Evaluation of Gender in CGIAR

Volume I

Report of the Evaluation of Gender in CGIAR Research

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Abbreviations

A4HN	Agriculture for Nutrition and Health
AAS	Aquatic Agricultural Systems
ACM	Adaptive Collaborative Management
AGM	Annual General Meeting
AR4D	Agricultural Research for Development
BMGF	Bill and Melinda Gates Foundation
BRAC	Bangladesh Rural Advancement Committee
CCAFS	Climate Change, Agriculture and Food Security
CIAT	International Center for Tropical Agriculture
CIFOR	Center for International Forestry Research
CIMMYT	International Maize and Wheat Improvement Center
CIP	International Potato Center
CLGS	Consortium Level Gender Strategy
CRP	CGIAR Research Program
CSISA	Cereals Systems in South Asia
DS	Dryland Systems
EOI	Expression of Interest
EQ	Evaluation questions
FAO	Food and Agriculture Organization of the United Nations
FLAR	regional rice research network in Latin America
FTA	Forests, Trees and Agroforestry
FTE	Full time equivalent
GAAP	Gender, Agriculture and Assets Project
GAP	Gender and Agriculture Partnerships
GEIRS	Gender Equality Integration Scale
GIT	Gender Integration Team (GIT)
GRC	Gender Research Coordinator
GRiSP	Global Rice Science Partnership
GSs	level gender strategies
HT	Humid Tropics
ICARDA	International Center for Agricultural Research in the Dry Areas
ICRAF	International Center for Research in Agroforestry
ICRISAT	International Crops Research Institute for the Semi-Arid Tropics
IDO	Intermediate Development Outcome

IEA	Independent Evaluation Arrangement
IF	Impact factor
IFAD	International Fund for Agricultural Development
IFPRI	International Food Policy Research Institute
IITA	International Institute of Tropical Agriculture
ILRI	International Livestock Research Institute
IP	impact pathways
IRRI	International Rice Research Institute
ISCs	Independent Steering Committees
ISPC	Independent Science and Partnership Council
IUCN	International Union for Conservation of Nature
IWMI	International Water Management Institute
KIT	The Royal Tropical Institute
LSMS-ISA	Living Standards Measurement Study - Integrated Surveys on Agriculture
MARLO	Managing Agricultural Research for Learning and Outcomes
M&E	Monitoring and Evaluation
MEIA	Monitoring, Evaluation and Impact Assessment
NERICA	New Rice for Africa
PIM	CGIAR Research Program on Policies, Institutions, and Markets
PoWB	Program and working budget
PMS	Performance Management System
PVS	Participatory Varietal Selection
RTB	Root, tubers and bananas
SAM	Social Accounting Matrix
SGA	Senior Gender Advisor
SLO	System-Level Outcomes
SPIA	CGIAR Standing Panel on Impact Assessment
SRF	Strategy and Results Framework
STRASA	Stress Tolerant Rice in South Asia
ToC	Theories of Change
ToR	Terms of Reference
WEAI	Women's Empowerment in Agriculture Index
WLE	Water Land and Ecosystems

Glossary of key terms

Gender analysis	Gender analysis refers to the identification of differences between men and women with respect to their vulnerabilities, assets, capacities, constraints and opportunities using quantitative or qualitative methods[1].
Gender Equality Capacity Assessment	A means of assessing the understanding, knowledge and skills that a given organization and individuals have on gender equality and the empowerment of women, and on the organization's gender architecture and gender policy[2].
Gender mainstreaming	Gender mainstreaming is 'the process of assessing the implications for women and men of any planned action... and the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetrated[3]'. Mainstreaming gender in research refers to the use of the analysis of gender differences to inform the entire research cycle: targeting, priority setting, research design, implementation, research adoption/utilisation, monitoring, evaluation and impact assessment[4].
Gender neutral	Approaches which do not take into account gender differences in needs, constraints or opportunities and which assume that outcomes of interventions are not affected by these differences.
Gender research (or gender-specific research)[5]	Studies in which gender and gender relations are the main research topic[6].

[1] CGIAR, 2015, Definitions of CGIAR Gender Research for Gender Budgets, prepared by the CGIAR Gender and Agriculture Research Network.

https://library.cgiar.org/bitstream/handle/10947/4057/DEFINTION%20OF%20GENDER%20RESEARCH%20FOR%20BUDGETING%20v.june%202015.pdf?sequence=1

[2]Cited in Evaluation TOR.

http://www.unwomen.org/%7E/media/headquarters/attachments/sections/library/publications/2014/capacity%20assessmenttool_may2014_seconddraft%20pdf.ashx

[3] UN EcoSoc Defintion, cited in Evaluation ToR.

[4] Consortium Level Gender Strategy

[5] To make the distinction clear, with 'strategic gender research' this report has used 'gender-specific' research

[6] Consortium Level Gender Strategy

Gender responsive research (also called 'gender sensitive' research)	Gender responsive (or gender sensitive) research takes into account 'the different needs and demands, constraints and opportunities of both genders, men and women alike,'[7] at all stages of the research cycle.
Gender transformative research	Gender-transformative approaches take into account gender differences as above, but also aim to move beyond individual self-improvement among women and toward transforming the power dynamics and structures that serve to reinforce gendered inequalities'. As defined by the CGIAR Research Program on Aquatic Agricultural Systems (AAS), a gender transformative approach to development goes beyond the 'symptoms' of gender inequality to address 'the social norms, attitudes, behaviors, and social systems that underlie them' (AAS 2012, 3)'[8]. Gender transformative research focuses on understanding, with a view to changing, gender based power relations, structures and discriminatory practices in households and communities, or wider institutions, that underpin gender differences. Participatory approaches may be used to engage communities in reflection about gender norms and behaviours and practices and encourage community members to initiative change, individually or collectively.
Integrated gender research (synonymous with 'gender responsive' research and 'gender mainstreaming in research' as above)	Integrates consideration of gender into technical research which is the principal topic of study, for example, plant breeding, aquaculture, postharvest technology development, systems intensification[9].
Strategic gender research	Research that studies gender as the primary topic in a social analysis designed to understand what the implications of gender are for agriculture. E.g. how men and women allocate labour resources in intra-household decision-making about farm production[10]. Other examples of cross programme, strategic gender research might include: The effect of gender disparities in access to advisory services on the adoption of new technologies; and the implications of unequal property rights and rates of asset accumulation for innovation and sustainable resource management in agriculture by women and men; Information systems for reliable, sex disaggregated data[11].

[7] http://drylandsystems.cgiar.org/sites/default/files/GenderGuidelines.pdf, p10

[8] Hillenbrand E, Karim N, Mohanraj P and Wu D. 2015. Measuring gender- transformative change: A review of literature and promising practices. CARE USA. Working Paper; [AAS] CGIAR Research Program on Aquatic Agricultural Systems. 2012. Building coalitions, creating change: An agenda for gender transformative research in development workshop report, 3–5 October 2012, Penang, Malaysia. Penang, Malaysia: CGIAR Research Program on Aquatic Agricultural Systems. Workshop Report: AAS-2012-31.

[9] CGIAR, 2015, op cit.

[10] Ibid.

[11] https://gender.cgiar.org/the-gender-network/. Accessed, 19.3.17

Executive Summary

Background, context and overview

Women comprise nearly half of the world's agricultural labour force, but have unequal access to economic opportunities and reap less benefits then men from their participation. Besides limiting women's realisation of their potential, persistent gender gaps in access to resources and markets and in decision making are widely understood in the Agricultural Research for Development community (AR4D) as a constraint on overall agricultural productivity and growth and as factors contributing to the persistence of hunger and under-nutrition. Conversely, increased incomes in the hand of women, and their greater control of assets are linked with improvements in their decision-making power, increased productivity, improved food security and better nutritional outcomes. Meanwhile, gender based preferences alongside gender based social norms, are increasingly understood to shape processes of technological change in agriculture.

