrifood governance, influencing uptake by key partners and achieving its EOIOs.</p> <p>Outputs 4.1-4.5 were completed, and outcome 4.1 was achieved. At least 5 innovations, 3 measurement tools, and 10+ learning products were taken up by stakeholders (summarized across the descriptions of EOI outcomes). Six stakeholders across two LMICs and at the global level were documented as using Gender Equality evidence, exceeding the target for EOIO4.</p>

Definitions



On track



Delayed



Off track

- ✔ Progress largely aligns with Plan of Results and Budget and Work Package theory of change.
- ✔ Can include small deviations/issues/delays/risks that do not jeopardize success of Work Package.

- ⚠ Progress slightly falls behind Plan of Results and Budget and Work Package theory of change in key areas.
- ⚠ Deviations/issues/delays/risks could jeopardize success of Work Package if not managed appropriately.

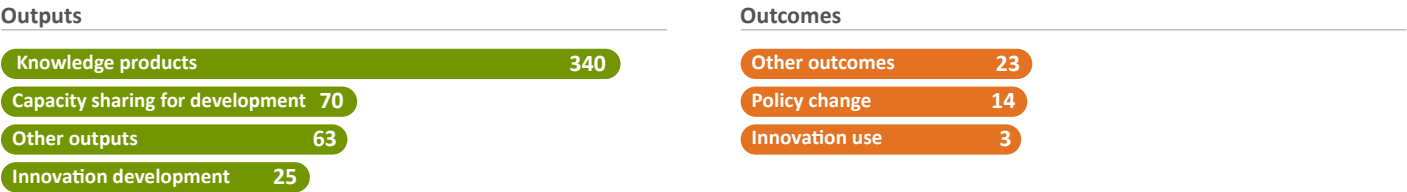
- ✖ Progress clearly falls behind Plan of Results and Budget and Work Package theory of change in most/all areas.
- ✖ Deviations/issues/delays/risks do jeopardize success of Work Package.

Section 4: Quantitative overview of key results

This section provides an overview of results reported and contributed to, by the CGIAR Initiative on Gender Equality from 2022 to 2024. These results align with the [CGIAR Results Framework](#) and Gender Equality’s theory of change. Further information on these results is available through the [CGIAR Results Dashboard](#).

The data used to create the graphics in this section were sourced from the CGIAR Results Dashboard on 04 April 2025. These results are accurate as of this date and may differ from information in previous Technical Reports. Such differences may be due to data updates throughout the reporting year, revisions to previously reported results, or updates to the theory of change.

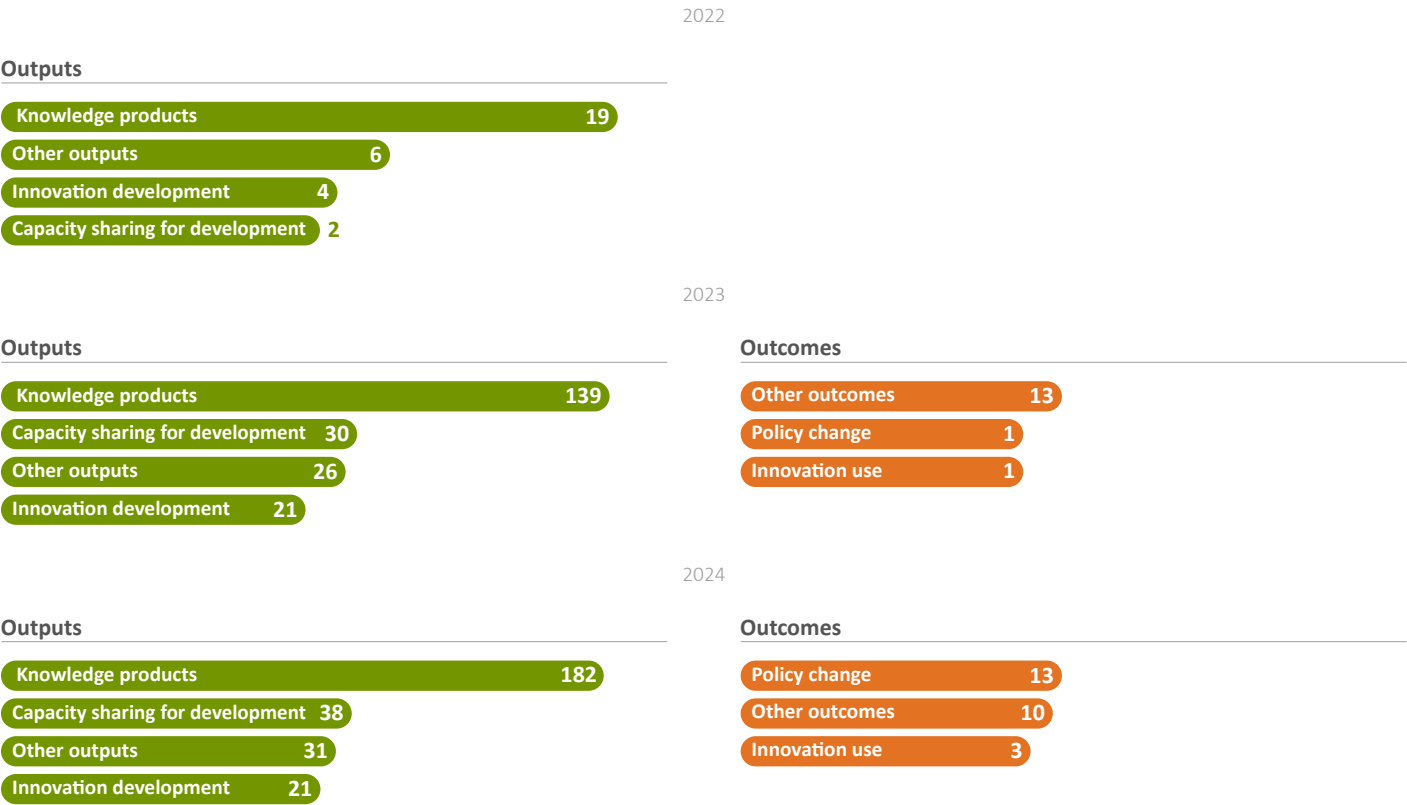
OVERVIEW OF GENDER EQUALITY RESULTS 2022-2024



The total number of results per category reflects unique results reported between 2022 and 2024. Results reported in multiple years are only counted once.

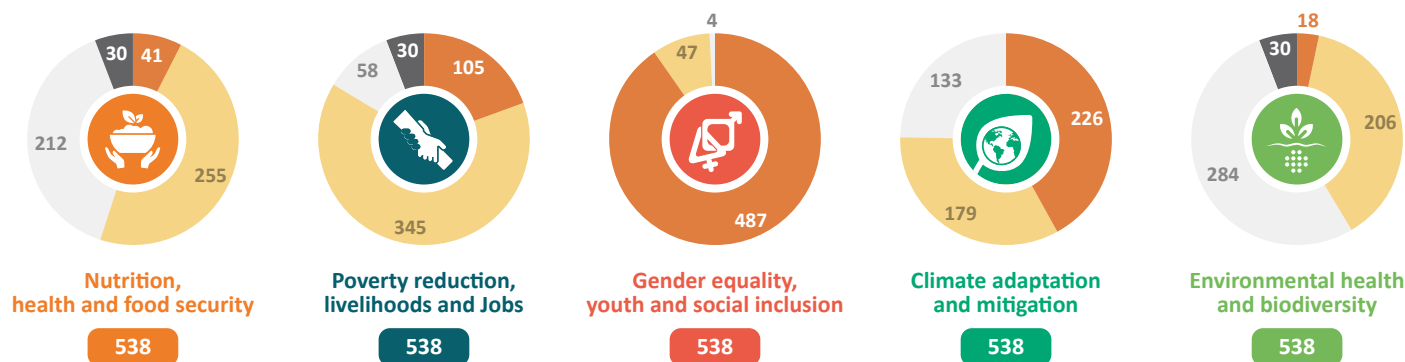
RESULTS BY YEAR

The graph includes all results reported each year, including results that were updates of previously reported ones



From 2022 and 2024, Gender Equality generated and contributed to 538 results, including 340 knowledge products, 70 capacity-sharing outputs, 25 innovation development results, and 63 other outputs. Among the knowledge products, 56 are MELIA studies, such as causal impact and scaling readiness assessments. Gender Equality research and innovations led to 40 outcome results, including 14 policy change outcomes—10 at the policy or strategy level and 4 related to programs, budgets, or investments—along with 3 innovation packages.

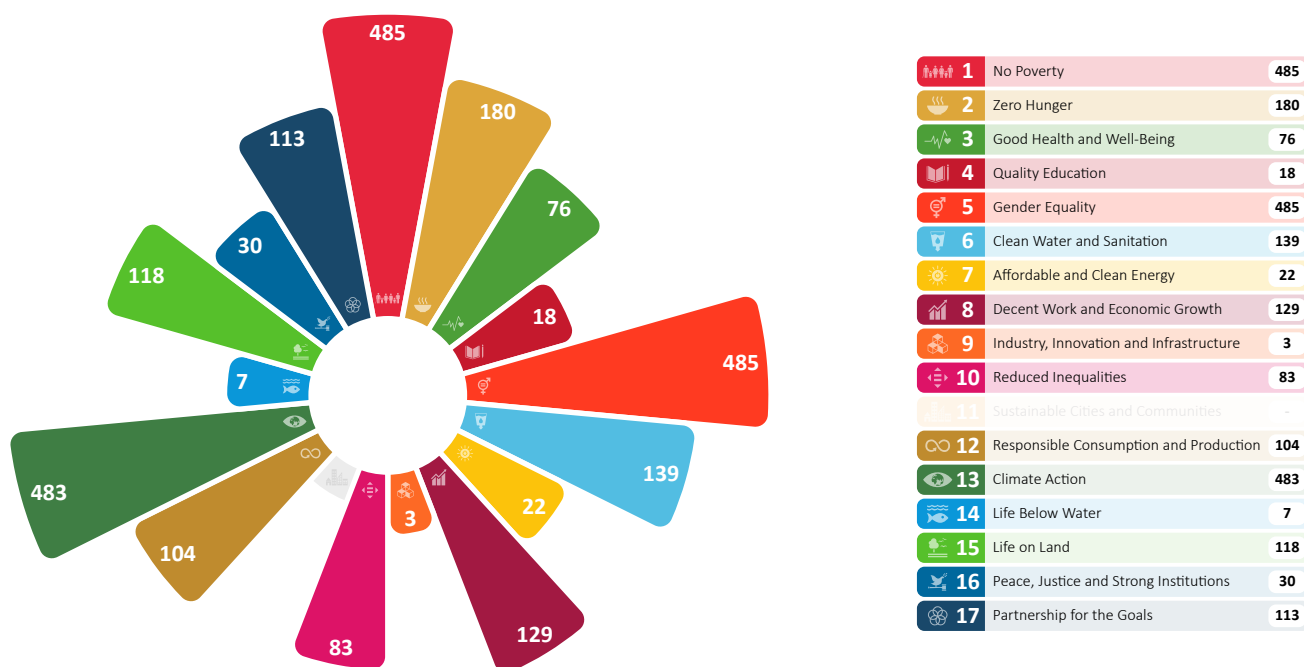
NUMBER OF RESULTS BY IMPACT AREA CONTRIBUTION



- **2 = Principal:** Contributing to one or more aspects of the Impact Area is the principal objective of the result. The Impact Area is fundamental to the design of the activity leading to the result; the activity would not have been undertaken without this objective.
- **1 = Significant:** The result directly contributes to one or more aspects of the Impact Area. However, contributing to the Impact Area is not the principal objective of the result.
- **0 = Not targeted:** The result has been screened against the Impact Area, but it has not been found to directly contribute to any aspect of the Impact Area as it is outlined in the [CGIAR 2030 Research and Innovation](#) strategy.
- **Not applicable:** Pertains to 2022 reported results when only information on Gender and Climate impact area tagging was available.

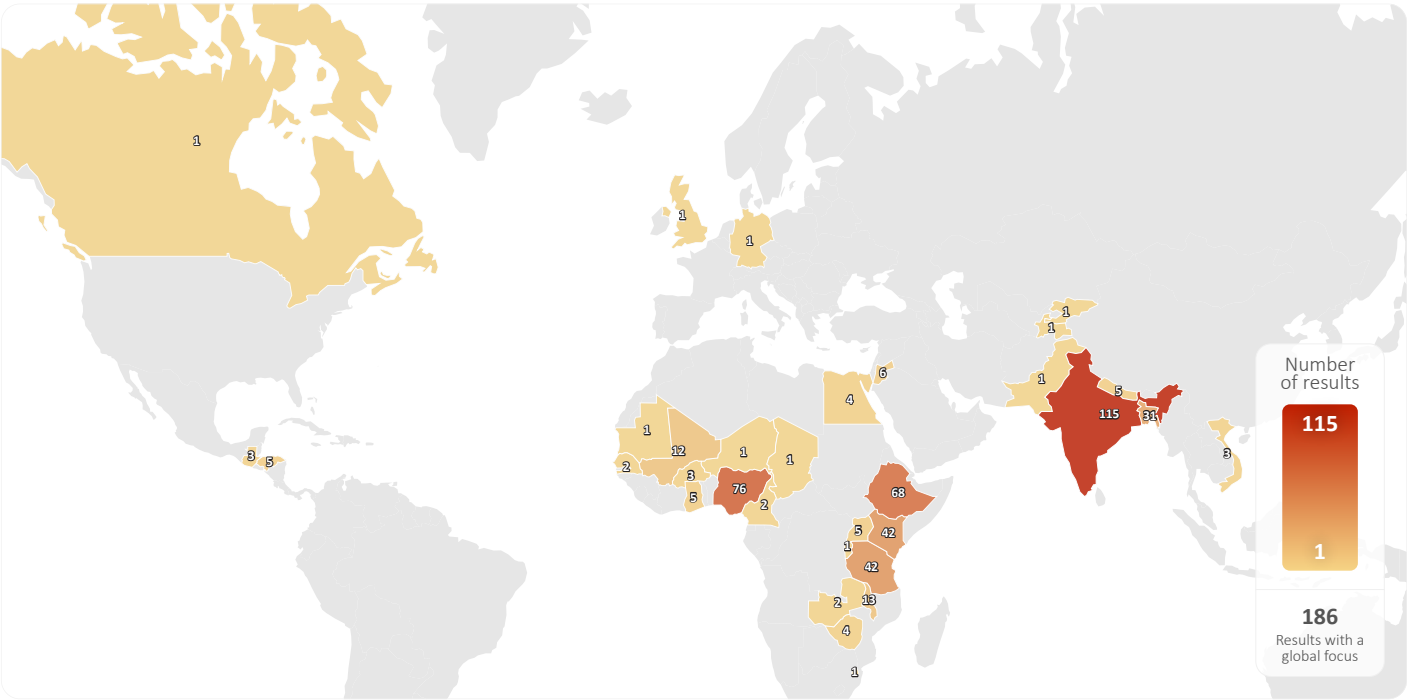
Gender Equality contributed to all five CGIAR impact areas, with the highest engagement in Gender Equality, Youth, and Social Inclusion, followed by significant contributions to Poverty Reduction, Livelihoods, and Jobs; Climate Adaptation and Mitigation; Nutrition, Health, and Food Security; and Environmental Health and Biodiversity