The CGIAR Strategy and Results Framework (SRF) 2010-15 identifies gender inequality as a critical area that directly affects CGIAR's likelihood of success in reducing rural poverty, increasing food security, improving nutrition and health and the sustainable management of natural resources and highlights the importance of empowering women to achieving these development objectives. The SRF 2016-2030 makes an explicit commitment to tackle gender equity throughout the CGIAR including by *'closing the gender gap in equitable access to resources, information and power in the agri-food system by 2030'.* Women feature as 50 percent of the targets for 2010-15 SRF system level outcomes and there is also a specific target to reduce women's micronutrient malnutrition. Additionally, *'gender and inclusive growth'* is one of eight strategic research priority areas.

These commitments build on an earlier history of CGIAR research on gender issues in farming systems and of gender analysis of intra-household dynamics, as well as initiatives designed to enhancing the representation of women among scientists. This most recent phase of gender mainstreaming was launched by the adoption of the first Consortium Level Gender Strategy (CLGS) by the Consortium Board in September 2011, with two pillars, gender in CGIAR research and gender and diversity in the CGIAR workplace.

Evaluation Purpose, Scope and Methods

Evaluation purpose and audience

The Evaluation of Gender in CGIAR is the first independent, system-wide evaluation of gender in the CGIAR. It is one of three, cross cutting, thematic evaluations commissioned by the IEA in 2016. The main purposes of this Evaluation are:

- **accountability** to the CGIAR system as a whole on progress at system, Center, and CRP levels: in developing appropriate gender strategies in pursuit of the objectives contained in the SRFs; integrating gender analysis in their research and engaging in appropriate gender research and impact analysis; and in achieving gender equity and inclusiveness at the workplace;

- **identification of lessons learnt and formulation of recommendations** that will enhance the capability of the CRPs and the System as a whole to make research more gender-sensitive, promote gender equity and enhance research effectiveness, and making the CGIAR a gender-responsive/sensitive workplace.

Stakeholders for this evaluation are: the System Council, the System Management Board , the Independent Science and Partnership Council (ISPC), Centers and their Boards, CRP management and staff, the Gender and Agricultural Research Network, and CGIAR partners and beneficiaries. The CRP and Center Management will have primary responsibility to follow up on recommendations at CRP and Center levels, while decisions and Recommendations targeting the System will be the responsibility of the System Council (upon recommendations of the SMB).

Evaluation scope and questions

The *Evaluation of Gender in CGIAR* was originally conceived as a single evaluation covering both gender in research and gender at the workplace. It was later recognized that these two dimensions, although contributing to the common objective of gender equity, relate to a distinct set of issues and actors, with different impact pathways making it conceptually difficult to treat them together. The two dimensions were therefore evaluated using a different methodology, and the results are published in two separate volumes of the Evaluation of Gender in CGIAR, Volume I on Gender in CGIAR Research and Volume II on Gender at the workplace. The two evaluations were conducted in parallel and exchanged findings and information at key times during the evaluation process, leading to the formulation of a common recommendation (recommendation 1 of both Volume I and Volume II of the *Evaluation of Gender in CGIAR*).

The Evaluation of Gender in CGIAR Research is focused around four dimensions:

- Gender strategies and system level accountability
- Gender mainstreaming in research
- Gender research
- Gender capacity and expertise

This Evaluation is primarily focused on the period of the first round of CRPs (2011-16). Nevertheless, in order to better target key evaluation recommendations, the Evaluation also takes into account the new framework of the CRP2s and substantial changes to the overall governance architecture of CGIAR during 2016.

Evaluation approach and methodology

Building on existing IEA CRP evaluations and on earlier internal reviews of gender mainstreaming in CGIAR, the Evaluation employed a range of tools and methods, to assess progress. These included: a total of 71 key informant interviews at both system and CRP levels, extensive review of CGIAR documents, meeting minutes, annual monitoring reports and data; a comparative assessment of CRP gender strategies; a review of selected CRP gender research outputs including journal articles, guidelines and manuals; and bibliometric analysis of gender research articles. Gender capacity and expertise were analyzed through a survey of Gender Research Coordinators, and analysis of the composition of the CGIAR Gender and Agricultural Research Network. The perspectives of partners on

CGIAR gender research were gathered through a survey of members of the Gender in Agriculture Partnership (GAP).

The Evaluation team also conducted four qualitative case studies of CRPs for the Gender in Research component (FTA, GRiSP, PIM and RTB) selected based on perceptions of their relative progress in the evaluation period, to draw out lessons on 'what works'. Within these CRPs, 'successful' projects were also examined. Although chosen to include the different 'types' of CRP, the case studies are not representative of CRPs as a whole or directly comparable.

Main findings and conclusions

CGIAR System level commitment to gender equity has moved forward significantly since 2010, albeit slowly, and under pressure from key system donors. The requirement of the CLGS for the CRPs to develop gender strategies and related system requirements to develop gender specific plans and budgets, with associated targets, has provided both incentives and an accountability framework for gender mainstreaming in CRPs. In tandem with this, the appointment of Gender Research Coordinators in each CRP to lead the gender strategies, supported by a Senior Gender Advisor at system level, and the wider Gender Network has provided the capacity to move the process forward. Leadership at CRP level, and donor interest in gender mainstreaming in CGIAR have been additional enabling factors. Meanwhile, system level action on gender at the workplace has stalled and requires concerted attention. (See Volume II of this Evaluation on Gender at the workplace for more details and recommendations).

Gender mainstreaming in CGIAR research has advanced in most CRPs since the beginning of the evaluation period, albeit at varying speeds and from very different starting points. Gender is now considered more widely than previously in CGIAR research, among senior managers, plant breeders, and other social scientists. Notably:

- progress in many CRPs in extending sex disaggregated data collection and in integrating gender into baseline and impact assessment survey tools, which will enable more systematic assessment of gender-disaggregated or related outcomes and impacts, across a variety of sites, within the next 2-3 years;
- a number of CRPs now systematically monitoring gender mainstreaming across their whole portfolio (see chapter 4);
- there has been a qualitative advance in the integration of gender in the design of the second round of CRPs, compared to the first round, with some emerging, promising impact pathways (see chapter 4).
- the groundwork has been laid for more systematic and effective integration of gender in CGIAR research during period of the Phase II CRPs.

Gender specific research has also played a significant role in contributing to 'mainstreaming' both in the CGIAR system and externally, through a variety of analytical and methodological tools and frameworks, and associated capacity building, as well as contributing to intermediate and potentially to development outcomes in its own right. The growth in investment in **gender specific research** is reflected in a significant increase in published outputs from CGIAR gender specific research: in 2012, only six CRPs published (22) peer reviewed journal articles; in 2015 all CRPs published (87) journal articles that were outputs of gender research (see chapter 3).

This points to the importance of both capitalizing on earlier investments, and of further investing in, strategic, gender specific research. New challenges for gender research are also emerging including the importance of addressing gender in a wider framework of intersectionality alongside age (along with to socio-economic class and caste or ethnicity, depending on the context), which require investment in new analytical and methodological tools.

Significant heterogeneity in capacity - and to some extent commitment - on gender in CGIAR research remains. While some CRPs have 'mainstreamed' gender across most flagships to a significant degree, others have reached an estimated quarter of their portfolio. The growth in volume and diversity of gender research outputs, with a broader range of CRPs now producing and publishing some gender research, is encouraging, but has also brought greater variability in its quality. Meanwhile, there is a lack of shared understanding of what constitutes high quality 'gender expertise' or gender research, and in some CRPs the quality of gender-specific research is limited by the lack of (senior) gender scientist capacity – in addition to wider social scientific capacity.

The across CRP (and Center) variability reflects that the process of institutional mainstreaming is ongoing, and incentives, accountability systems, resources and networks are needed to retain the growing momentum. At the same time, and given the evolving institutional and funding context, both across the system as a whole, and within CRPs, clearer prioritization of investments in gender research, and more focused efforts at integrating gender in research, are needed, that take into account heterogeneity in capacities and priorities.

The following subsections present further detailed findings and conclusions under the main evaluation sub-headings, followed by and overview of the Evaluation recommendations.

System level decisions and accountability

The CLGS has achieved its purpose of catalysing CRP gender strategies and system level mainstreaming towards greater equity, but it is not sufficiently aligned to the 2016-30 SRF, and nor does it provide a clear accountability framework or 'road map' for Gender in CGIAR Research and at the workplace, given the new governance structure. Renewed system level leadership and an updated framework is needed that reflects a clear system level commitment on both gender in CGIAR research and at the workplace embodying the value given to gender as a critical element of quality of research, as well as gender diversity and equity in organizational effectiveness (See Recommendation nos. 1 and 2; and Volume II of the Evaluation of Gender in CGIAR for further recommendations on gender at the workplace).

Overall system level accountability in the new structure lies with the SMB, with CRPs and Centers accountable to this body, which suggests an ongoing need for reporting on gender equity and diversity from CRPs and Centers to SMB (see ***Recommendation 2***). The existing system for monitoring gender mainstreaming across CGIAR has kept gender issues on the agenda and enabled tracking of progress in mainstreaming at high level, serving an accountability function of CRPs and Centers to the wider Consortium and its funders. However it has been much less effective at ensuring accountability on delivery. There is a need to re-balance Monitoring and Evaluation (M&E) efforts on gender towards capturing the uptake and effectiveness of gender research as well as its contribution to outcomes.

The existing reporting system is heavy: gender (as well as wider) indicators are output focused, overlapping, inconsistently applied and (thus) not readily comparable. Progress achieved during 2011-16 also means that the benchmarks for existing annual reporting indicators on gender mainstreaming no longer provide an effective measure. As such the monitoring system is not efficient and needs to be revised. The current development of the CGIAR Performance Management System provides an opportunity to address some of the challenges in monitoring on gender, building on current best practice, while streamlining monitoring and reporting at different levels (see ***Recommendations 9 and 10***).

CRP Gender strategies

CRP Gender Strategies have played a catalytic role in getting gender onto the CRP agenda, especially where Lead Centers did not have established capacity in gender or social science research. However, gender strategies were ambitious and difficult to fulfil, given that available resources for CRPs, did not meet expectations.

Going forward, CRP Gender strategies need to provide greater clarity about their approach to achieving gender - and wider - equity based on their focus, operating context and capacities, while seeking to work in 'transformative' ways where possible. They can also be more explicit on the appropriate balance of effort and investment between gender specific research, capacity building and mainstreaming (or integration of gender) and across different flagships (see ***Recommendation 5***).

Relevance and Quality of CGIAR Gender Research

Relevance

Overall, CGIAR gender research is strongly aligned with the gender IDO and sub-IDO priorities, while also responding to growing concerns in the AR4D community (e.g. the work on gender norms) reflecting clear areas of comparative advantage - and demand - for CGIAR gender research built up over many years. These include: the development of innovative gender related data collection tools and analysis methods; intra-household decision making; gender in food security and nutrition and health; gender, decision making and governance in natural resources management; and gender aspects of climate smart agriculture and climate policy processes. Cross-country analysis and interdisciplinary work between social and natural scientists on technological change are also important areas of comparative advantage of CGIAR gender research, which merit further investment with a greater emphasis on mixed methods. Meanwhile, CGIAR gender research is evolving with a more nuanced understanding of gender research needs e.g. on 'jointness' in household decision making and gender equity in rural transformation.

Quality

High quality gender research is essential to credibility in strategic partnerships that can enhance uptake and leverage the CGIAR's comparative advantage on gender in AR4D. A few Centers have historically been leaders in gender research and this continues to be reflected in the fields of research perceived to reflect CGIAR comparative advantage, in the distribution of publications and in citations.

In the last 2-3 years, a wider range of CRPs have demonstrated capacity to produce high quality, widely cited gender research outputs. However, significant variability in quality of gender research is apparent, underlining the importance of disseminating tried and tested frameworks, tools and standards, of continued investment in both capacity building, and cross CRP collaboration to maintain the overall quality (see ***Recommendations 7 and 11).***

Uptake

Strategic partnerships are critical for gender research uptake, as is the development and dissemination of a comprehensive range of outputs, and investment in outreach, training and research communications. Involving partners in early stages of research and maintaining ongoing collaboration and engagement in external processes are also promising strategies for enhancing the relevance and uptake of gender research. A few CRPs are regularly solicited to engage in external processes or to conduct gender research. In general, however, investing in outreach and uptake, and tracking usage of gender research outputs appears relatively limited and requires more attention. A lot of gender research has, in the first instance, been focused on internal users in the context of gender mainstreaming. Even here, though, tracking of usage could be more systematic (e.g. CRP use of the Women's Empowerment in Agriculture Index - WEAI) (see ***Recommendation 10***).

Gender in CGIAR Research

Gender mainstreaming in the research cycle

Annual reporting from CRPS suggests that on most indicators, there is improvement in gender mainstreaming (e.g. in terms of technologies, or tools targeted at women as well as men farmers, or assessed for likely gender differentiated impacts). The extent to which gender is 'mainstreamed' is still, at face value highly variable ranging between 25 and 50 percent of projects which have gender significantly or fully mainstreamed.

Gender analysis is better integrated into theories of change and impact pathways, in at least some Phase II CRPs. However, using gender analysis to inform overall priority setting remains a key challenge, alongside monitoring and evaluation of gender-related or gender-differentiated outcomes. In order to focus resources where investment can have most leverage, CRPs need to adopt a more systematic approach to prioritising and designing gender research, building on the good practice of A4NH for example, which developed an overarching analytical framework to guide gender research efforts. In developing theories of change and impact pathways, gender researchers also need to consider potential trade-offs between different outcomes, and key risks and assumptions related to gender.

Targeting is also a challenge: there remains a tendency to set aspirational targets (e.g. 30 percent, or 50 percent women) based on assumptions or historical practice and to target women as a category with insufficient analysis of the context. CRPs need to more rigorously use gender and wider socio-economic analysis to set targets, to assess how age, class - and other 'intersectionalities' - might affect outcomes for different groups women as well as men.

Gender-specific research has significantly contributed to the mainstreaming of gender in wider CRP research (as well as externally) through tools and frameworks and associated capacity building. The historically 'leading' Centers on gender have played a key role in development of gender tools and frameworks, with other CRPs as well as external partners collaborating on their use and adoption. There is thus a clear rationale for ensuring sufficient resources are focused on gender-specific research given its importance both to effective mainstreaming as well as to gender equity outcomes. For those CRPs with more limited resources, and capacities, however, investments in gender specific research will benefit from collaboration with other CRPs with shared interests and more experience, and/or with specialist strategic partners.