CONTRIBUTIONS TO SDGs



Number of Gender Equality results (2022-2024) contributing to SDGs.

RESULTS BY COUNTRY AND BY REGION



Gender Equality results 2022-2024 mapped by country.

Results with a global focus of 186. Countries targeted: Bangladesh, Ethiopia, Ghana, Honduras, India, Jordan, Kenya, Malawi, Mali, Nepal, Nigeria, Tanzania and Uganda.

GENDER EQUALITY RESULTS 2022-2024 BY REGION

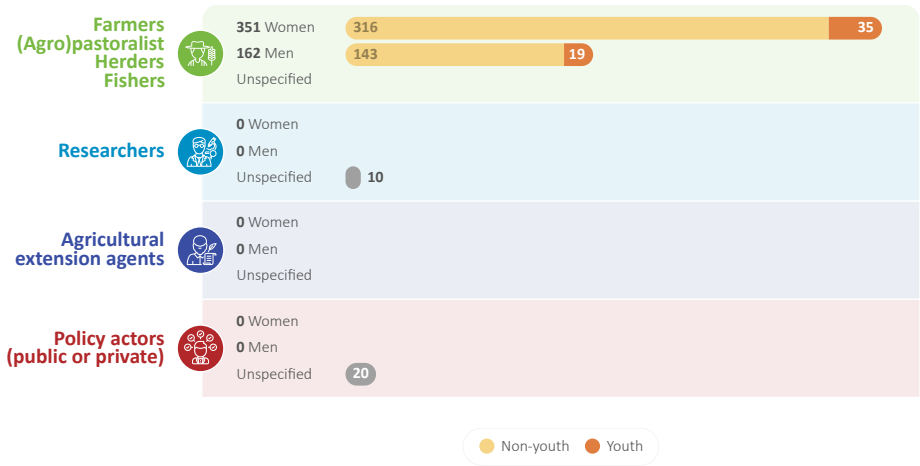
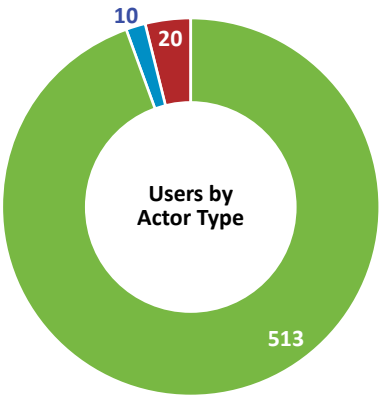


Gender Equality works across many CGIAR regions. In 2022–2024, most activities were concentrated in East and Southern Africa (149 results) and South Asia (147 results), followed by West and Central Africa (93 results). Other contributions included Central and West Asia and North Africa (12 results), Latin America and the Caribbean (7 results), and Southeast Asia and the Pacific (3 results).

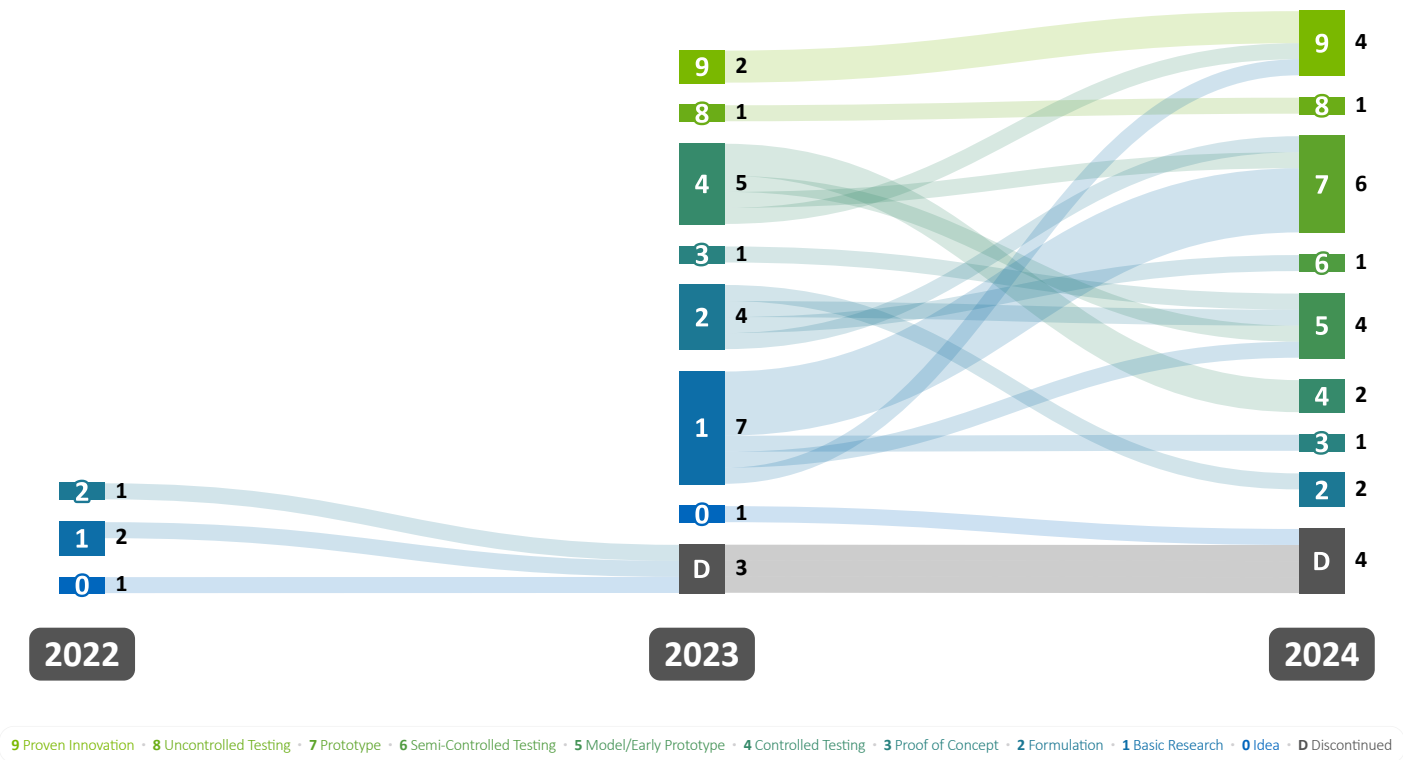


Number of innovations developed by Gender Equality by readiness level, actor type, and typology 2022-2024.

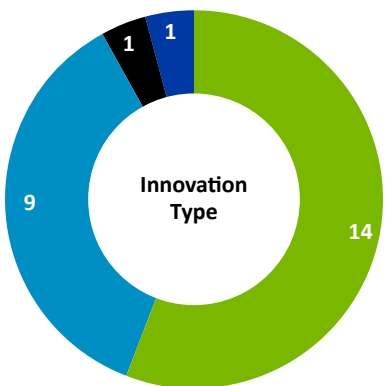
INNOVATIONS USERS BY ACTOR TYPE



INNOVATIONS READINESS LEVELS PROGRESSION (2022-2024)



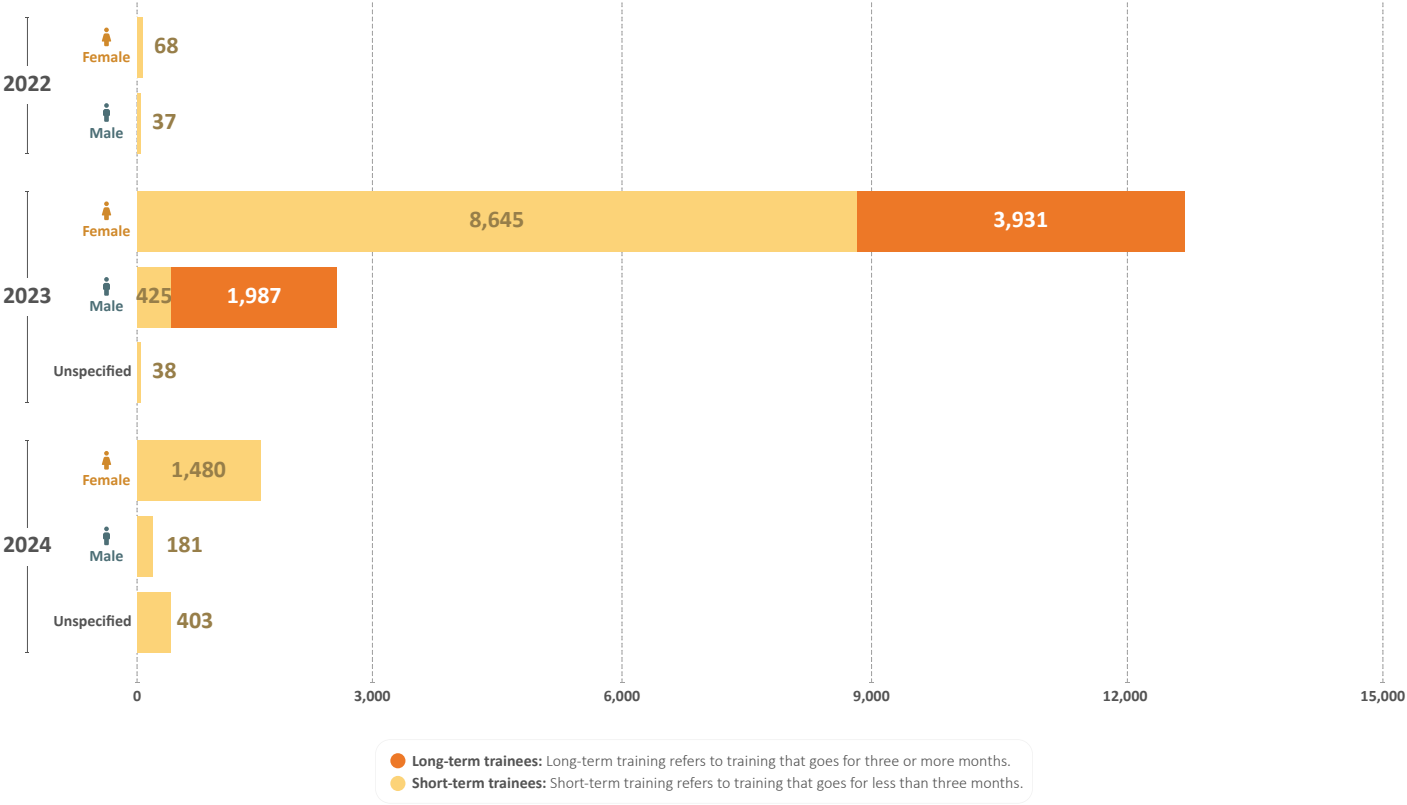
INNOVATIONS BY TYPOLOGY



- TECHNOLOGICAL INNOVATION**
Innovations of technical/material nature, including varieties/breeds, crop and livestock management practices, machines, processing technologies, big data, and information systems.
- POLICY/ORGANIZATIONAL/INSTITUTIONAL INNOVATION**
Innovations that create enabling conditions, including policy, legal and regulatory frameworks; business models; finance mechanisms; partnership models; public/private delivery strategies.
- CAPACITY DEVELOPMENT INNOVATION**
Innovations that strengthen capacity, including farmer, extension or investor decision-support services; accelerator/ incubator programs; manuals, training programs and curricula; online courses.
- OTHER INNOVATION**
Unknown or the type does not work for the innovation.

Gender Equality progressed on its 25 innovations, with most advancing from Basic research to prototype, and four reaching the proven innovation level in 2024. Gender Equality also produced 3 innovation packages which include the **WEAgov assessment framework** on national agrifood policymaking in Nigeria, guidance for researchers and development agencies to co-design and implement **socio-technical innovation bundles (STIBs)** to strengthen the resilience of women farmers in Kenya, and a **survey-based index** to measure restrictive gender and social norms affecting women in different roles within agrifood systems in Tanzania. These innovation users include policy actors, farmers, researchers, agricultural extension agents.

CAPACITY SHARING 2022-2024



Number of individuals trained by Gender Equality 2022-2024.