Contribution of gender research to outcomes

Many gender strategies have only been effectively implemented since 2013, and CRP Monitoring, Evaluation and Impact Assessment (MEIA) frameworks, in many instances, were developed later so there is as yet limited systematic data to track the outcomes of gender mainstreaming and gender research. The Evaluation finds some patchy but promising evidence of how gender research is contributing to immediate outcomes or behaviour changes, such as women engaging in processes of resource management at local level; and changes in development practitioners and policy makers thinking about women's empowerment. Baseline surveys incorporated gender related indicators were conducted in some CRPs between 2012 and 2014 and wider evidence on the outcomes to which gender research is contributing, should become available within the next 1-3 years, as data becomes available from endline or follow up surveys. Joint investments of CRPs with SPIA on assessing impact e.g. of technology adoption on gender equity and empowerment outcomes, for example, could yield important insights.

In the meantime, investing more systematically in tracking and assessing the contribution of CGIAR gender research to behaviour change is critical to understanding the impact pathways for gender research. These impact pathways may be through the uptake of specific tools and approaches among wider CGIAR scientists (***see Recommendation 10***).

Cross CRP collaboration and learning

A few CRPs – notably PIM, CCAFS – enabled by the Gender Network have played an important role in fostering collaboration on gender research and promoting the adoption of new tools and methods for gender research, notably on value chains and climate change. External partnerships and funding have also been key enablers of more formal collaboration, alongside longstanding professional relationships between leading gender researchers and Centers. Ensuring consistency in methodologies across programmes and sites, enabling data sharing and joint publications are key aspects of successful collaboration. There is significant potential to further strengthen cross CRP collaboration on gender, e.g. through joint research, or capacity building of partners in key sites, or on joint impact assessment (see ***Recommendation 2 and 11***).

Gender Capacity and Expertise

Institutional capacity and resources at system level

System level institutional capacity on gender during 2012-16 was insufficient to support a major process of institutionalising of gender in research. The Senior Gender Advisor (SGA) role was also perceived as conflating advisory and accountability functions. The ISPC role is critical in ensuring gender is addressed systematically as a quality of research, as well as inclusion, issues, across its different functions. The new Collaborative Platform for Gender Research presents important opportunities to strengthen gender in CGIAR research and specifically to raise the relevance, quality and visibility – along with support for - CGIAR gender research. However, the insufficiency of funding and staffing allocated to the Platform puts in serious question whether it can realistically deliver on a range of expectations across the CGIAR System Organization. There are also risks that subcontracting the Platform to an outside organization reduces its authority and visibility in the system, that the momentum of the gender network is lost in the transition and that the work of the Platform is 'siloed' or dominated by its host CRP, PIM. As of March 2017, there is no plan to replace the outgoing SGA and it is unclear if there will be any capacity in the System Management Office to support budgeting, monitoring and reporting for the system in general or for gender specifically (see ***Recommendation 3***).

Resources for gender mainstreaming and gender research

Gender budget targets have been largely successful in increasing allocations and expenditure for gender work, and have been met by most CRPs. Although to date the share of spending on gender has held up well, in spite of funding cuts, the falling levels of W1/2 resources since 2014 – and the unpredictability of funding, put fragile gains on gender mainstreaming to date at risk. The ten percent budget target can effectively act as a floor, below which CRPs should not drop. However, current guidance for gender budgeting does not form an effective or consistent basis for prioritization (see ***Recommendation 4***).

Gender expertise

Meanwhile, both the level and composition of gender expertise remain heterogeneous across CRPs. Those that are well resourced with a strong level of senior gender expertise backed by wider social science capacity have – by and large - maintained their capacity while those starting from a weaker base have somewhat increased their capacity. However, some CRPs remain over-reliant on more junior gender specialists, lacking specific technical skills and authority (see **Recommendation 6**).

Several CRPs have struggled to recruit and retain senior level researchers and to maintain continuity in the crucial Gender Research Coordinator (GRC) role, leading to delays in effective implementation of gender strategies and a lack of leadership for strategic gender research. GRCs as well as wider gender team members have been overburdened with a tension in their 'dual' role and there is a danger that the role undermines career progression (see **Recommendation 7**).

The CGIAR System lacks a common understanding of what constitutes gender expertise, whether of gender specialists or of wider scientists and staff, on gender. Both the network and some CRPs/Centers have invested in developing competency frameworks, which can be usefully consolidated and adapted

for wider use in recruitment as well as performance management and development (see ***Recommendation 7***).

Capacity building

Gender capacity assessments carried out both at system and CRP levels indicate ongoing gaps in gender skills across the system. This includes gaps among 'gender specialists,' for example on M&E; some gender specialists also lack specialist technical expertise in relevant domains for their CRP.

A number of capacity building initiatives are underway to strengthen gender expertise, taking very different approaches; none appears to have been formally assessed for their contribution to either individual competencies or institutional capacities. Targeted capacity building and initiatives to foster improved collaboration between gender specialist and other scientists seem the most promising areas; alongside increased support to wider uptake of existing 'tools' for gender research and to mixed methods research on gender (*see* ***Recommendation 8***).

Key Recommendations:

The Evaluation Team recommends that:

Recommendation 1. System Council adopt an overarching, high-level CGIAR Vision statement on Gender Equity, covering both gender in research and gender at the workplace that would: enshrine the system's commitment to gender equity in its overall scientific endeavour, requiring CRPs to pursue efforts to integrate gender in their research; and Centers to promote diversity in their workplace practices; and provide an overall accountability framework on Gender for different system level entities, Centers and CRPs. System Council to appoint a 'Gender Champion' to lead the development of the vision statement, and to ensure, ongoing, that gender issues in research and at the workplace are kept on the Council's agenda as needed.

Recommendation 2. **To concretise the overarching vision on gender, the SMB should develop and adopt a time bound Policy on Gender in CGIAR Research which sets out expectations and shared commitments of both Centers and CRPs,** which would clarify CGIAR's overall approach to gender research in A4RD and common priorities; stipulate commitments of CRPs to joint, interdisciplinary working across CRPs on strategic priorities in gender research; and to maintaining and developing the gender research skills needed to deliver this, across the system. An SMB 'Gender in Research 'champion' would lead the development of the Gender in CGIAR Research policy with a small Task Force, which would approved by SMB and monitored by a light touch set of key performance indicators.

Recommendation 3. **The System Management Board should give consideration to maintaining or strengthening the capacity of system level bodies - notably the System Management Office and the Gender Platform - to be able to carry out their respective budgeting, monitoring and accountability, and learning and coordination functions, within the reformed system, with regard to integrating gender in CGIAR research.**

Recommendation 4. **The CGIAR System should maintain its current target of 10 percent for CRP spending on gender as a minimum requirement, while supporting CRPs to use this funding as strategically and effectively as possible, in light of overall funding constraints.** To support this, the

System Management Board should continue to require submission of separate section on gender in the Programs and working budgets (PoWB) as a condition for approval of funds. These submissions should also clarify sources of funding for gender work and System Management Office – working closely with the Gender Platform – should revise the existing gender budgeting guidelines to ensure funds are most effectively targeted.

Recommendation 5. **CRPs should refresh and refocus their gender strategies and/or future work plans, as relevant, to ensure alignment with priorities in the Gender in CGIAR Research Policy (see recommendation 2).** To support the effective integration of gender in research going forward, GRCs and CRP Gender teams should develop clear frameworks for prioritisation of gender research (e.g. building on the example of A4NH), and work with larger CRP teams to further clarify their overall 'approach' to integrating gender into research, how they will address intersectionality, between gender and wider inclusion issues (e.g. youth/age); and the balance of effort and resources to gender specific and gender mainstreamed research as well as capacity building. All CRPs, where not already in place, should embed systems for monitoring gender research and gender integration in research across their project portfolio, learning from current best practices in PIM, A4NH, FTA etc., and report on implementation of gender strategies to lead Center boards and to Advisory committees (e.g. annually- see also Recommendation 11). The Gender Platform can support CRPs by reviewing updated gender strategies or facilitating peer review as needed; and by providing guidance on addressing intersectionality.