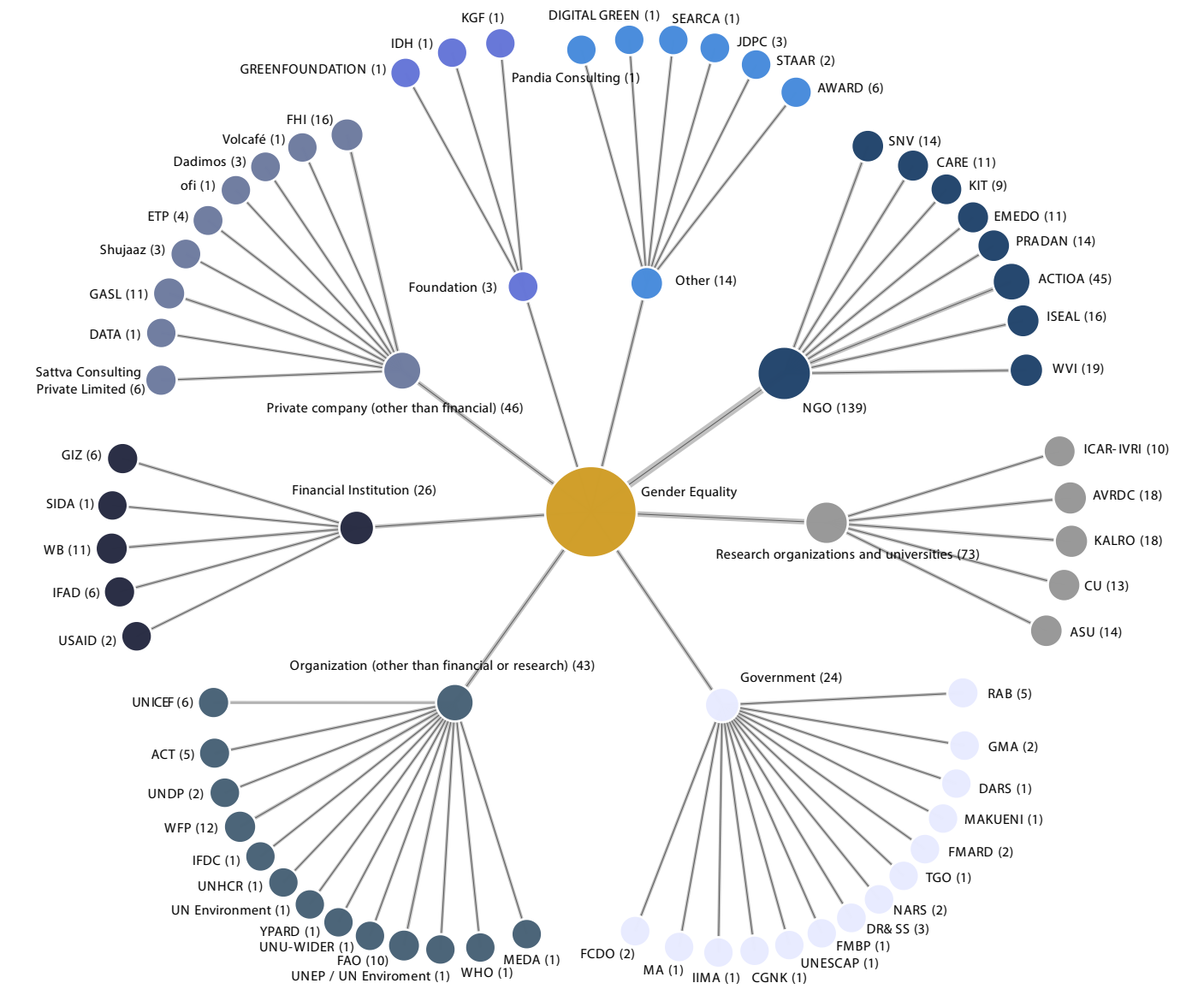
Gender Equality had 70 capacity building results between 2022 and 2024, collaborated with 52 partners across 10 CGIAR centers, and trained 17,195 individuals—82.14% women, 15.29% men, and 2.5% of unspecified gender.



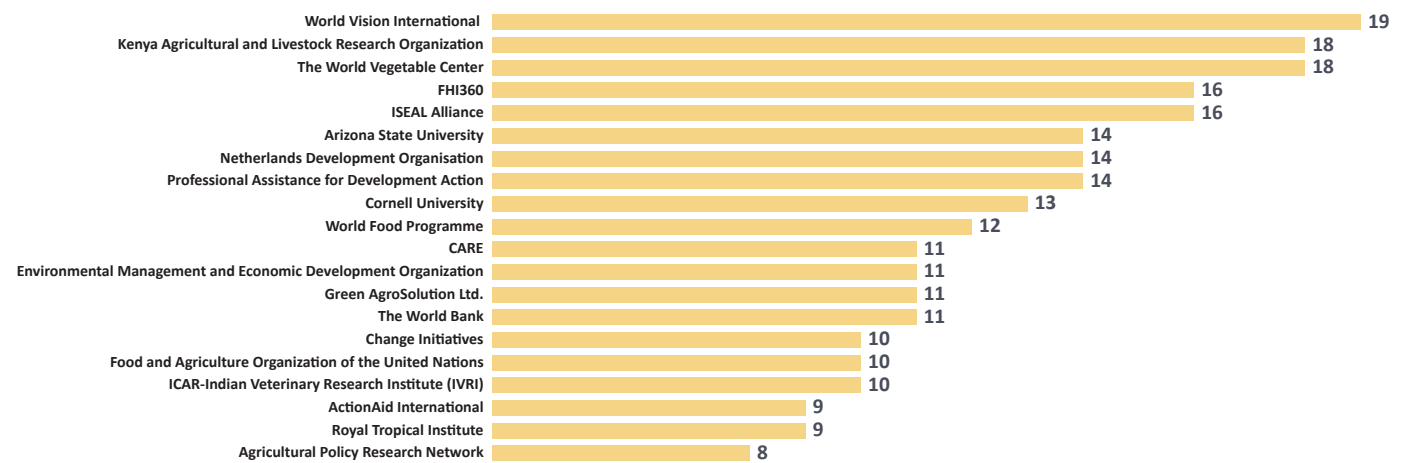
Women's Political Participation Training Curriculum co-designed with ActionAid Nigeria reached approximately 3,900 women in rural southwestern Nigeria.
Credit: JB Sama Photos

Section 5: Partnerships

Partnerships and Gender Equality’s impact pathways



Network of Gender Equality partners by partner type 2022-2024, including the top eight institutions by type.



Top 20 partners of Gender Equality 2022-2024 based on results developed together.

Collaboration has been a driving force behind the impact of the Gender Equality (Gender Equality) initiative, fostering research co-design, implementation, and application that led to policy changes and investment shifts. From 2022 to 2024, Gender Equality partnered with 216 organizations—including national governments, development agencies, research institutions, and private entities.

WP1 collaborated with partners [KIT](#) and [FHI360](#) to develop a [conceptual framework](#) on measuring gender norms in AFS, a [guide](#) to developing quantitative tools for measuring gender norms in AFS, and to conduct [quantitative assessments](#) of norms in Nigeria and Tanzania. WP1 partnered with local NGOs in the focal countries (the Kolping Society of Tanzania, Nyakitonto Youth for Development Tanzania, Justice Development and Peace Commission Ibadan, Shujaaz Inc., and the Environmental Management and Economic Development Organisation) to co-design and begin implementing GT interventions in different AFS. WP1 involved additional stakeholders in the focal countries during the design of diagnostic tools and to help generate an evidence base to inform the identification of sets of leverage points and levers to address normative constraints to building women’s economic resilience in AFS. All this led to achieving outcome **1.1** and outcome **1.2** and EOIO 1.