Recommendation 6. CRPs should protect minimum core capacity/team of 1 senior and 3 other FTE in specialist gender expertise, including GRC, spread across participating Centers, while further exploring innovative ways of sharing resources and bringing in gender expertise through strategic partnerships and bilateral funding. In addition clusters of CRPs (*e.g. Agrifood systems CRPs, ecosystems CRPs and cross cutting CRPs; or clusters by geography*) should explore options for seconding or jointly 'buying in' additional senior, specialist gender research capacity from within the system or from external partners, to support work on common research priorities. Both CRPs and the Gender Platform should give priority to recruitment of gender post-doctoral Fellows trained by the CGIAR system to longer term positions in CGIAR, e.g. through shared appointments, or to augment the capacity of the newly formed Platform.

Recommendation 7. **CGIAR should strengthen institutional mechanisms to enhance gender capacity and expertise at system, Center and CRP levels,** by: developing a common competency framework on gender for different roles, drawing on the existing work of the SGA, the Network and selected CRPs, for use in recruitment and performance development and also as a framework for future initiatives for building gender capacity; institutionalising integrated gender teams across Centers and flagships, under the leadership of the GRC, embedded in CRP management teams; reviewing the scope of the GRC role to ensure sustainability; ensuring that CRP advisory committees and Center Boards have clear ToR and defined capacity among members to provide advice and oversight, respectively, on gender issues in research in relevant domains.

Recommendation 8. Centers (and CRPs where possible) should invest selectively, and - where appropriate - jointly, in both targeted capacity building of gender specialists in specific technical areas, and capacity building of other scientists to effectively integrate gender into research design, through 'buying in' tailored training in gender capacities from external providers or contracting institutional capacity building through partnerships, for economies of scale. All capacity building should be assessed for effectiveness, and assessment of individual capacity development should refer

to the common competencies framework. The Gender Platform supports Center/CRP gender capacity development, by: identifying relevant service providers or partners for institutional capacity or training support; and facilitating cross-system capacity strengthening in core gender thematics, research methods and gender 'tools', drawing on specialist expertise within CGIAR.

Recommendation no 9. **The SMB should request inputs and proposals from the Gender Collaborative Platform to effectively engender the new Performance Management System, working closely with the monitoring, evaluation and learning community of practice (MELCOP) and to develop common standards on gender reporting across CRPs and advise on system-wide indicators and targets for gender and wider outcomes.**

Recommendation no 10. **CRPs should individually and jointly invest in improving and institutionalising systems for monitoring outputs, as well as effectiveness and outcomes of gender research,** in particular by: tracking demand for gender research outputs; investing in and monitoring gender research uptake; piloting cross-CRP methods to track research uptake and outcomes; and working with SPIA to identify priorities for cross system impact assessments.

Recommendation no 11. **The Collaborative Gender Research Platform (Gender Platform) should harness the energy of the gender network, while placing greater emphasis going forward on: supporting common research priorities; on joint assessment of gender research effectiveness and outcomes/impacts; on fostering interdisciplinary dialogue and collaboration between gender and other researchers through communities of practice; and supporting systematised and well supported roll out of existing tools and methods.** To ensure that the Platform is effective across the whole CGIAR system and in leveraging partnerships, it is important that external bodies, along with the 'range' of CRPs - notably agri-food systems CRPs - as well as Big Data and Excellence in Breeding platforms, are represented in its advisory committee.

1. Introduction to the Evaluation

1.1 Purpose of and Context for the Evaluation

The Independent Evaluation Arrangement (IEA) is responsible for independent external evaluations of CGIAR, including evaluation of CRPs, of cross cutting themes and of the CGIAR System and its governing institutions. Following completion of the evaluations of all CRPs, in 2016 the IEA commissioned three thematic evaluations, on gender, partnerships and capacity development. This report presents the findings, conclusions and recommendations of the Evaluation of Gender in CGIAR Research. While there have been a number of internally commissioned and completed reviews on gender issues, the current evaluation is the first independent, system-wide evaluation of gender in CGIAR.

The main purposes of the Gender Evaluation (see Terms of Reference - ToR at Annex A) are:

accountability to the CGIAR System as a whole on progress made so far at system, center, and CRP levels: (i) in developing appropriate gender strategies in pursuit of the objectives contained in the Strategy and Results Framework (SRFs) 2010-15 and 2016-30; (ii) on the extent to which CRPs and the CGIAR System in general have integrated gender analysis in their research and are engaged in appropriate gender research and impact analysis and (iii) in achieving gender equity and inclusiveness at the workplace;

identification of lessons learnt and formulation of recommendations with a view to: (i) enhancing the capability of the CRPs and the System as a whole to make research more gender-sensitive, promote gender equity and enhance research effectiveness through better understanding and targeting of different beneficiary groups as well as (ii) making CGIAR a gender-responsive/sensitive workplace.

1.1.1. Gender in Agricultural Research for Development (AR4D)[12]

In the 1980s and early 1990s, there was an influx of social scientists into donor organizations including the World Bank, national agencies, and international agricultural research institutions including the centers of CGIAR. This increased involvement of anthropologists, economists, geographers, and sociologists expanded the application of social science research into agricultural development, whether broadly in the form of farming systems research or more narrowly focusing on women in agricultural development, which became a prominent site of documentation and research. Interest was growing not only in documenting how women participated in agriculture in the field, and how to strengthen the benefit they gained from their labour, but also in the institutional architecture needed to support and promote such research. These processes established the groundwork for building a cadre of qualified women scientists in the CGIAR Centers and for research by women and men on the constraints and opportunities facing women farmers.

In the wider international development and donor community, however, in the decade or so prior to the 2007-8 food price crisis, the appetite for public investment in agriculture was limited. The food

[12] This section draws on an Internal Issue Paper commissioned for this Evaluation: Rubin (2016) 'Gender mainstreaming in agricultural research'.

price crisis as well as a growing body of evidence about the impacts of climate change on the agricultural system, as well as contributions of agriculture to harmful emissions, contributed to a significant renewal of interest in the need for, and potential benefits of, new investment in adaptation and sustainable production practices to mitigate climate change. New actors also entered the agricultural development arena - most notably the Bill and Melinda Gates Foundation (BMGF).

BMGF and other key agencies had a particular and growing interest in the gender equity dimensions of agricultural development. FAO, IFAD and the World Bank, in particular, produced well documented evidence besides practical guidance on the importance of addressing gender issues or gaps to ensuring agricultural productivity and to combatting hunger and malnutrition. Researchers in the CGIAR System (particularly from IFPRI) played a significant part in building this evidence base[13]. These contributions have built awareness that failure to pay attention to gender in policies and programs can undermine their effectiveness and may have unanticipated consequences[14].

1.1.2. Gender in CGIAR

As stated in our Inception Report '[G]ender considerations in CGIAR have a long history dating back to the 1980s, albeit the commitment and attention to gender has varied across time and between different system entities' (2016:8). Prior to the latest reform period, a number of programs - addressing both gender in research and at the workplace - had been managed by different Centers, of which the key ones are listed in Box 1 below. Details of these different programs and an overview of the History of Gender in CGIAR in general, is available in the Evaluation Inception Report (pp8-10).

Box 1: Gender Programs in pre-reform CGIAR (pre-2008)

Intra-household Research Program (1992-2003), led by IFPRI

CGIAR Gender Program (1991-1999) two components, one related to gender staffing and the other to the use of gender analysis in research.

Participatory Research and Gender Analysis Program (1997-2011), led by CIAT

Gender and Diversity Program (1999-2012) hosted by ICRAF

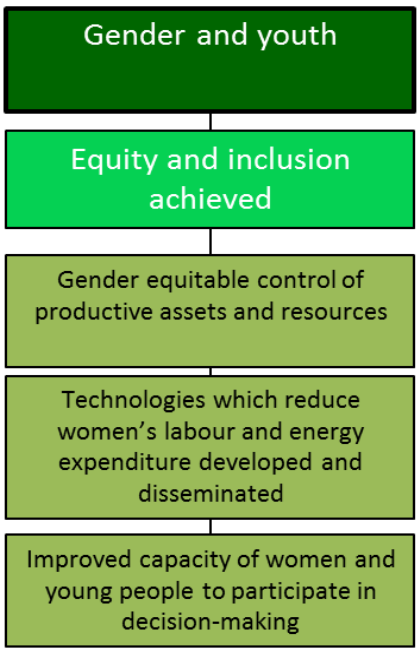
As such, the latest phase of gender mainstreaming (from 2011 onwards) is a 'third phase' - the first having happened in the 1990s and the second from the late 1990s through 2011. This underlines the fact that gender issues have had to find a new place at different stages of evolution of the system and the associated risk that in periods of institutional change that gains from earlier investments may be lost.

This Evaluation will, where relevant, illustrate how earlier investments in gender research have contributed to current progress; and build on learning from earlier phases to avoid another round of 'reinventing the wheel'. Thus, lessons have been drawn from (numerous) previous reviews of gender mainstreaming, as well as relevant lessons from wider reviews, from the 2008-10 period.

[13] See Okali, Christine, 2016, 'The relevance and contribution of CGIAR gender research (2011-16),' Issue Paper 1, Commissioned for IEA Gender Evaluation at Annex F, discussed in detail in chapter 3 section 3.1.

[14] E.g. Ruth Meinzen-Dick, Agnes Quisumbing, Julia Behrman, Patricia Biermayr-Jenzano, Vicki Wilde, Marco Noordeloos, Catherine Ragasa, Nienke Beintema, 2010, *Engendering Agricultural Research*, Paper prepared for Global Conference on Agriculture and Rural Development. Montpellier, France, 28-31 March; World Bank, 2009, *Gender and Agriculture: Sourcebook*. Washington, D.C.: World Bank, FAO, and IFAD.

Figure 1: Gender in CGIAR SRF 2016-2030



Nevertheless, the Evaluation also recognises that the wider political, institutional and financial context of the CGIAR has evolved over time, and this is taken into account in both assessing the progress to date as well as in formulating recommendations for the future.

The CGIAR's 2010-15 Strategy and Results Framework (SRF 2010-15), published in 2010, as the foundation for the first round of CRP proposals, identified gender inequality as a critical area that directly affected CGIAR's likelihood of success in achieving its four system-level outcomes (SLOs) of reducing rural poverty, increasing food security, improving nutrition and health and the sustainable management of natural resources[15]. This was a critical step in acknowledging the importance of gender equity to the effectiveness of CGIAR research. However, the SRF did not make explicit the pathways through which gender equity is expected to contribute to these wider outcomes. In tandem - but not well articulated with this (as discussed below) - the Consortium developed and adopted its first explicit Gender Strategy (CLGS) in 2011, which was implemented from 2012 alongside the first generation CRPs, covering both gender mainstreaming in research and at the CGIAR workplace. The gender at the workplace aspect of the CLGS has trailed behind in priorities (indeed was explicitly deprioritised) in implementation and it was only in 2014, at the request of the Fund Council, that the Consortium Office prepared a CGIAR Consortium Diversity and Inclusion Strategy 2016 - 2020 which remains to be approved[16].

The new CGIAR Strategy and Results Framework 2016-2030: Harnessing New Opportunities (SRF 2016-2030) has an explicit commitment to gender equity which, combined with youth, has its own Intermediate Development Outcome (IDO) and three supportive sub-IDOs (illustrated in Figure 1): the evaluation has considered how gender research, prior to the evaluation period, has shaped or contributed to gender research outcomes during the main evaluation period. Women also feature as 50 percent of the targets at the indicator level for system level outcomes, in areas such as exiting poverty and reducing malnutrition. There is also a specific global target to reduce women's micronutrient malnutrition as part of the system level outcome on food security and nutrition. Additionally, gender and inclusive growth is one of eight strategic research priority areas. The SRF also notes that committing to *'closing the gender gap in equitable access to resources, information and power in the agri-food system by 2030'* is part of what it is 'doing differently'[17].

This evaluation, alongside the other thematic evaluations, has been conducted during 2016, at a time when the first phase of CRPs was coming to an end, and a second round of CRP proposals were approved, scheduled to start in 2017. The ToR defined the Evaluation period from 2011 to 2015 and

[15] CGIAR (February 20, 2011). *A Strategy and Results Framework for the CGIAR* http://library.cgiar.org/bitstream/handle/10947/2608/Strategy_and_Results_Framework.pdf?sequence=1

[16] See section 1.2.3 of the Inception Report of the IEA Evaluation of Gender in CGIAR Research and in the CGIAR Workplace http://iea.cgiar.org/wp-content/uploads/2016/10/CGIAR-Gender-Evaluation-Inception-Report.pdf

[17] SRF 2016-30, Op Cit.

thus the Evaluation is primarily focused on achievements in mainstreaming gender in CGIAR research, during the first phase of CRPs under the SRF 2010-15. While the new CGIAR portfolio due to start in 2017 reflects a large degree of continuity with the first portfolio, there are also significant changes, one of them being the discontinuation of the three of the existing system CRPs (Aquatic Agricultural Systems - AAS; Humid Tropics - HT; and Dryland Systems - DS). Alongside these, three new 'Platforms' have been established: on Genebanks, Excellence in Breeding and Big Data. To ensure its ongoing relevance, the Evaluation has taken into account these changes in programmatic architecture as well as plans developed for second phase CRPs, for programs that have continued.

The Evaluation also takes into account the substantial changes to the overall governance architecture of CGIAR, as well as to the programmatic accountabilities for the various governing, advisory, oversight and implementation entities, during 2016. Specifically, the two-pillar structure of a Fund Council and a Consortium Board and Office has been replaced with a new System Council as the main decision making body; a System Management Board representative of the Centers and responsible for providing strategic direction and governance and; a System Management Office that supports both the System Council and the System Organization and is responsible for the day-to-day operations of the CGIAR SO.

In light of this, the Evaluation has also included consideration of recent decisions and changes during 2016, in order to better target key evaluation recommendations so that they can inform future planning, management and governance processes in the new system and new generation CRPs.

1.2 Evaluation Scope, Dimensions and Questions

In the IR, the scope of the evaluation was defined around the following five dimensions:

- Gender strategies and system level accountability
- Gender mainstreaming in research
- Gender research
- Gender capacity and expertise
- Gender at the workplace[18].

From the original 29 questions in the ToR, the Evaluation Team consolidated seven main questions in the IR, around the above four dimensions (see below).

Dimension 1: Gender Strategies and System-level Accountability
1. How relevant are the consortium and CRP level gender strategies to the CGIAR strategic goals?
2. How effective and efficient were system level decisions and actions regarding gender since the first phase of CGIAR Reform?
Dimension 2: Gender Mainstreaming in Research
3. How effective and efficient has gender mainstreaming in research been?
4. How relevant is CGIAR gender research?
5. How effective is CGIAR gender research?