WP2 worked with the Center for Evaluation and Development to develop an [evidence map](#) on STIBs. Building on this evidence Gender Equality collaborated with the International Institute for Environment and Development to develop a [framework](#) to measure the effect of STIBs on women’s empowerment and resilience. In collaboration with Green Agro Solution, World Veg, Netherlands Development Organisation (SNV), KALRO, PRADAN, Change Initiatives, SEVA, Indian Council of Agricultural Research-The Indian Veterinary Research Institute (ICAR-IVRI), the Ramakrishna Mission Vivekananda Educational and Research Institute (RKMVERI), and farmer cooperatives, WP2 co-designed and developed STIBs piloted in seven learning labs – two in India, two in Ethiopia, and three in Kenya. WP2 researchers worked with Sattva Consulting to develop [TOCs](#), results-based management (RBM) frameworks, and planning tools for the [onion](#) and [livestock](#) learning labs in India. Together with Sattva, WP2 conducted studies to assess the [immediate outcomes](#) of using the small-wins methodology. In partnership with RKMVERI, WP2 researchers conducted two studies: a [social network analysis](#) to help identify women farmers to lead the learning labs, and a [stakeholder cognitive mapping](#) to examine the relative effectiveness of STIBs among the stakeholders. WP2 also co- developed multiple [manuals](#), [guides](#), a [dashboard](#) and tools with national partners, who will use these for continual training and sustainability.

WP3’s partners for delivery were selected based on technical and contextual expertise, relationships with key stakeholders, co-funding

for joint work, and a track record of productive collaboration. Partners for outcomes were identified based on their ability to change practices (for example, leading implementation or strategy development for social protection), their demand for evidence, and prior partnerships with CGIAR, which promote collaboration and trust. For example, in Mali, delivery partners included Senegal’s Cheikh Anta Diop University (expertise on climate data in the Sahel), Arizona State University in the USA (expertise in assessing impacts of weather shocks), and Mali’s Institute d’Economie Rurale (NARES organization with agricultural expertise and a close relationship with government). The key outcome partner was the Government of Mali (implementer of social protection, and a prior CGIAR partner interested in evidence-based strategies to promote women’s climate resilience). Several partners bridged delivery and outcomes; for example, World Vision in Ethiopia collaborated on delivery by co-designing strategies (given their implementation experience and contextual knowledge) and on outcomes by implementing them and using impact assessment findings to plan future programming.

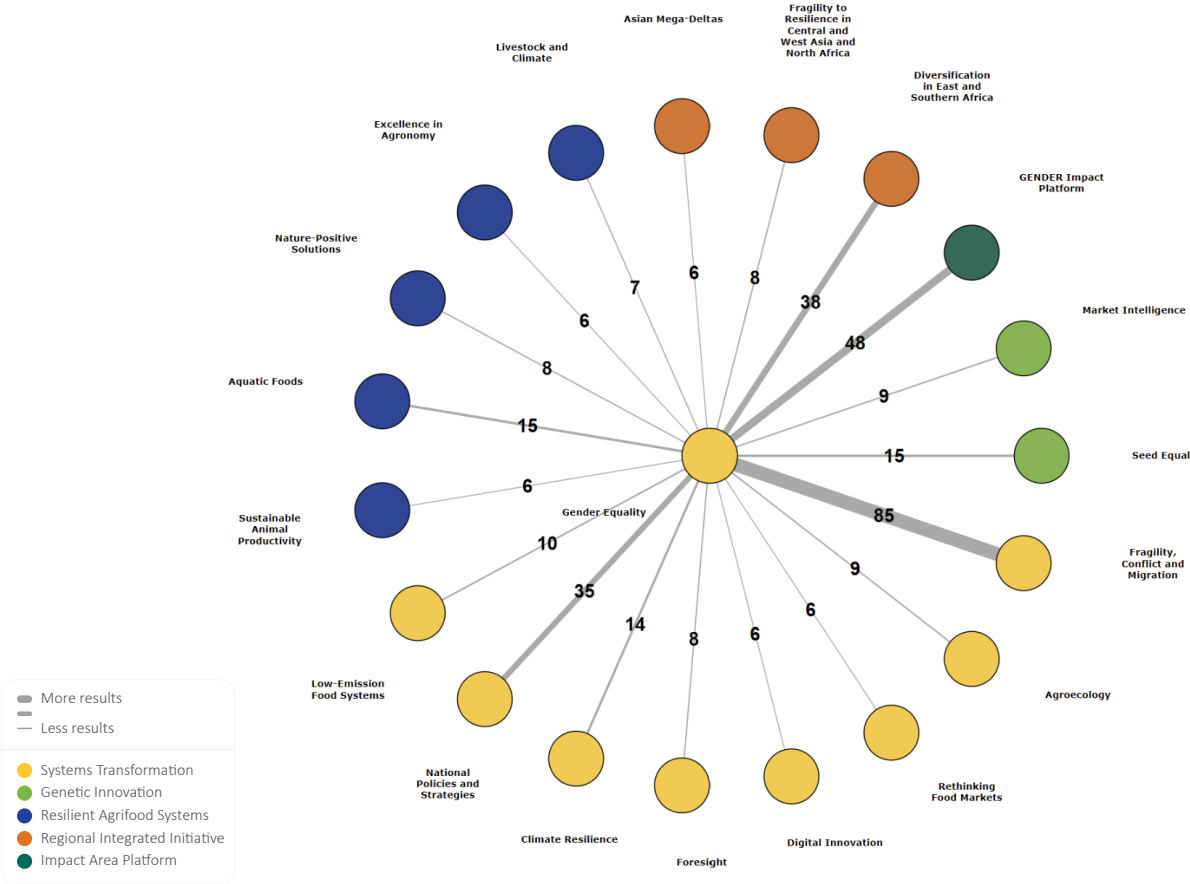
WP4 partnered with ActionAid Nigeria to leverage its expertise in civic education and community engagement. More than 5,500 people in rural Nigeria were trained using innovative curricula co-developed with ActionAid Nigeria, leading to significant improvements in women’s voice and agency within their communities as well as in women’s labor market participation. These tools and evidence led to shifts in ActionAid’s women’s empowerment programming and are being disseminated to other international and national NGOs and policymakers. WP4 fostered partnerships with APRNet in Nigeria and Krea University in India to pilot WEAGov and to identify opportunities to amplify women’s voice in agrifood policy processes in Nigeria and India. WP4 continued work 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. WP4 also continued work with the global ISEAL Alliance, supporting efforts to update their Codes of Good Practice to integrate gender into its members’ sustainability standards.

Section 4 contains a diagram illustrating the network of Gender Equality partners between 2022 and 2024 by partner type and includes an overview of the top 20 partners of Gender Equality.



Participants at the third High Level Dialogue on gender and climate change in Nigeria held on 9 October, 2024, Abuja.
Credit: JB Sama Photos

Section 6: CGIAR Portfolio linkages



The Gender Equality Initiative has collaborated with 29 initiatives, impact platforms, and science group projects across 15 CGIAR centers. These collaborations have been instrumental in facilitating the co-design and implementation of research aimed at addressing structural barriers to gender equality, developing socio-technical innovation bundles for women’s empowerment, and promoting inclusive governance and policies for increased resilience. The diagram above applies a threshold filter (set to a minimum of six results) to highlight the initiative’s most significant collaborations.