[18] While initially conceived as a joint evaluation, it was later agreed that gender in research and gender at the workplace relate to a distinct set of issues and actors, with different impact pathways making it conceptually difficult to treat them together. The Evaluation of Gender at Work was conducted separately, using its won methodology, and is the subject a separate report.

Dimension 4: Gender capacity and expertise
6. Are adequate systems in place to support gender research and gender mainstreaming at CRP level?
7. How, and to what extent, has gender capacity and expertise been assessed and built at system and, CRP levels?

Each evaluation question breaks down into sub-questions (drawing on the original questions in ToR), which are addressed under the relevant main questions, in each section. The Evaluation Matrix, available at Annex C of the Inception Report maps key sources of information and methods of analysis mapped against each question.

In light of these questions, the Evaluation explored synergies with the ongoing IEA thematic Evaluations of Capacity Development and Partnerships and exchanged information at various points during the Enquiry Phase of the Evaluation.

1.3 Methodology and limitations

Overall, the approach and methodology by the evaluation team during the inquiry phase were in line with that outlined in the Inception Report and described in detail in the Evaluation Matrix annexed to the IR. Table 1 below outlines where there were variations (or in the case of evaluation of gender at work, additions) to what was described in chapter 2 of the IR. Variations and additions are discussed thereafter, and the section finishes with a review of limitations faced and how these were mitigated.

Table 1: Variations or additions to the evaluation approach in the IR

Section	Section title	Variation or addition
2.1	Purpose and scope of the evaluation	No variation or addition
2.2	Evaluation questions	No variation or addition
2.3	Evaluation framework	Some variation as discussed below
2.4	Evaluation approach	No variation
2.5	Evaluation tools and methods	Some variation as discussed below

1.3.1 Variations to the evaluation framework (section 2.3 in the IR)

The Inception Report put forward an evaluation framework with two components, the second nested within the first. The first, a 'gender mainstreaming' framework, situated key elements of mainstreaming that were to be analyzed by the Evaluation, in the 'gender system' of CGIAR. The Inception Report stated that the evaluation team would develop and refine this framework based on initial findings in the inquiry phase, in order to elaborate and explore the assumed linkages between the different elements and levels[19]. In practice, the team did not further develop and refine the framework at that stage. However, key elements of the framework were explored in-depth in the inquiry phase. Further, whilst the evaluation sought to explore gender in CGIAR research at system, CRP and project levels, each level of the system was explored within the context of the other(s).

[19] See page 24 of the Evaluation Inception Report

The second element of the framework, nested within the first, consisted of four illustrative 'impact pathways' through which the gender research and related activities of CGIAR result in gender equitable outcomes and, in turn, to the achievement of the overall system-level outcomes[20]. These indicative impact pathways were intended to guide case study analysis of linkages between inputs, activities, outputs and outcomes, and to identify assumptions underpinning these pathways and evidence that supports their validity across different contexts, using elements of outcome mapping. In practice, as the focus for project case studies was decided collaboratively with key staff of respective CRPs, it was not possible to link these directly to specific impact pathways, and this process could not be followed systematically. Projects were selected that were of sufficient longevity to have potentially produced results, but in several cases this meant that no systematic impact pathways for these had been defined or used as the basis for monitoring and evaluation; meanwhile, the time available to research case studies was insufficient to gather systematic new data on these across wider stakeholders (see below on case studies).

1.3.2 Variations to the evaluation tools and methods

The precise combination of evaluation tools used in the inquiry phase depended on feasibility and practical considerations. In practice, most of the tools - as listed in Table 2 of the Inception Report - were deployed either as envisaged or in a modified form. Some limitations were faced with the use of a few of the tools, as discussed below.

1.3.3 Limitations faced and how these were addressed

The case studies. Four case study CRPs were selected for in-depth analysis of selected evaluation questions (EQ). The case studies are not strictly comparable, nor are they 'representative' of the CRPs overall. However, they have been chosen to ensure that different 'types' or CRP are covered in the evaluation and both CRPs and projects selected where there is a perception of success, to ensure that lessons can be drawn out that may have wider use or relevant, on 'what works'. The case study methodology was initially designed to include face-to-face discussions with both CRP management/senior gender staff as well project level staff or partners during a single field or site visit. In practice, the evaluation team found it difficult to identify a location and timing for a field visit that would work for both the CRP and the team that met both of these criteria. As a result, two of the case studies engaged staff in the lead Centers during the site visit, one through a workshop and through bilateral meetings, the other through engaging in a pre-planned CRP meeting. The other two case study field site visits took place in different countries to the CRP Lead Center, and engaged with project level staff and staff of country or hub offices and engaged CRP senior staff and managers through remote key informant interviews. Whilst this led to the case study focus and methodology varying a little between case studies, it enabled the evaluation team to engage with a diverse range of contexts for CGIAR research, which has been of benefit to the overall evaluation.

All CRPs selected for case studies provided guidance to the evaluators in selecting the best options regarding location and timing of visits, facilitated the visits, and gave up time to ensure that the case studies could be carried out effectively.

[20] Ibid, page 26.

Each case study explored, at CRP level, both the gender and the CRP impact pathways and, where available, the theories of change (ToC). Connections between these, and evolution of these over the evaluation period, were explored. Although the CRPs and projects selected, did not always have explicitly designed gender-related impact pathways, each case study sought to establish, at project level, any presumed impact pathway seeking to link activities to outputs to immediate and finally intermediate outcomes so as to assess their connection to claimed outcomes.

The GAP survey. This survey aimed at eliciting perceptions of the relevance and quality of different types of CGIAR gender research outputs, and information on how these are used, was distributed to the members of the Gender and Agriculture Partnerships (GAP) Network as planned with the assistance of the GAP support unit. Despite numerous reminders on GAP communication channels (Blog, LinkedIn Group, Facebook and Twitter Accounts, E-mail Newsletter), only 32 responses were received. Nevertheless, the GAP survey is drawn on selectively in chapter 3 as a source of information and evidence, on CGIAR gender research, as respondents were well informed and provided valuable qualitative insights, adding further, largely external perspectives, to the information collected through key informant interviews and document review.

Gender Capacity Assessment. The Evaluation had initially intended to carry out an assessment of Gender Capacity, but this had to be adapted because of the lack of centralised information available on gender expertise across CRPs. The analysis of capacity was therefore limited to specific groups such as the Gender Research Coordinators, and to members of the CGIAR Gender and Agricultural Research Network.

Impact stories and testimonies. Given limitations in the time available for case studies, it was not possible to gather additional testimony materials. Where impact stories are documented and available they have been used to inform the Evaluation team's understanding of outcomes and impacts.

1.4 Engagement of Stakeholders in the Evaluation process

A full list of stakeholders interviewed for the evaluation is attached at Annex E.

The Evaluation planned from the outset to engage key stakeholders in the evaluation process (see Inception Report pp. 34-36), but was very conscious of the need, and was given clear IEA guidance, to limit demands on CGIAR staff particularly during busy periods. At the same time, the feedback on the Inception Report highlighted a perception that the approach - and the Evaluation questions - was biased towards the accountability aspect of the Evaluation purpose, at the expense of the learning aspect. The Evaluation Team thus sought to find ways to engage stakeholders in an efficient and very time-bound way in reflection on key evaluation issues and preliminary findings both at country level and, more broadly, through participation in the Gender Network Meeting in Cali, in November, where small group discussions as well as a plenary session were organized for this purpose.

In three out of the four case studies it was possible to organize field visits in a short window in September/October, and in two of these workshops were organized involving CRP and/or field project staff and partners. The short duration of field visits meant that while a handful of partners were involved in discussions or interviews during case study visits, systematically engaging beneficiaries (farmers) or development partners (e.g. representatives of National Agricultural Research and Extension Systems) was not possible.