The Gender Equality (Gender Equality) Initiative has collaborated with 29 initiatives, impact platforms, and science group projects across 16 CGIAR centers. These collaborations have been instrumental, and These collaborations have facilitated the co-design and implementation of research aimed at addressing structural barriers to gender equality, developing socio-technical innovation bundles for women’s empowerment, and promoting inclusive governance and policies for increased resilience.

Portfolio linkages and Gender Equality’s impact pathways

WP1 collaborated with the CGIAR Research Initiatives on Aquatic Foods and Sustainable Animal Productivity in Tanzania to generate an evidence base on gender norms in AFS for stakeholders to identify a set of leverage points and levers to intervene at different scales using GT interventions. In addition, WP1 collaborated with the CGIAR Research Initiatives on Market Intelligence and Aquatic Foods and the GENDER Impact Platform to produce a [brief](#) on contextualizing gendered trait preferences. WP1 collaborated with the Market Intelligence Research Initiative and GENDER Impact Platform and the bilateral project Accelerated Genetic Gain (AGG) to publish a [manuscript](#) on the importance of contexts for gender equality in breeding.

WP2 worked with the CGIAR Research Initiative Ukama Ustawi to co-design and implement three learning labs in Kenya. WP2 integrated social innovations – gender, market, and nutrition training – with conservation agricultural practices promoted by the Ukama Ustawi Research Initiative. STIBs were co-designed with government and local farmers and implemented. Results show an increase in the empowerment of women in addressing climate change, thus building their resilience. In Ethiopia, WP2 worked with the CGIAR Research Initiative FCM to understand what policies can facilitate the

implementation of STIBs. WP2 also worked with World Veg, Green Agro Solutions, and SNV on a bilateral project looking at how women can be empowered through vegetable business networks to access finance, gender, and nutrition training. Increased empowerment is observed among women who took part in this project compared to the control group. The socio-technical innovation concept is being scaled in two new bilateral projects, the Beans for Women for Empowerment ([B4WE](#)) and the Building Equitable Climate-Resilient African Bean and Insect Sectors ([BRAINS](#)) initiative across 15 countries in Africa.

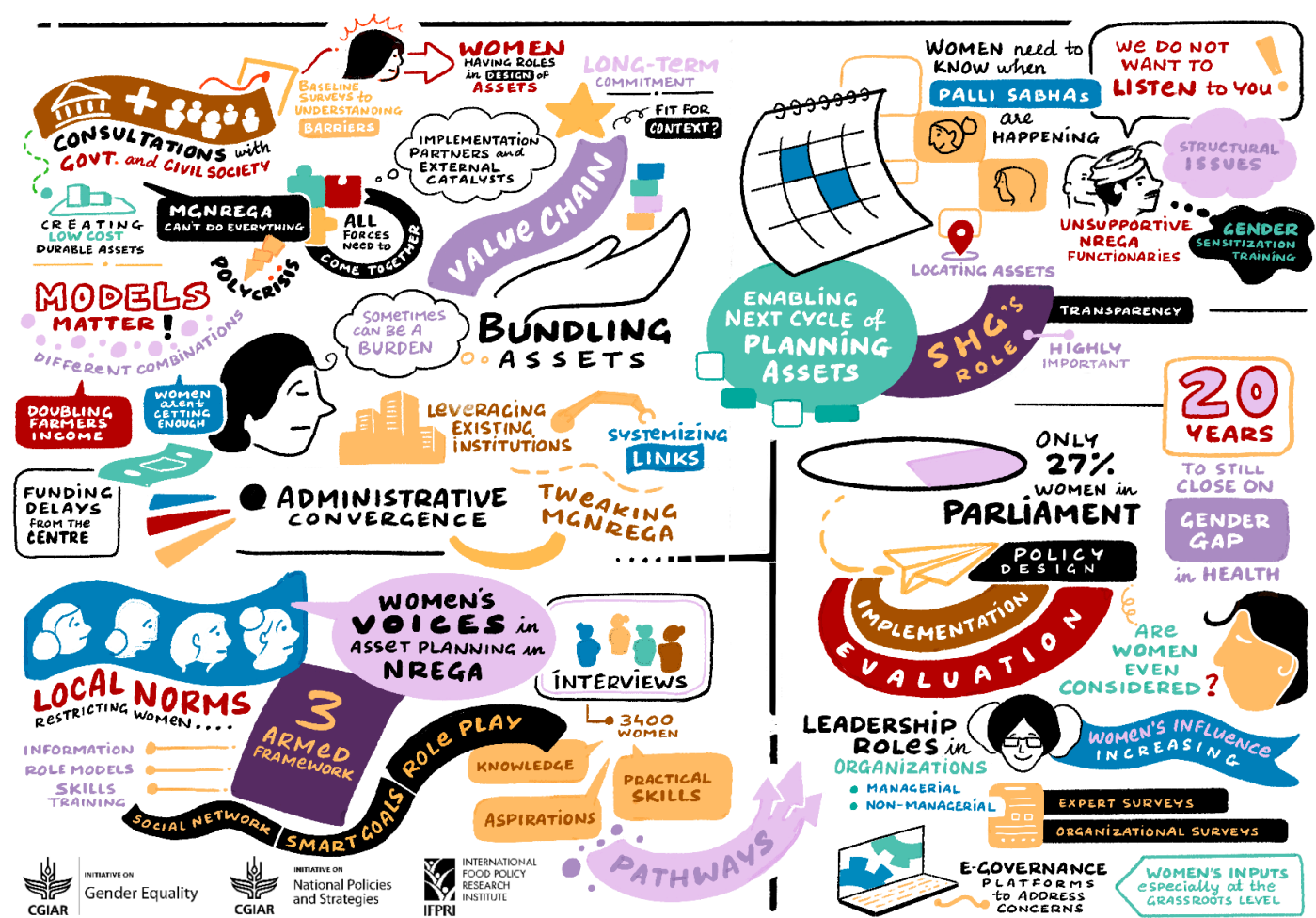
WP3’s work on leveraging social protection to promote gender equality and climate resilience built collaborations with the CGIAR Research Initiatives on FCM, ClimBeR, and NPS; with bilateral projects; and with other Gender Equality WPs. These collaborations were motivated by coherence in objectives (promoting women’s resilience to climate change, addressing gender-inequitable norms, and strengthening women’s voice); coherence in entry points for solutions (social protection); and coherence in partners (governments, UN agencies, NGOs, donors). For example, WP3 collaborated extensively with FCM and ClimBeR on evidence review, deep dives into country strategies, impact assessments,

and dissemination of evidence on how social protection influenced women's climate resilience. WP3 collaborated with NPS and bilateral projects on studies building on the national social protection program in Ethiopia; with bilateral projects on bundled social protection strategies to prevent gender-based violence and promote resilience; with WP1 on GTAs within social protection; and with WP4 on promoting women's resilience and voice through India's social protection programming. Several WP3 policy outcomes were achieved through the collaborations with FCM and bilateral projects.

WP4 collaborated with FCM on a study with ActionAid Nigeria to understand how this training operates in a fragile context and to test its impact on labor market outcomes in conflict-affected settings. WP4 also partnered with FCM to study gender and age gaps in women's voice and agency across African countries, how to ensure

anticipatory action programming is gender responsive, and women's aspirations within their communities amid conflict. WP4 also worked with NPS and the Gender Impact Platform to create a video and curriculum to empower women to demand assets for climate resilience in India and trained over 8,000 women in rural India using these tools. In October 2024, NPS, WP4, and WP3 convened a policy workshop in Odisha, India, to disseminate evidence to policymakers, private sector actors, and national NGOs. Additionally, WP4 collaborated with the CGIAR Research Initiative on Rethinking Markets to develop a toolkit for empowering women within agrifood value chains. These WP4 linkages expanded research impact, drawing in expertise on conflict, policy, and markets, respectively.

The Gender Equality network with CGIAR Research Initiatives and Impact Platforms 2022-2024 is visualized in Section 4.



Participants in the MGNREGA workshop in Bhubaneswar, India, identified ways to enhance women's voice and influence within the MGNREGA rural workfare program. Illustration: Aakash Khandare

Section 7: Key result story

Building the capacity and resilience of women farmers in India

Learning labs are transforming the capacity, resilience, and voice of marginalized women livestock farmers in West Bengal, India.



Stakeholders’ meeting in West Bengal, India.
Credit: Agrolinks

Primary Impact Area



Other relevant Impact Areas targeted



Contributing Initiative

Gender Equality

Contributing Centers

IRRI

Contributing external partners

India: Indian Veterinary Research Institute · Indian Council for Agricultural Research · Grameen Foundation India · Institute of Social Studies Trust (ISST) · Utthan · Satmile Satish Club “O” Pathagar (SSCOP) · Swayam Shikshan Prayog (SSP) · Society for Equitable and Voluntary Action (SEVA) · Professional Assistance for Development Action (PRADAN) · Change Initiatives

Other: Centre for Evaluation and Development (C4ED), Germany · International Institute for Environment and Development (IIED), UK.

Geographic scope



Regions: South Asia

Countries: India

In West Bengal, landless women from scheduled castes and tribal communities suffer the most from climate shocks because of limited access to resources and innovations that could build their resilience. The CGIAR Research Initiative on Gender Equality (Gender Equality), the Indian Veterinary Research Institute (IVRI), and NGOs are piloting social-technical innovation bundles with these farmers in learning labs. This approach strengthens women’s resilience and empowerment while addressing gender norms that prevent women from transforming their livestock farming into sustainable, remunerative businesses.

As climate change intensifies, Indian women farmers, and especially those from scheduled castes and tribes, face the dual challenge of being disproportionately affected by climate shocks while also having limited capacity to adapt due to structural barriers to gender equality and women’s empowerment. These structural barriers include limited access to technology for agricultural production, financing, and information and knowledge, as well as constrained decision-making power and landlessness. To avoid further exacerbating intersectional inequalities, efforts must focus on building women’s resilience to climate change and related shocks and stressors. Social-technical innovation bundles (STIBs) offer a promising mechanism to address the multifaceted challenges faced by marginalized women in this context, by fostering climate resilience and increasing gender equality and social inclusion.

To better understand the evidence on the gendered impacts of STIBs on resilience-building in the agrifood system across Africa and Asia, Gender Equality Work Package 2, known as EMPOWER, developed an [evidence map](#) with the [Centre for Evaluation and Development \(C4ED\)](#), Germany. In addition, Gender Equality developed a [framework](#) to enhance women’s empowerment and resilience by addressing gender-specific barriers and challenges, working with the [International Institute for Environment and Development \(IIED\)](#), UK. [Case studies](#) undertaken by NGOs in four regions of India show the potential of STIBs to generate gender-transformative impacts, provided they are intentional and co-designed with women to meet their articulated needs and local context. These NGOs are the Grameen Foundation India in Uttar Pradesh; the Institute of Social Studies Trust (ISST) and [Utthan](#) in Gujarat; the [Satmile Satish Club “O” Pathagar \(SSCOP\)](#) in the eastern Gangetic plain; and [Swayam Shikshan Prayog \(SSP\)](#) in Maharashtra.


In collaboration with the Indian Veterinary Research Institute (IVRI), a key institution in the Indian Council of Agricultural Research (ICAR),

Gender Equality facilitated two Livestock Learning Labs in West Bengal with three NGOs: the [Society for Equitable and Voluntary Action \(SEVA\)](#); [Professional Assistance for Development Action \(PRADAN\)](#), and [Change Initiatives](#). Building on existing Government of India schemes, the labs aim to improve the climate resilience and livelihoods of landless women farmers. A rigorous and inclusive process of participatory co-design, planning, and implementation actively involved all key stakeholders—most importantly, positioning women farmers as partners and drivers throughout. The process focused on complex challenges faced by these women in rearing goats and poultry. It also involved a [reflection and learning workshop](#) in Kolkata, West Bengal, in September 2024. This workshop provided the opportunity for key stakeholders to critically examine and consolidate learning from project activities and outcomes.

Results show that STIBs enhanced women’s knowledge, skills, and confidence in livestock management. Women are now able to vaccinate their animals on time—a major previous challenge—leading to improved productivity and reduced livestock mortality. Beyond equipping the women with technological know-how and technical skills, the project has also enhanced their social capabilities. Women now participate in meetings confidently, use mobile phones to communicate with one another, market their produce collectively, and have gained more respect within their families and communities.

Downstream partners, such as IVRI and the NGOs, are also embracing the STIB approach. Jhumpa Ghosh, director of Change Initiatives, emphasized the benefits of involving multiple stakeholders, which boosts project efficiency by providing easy access to diverse expertise. Dr. Mahesh Chander, Principal Scientist at IVRI, praised the approach for providing first-hand experience in navigating the complexities of learning labs and advocated for more widespread adoption of STIBs by the Indian National Agricultural Research and Extension Services and the Government of India’s livestock development departments.

Note: Other 2024 Gender Equality Key Result Stories include [Transform: Co-design addresses restrictive gender norms in agrifood systems](#) (WP1); ii) [Empower: Building capacity and resilience of women farmers in India](#) (WP2); iii) [Protect: Adoption of sustainable land management interventions in Ethiopia](#); iv) [Voice: Sustainability systems address gender inequality in value chains](#); v) and a joint Key Result Story with the Fragility, Conflict and Migration Initiative: Women’s advocacy trainings stabilize livelihoods and build inclusive rural communities in southwestern Nigeria.



I see these women gradually embracing entrepreneurial thinking. They are now considering ways to enhance and expand their work, which to me is a very significant transformation.

Jhumpa Ghosh, Change Initiatives, India



2022 key result story

Evidence-based program-design decisions can foster women’s participation in sustainable land-management interventions in Ethiopia



2023 key result story

Tool for raising women’s voice gains traction in Nigeria



Geraldina Mushema, an agronomist from the Kolping Society of Tanzania (KST), during an introductory session before the baseline survey on gender transformative interventions in the cassava agrifood system, with Ijumbi Group members in Kagera Tanzania (one of KST's self-help groups).

Credit: Sarah Msita, IITA