For these reasons, stakeholder engagement is somewhat biased towards CGIAR stakeholders, stakeholder engagement has been extremely valuable in drawing in a broad range of perspectives and gaining feedback on initial findings.

1.5 Overview of the Evaluation Report Structure

The remainder of this Report is organized into four further chapters, structured around the key evaluation dimensions[21]. Chapter 2 addresses System Level Strategies and Accountability. Chapter 3 treats the Relevance and Quality of CGIAR Gender Research. Chapter 4 covers Gender in CGIAR Research - both gender specific and mainstreamed research and chapter 5 looks at Capacities, encompassing institutional and financial capacity as well as gender expertise. The last section draws together conclusions and recommendations for the Evaluation as a whole. Each chapter presents analysis and key findings related to the relevant evaluation sub-questions and a short set of specific recommendations at the end.

[21] This report does not cover the detailed findings on Gender at Work, which is reported in separate volume. Reference to this Volume is made where relevant to the other dimensions of the evaluation.

2. Gender Strategies and System-Level Accountability

This chapter presents findings on Dimension 1 of the evaluation: Gender Strategies and System-level accountability. There were two evaluation questions for this Dimension:

EQ1: How relevant are the consortium and CRP level gender strategies to the CGIAR strategic goals?
EQ2: How effective and efficient were system level decisions and actions regarding gender since the first phase of the CGIAR reform?

The first section addresses the relevance of Gender Strategies. The second section examines decisions made at system level regarding gender and the monitoring and evaluation framework for gender mainstreaming at system level. The sub-questions for each of EQ1 and EQ2 are detailed in the relevant sections below.

This chapter draws primarily on an extensive document review including: gender strategies at system and CRP levels; background documentation on CGIAR goals and systems; relevant reviews undertaken during 2008-2016; and review of minutes and action points from Fund Council and Consortium Board meetings. It also draws on findings from key informant interviews carried out at the system level and on an Issue Paper on Gender Mainstreaming in AR4D Institutions, prepared as an input to the evaluation[22].

2.1 Relevance of Gender Strategies

2.1.1. Consortium level Gender Strategy (CLGS)

EQ1A: To what extent is the Consortium level strategy comprehensive and appropriate against the overall objective of greater gender equity and inclusion? How has it informed, and to what extent is it relevant to, the new SRF?

The CLGS sets the overall framework for gender mainstreaming in CGIAR through two linked components; the first focused on CRP level gender strategies (GSs) and the second on diversity and gender (D&G) at the workplace. The CLGS was drafted during 2010 - 2011 by the Consortium Office at the request of the Consortium Board, following the recommendations of a Scoping Study commissioned in 2010[23]. It was published by the Consortium Board in November 2011.

The CLGS was comprehensive in responding to the Gender Scoping Study recommendations which proposed mechanisms for leadership, capacity assessment and strengthening, accountability, and the establishment of a network to foster ongoing learning and collaboration, laying some of the ground work for core elements of effective mainstreaming.[24]

[22] Rubin (2016) 'Gender mainstreaming in agricultural research' Internal Issue Paper 2 commissioned for IEA Evaluation on Gender in CGIAR Research and in the CGIAR Workplace.

[23] ICRW (2010) CGIAR Gender Scoping Study.

[24] The gender mainstreaming issue paper developed for this evaluation (Rubin, 2016) notes that the four principles of gender mainstreaming are leadership, technical expertise, resources and accountability.

However, the Scoping Study was itself not comprehensive in that it primarily focused on the gender in research aspect of mainstreaming, and did not reflect some key issues and proposals from earlier internal reviews. In particular, the IFPRI (2009) report Recommendations for Gender Integration in the CGIAR Strategy and Results Framework, based on a consultation with all the Centers, recommended a systemwide 'Global Platform on Gender and Agriculture' and a Megaprogram on gender responsive research and development, a significantly more ambitious proposal than the later Scoping Study recommendation for an online network[25]. The Scoping study also did not address gender at the workplace issues or - to any significant degree - capacity issues - previously raised in the CGIAR Independent Review and the Social Sciences Stripe review, respectively[26].

The CLGS went beyond the Scoping Study recommendations to bring gender and diversity at the workplace to the system level, thereby addressing the recommendation of the earlier CGIAR Independent Review. In practice, however, the two components were not joined up, and action on this second component was de-prioritized (See Volume II of the Evaluation of Gender in CGIAR for further discussion.). Combining gender in CGIAR research with gender at the CGIAR workplace in the CLGS without clear accountability for the latter component, arguably led to a lack of 'ownership' of this component.

The CLGS set a level of ambition on gender equity for the system as a whole and allowed for gender equity issues to have a 'place' at the system level. It has played a catalytic role in moving CGIAR towards goals of greater gender equity and inclusion. Gender research has a long history in CGIAR but this has tended to be 'siloed' and conducted on an individual interest basis with significant clusters of gender expertise concentrated in two-three main Centers[27]. Of several earlier gender in research initiatives[28], one, the PRGA, was system-wide, but it did not work towards institutionalising gender analysis across the CGIAR System[29].

The CLGS is a pragmatic, 'integrationist' strategy, focused on providing guidance and technical support to CRPs on how to develop their gender strategies as a means to deliver on the mission set out in the SRF (2010-15). Although not explicit, its overall approach is 'gender responsive' rather than 'gender transformative,' reflecting the positioning of gender issues in the wider SRF framework.

It does not provide a clear 'theory of change' on how gender mainstreaming will happen in practice, on what changes to institutional systems, incentives, norms and behaviours change might be required, or what resources necessary to support this. Wider knowledge and experience suggests that a strategy for institutionalising gender should consider mainstreaming across all five core organizational areas: organizational culture, organizational procedures, staffing, financial resources and technical competency[30]. The CLGS partially dealt with procedures through the guidance to CRPs and paved the

[25]Report on Recommendations for Gender Integration in the CGIAR Strategy and Results Framework, to be submitted to the CGIAR Executive Council at its meeting in June 2009 (IFPRI).

[26] CGIAR (2008) Independent review of the CGIAR System: Bringing together the best of science and the best of development. Synthesis and technical reports; CGIAR Science Council (2009); Stripe Review of Social Sciences in the CGIAR, Rome, Italy, Science Council Secretariat.

[27] CGIAR (2008) op. cit.; CGIAR Science Council (2009) op. cit.; ICRW (2010) op.cit.

[28] For example, the Women in Rice Farming Systems of IRRI (1986) and the Intrahousehold program of IFPRI (1992-2003) as cited in the ICRW (2010) Gender Scoping Study, and the PRGA Program (CIAT).

[29] CGIAR Science Council (2007) Report of the first external review of the Systemwide Program on PRGA.

[30] Rubin (2016), op cit.

way for the subsequent appointment of a Senior Gender Advisor (SGA) and the establishment of the gender network in 2012**.** Financial resources were addressed through later decisions and measures (see 2.2.1 below) while action on the competencies and staffing required has been largely devolved to CRPs.

The CLGS emphasis on CRPs was appropriate in the context of the system and donor requirements at the time, in particular the requirements of the Consortium Board to establish a framework through which all the CRPs could address gender mainstreaming. The CLGS also provided clear guidance to CRPs to develop gender strategies, and, with the support of the Consortium Office, Fund Council, SGA and network, all CRPS subsequently drew up their own gender strategies (see 2.1.2 below).

How gender (as a cross-cutting element) contributes to the SLOs is discussed in more detail in the first SRF than the second, where gender is considered together with youth. The first SRF (2010-15) addressed gender within the broader context of social sciences in CGIAR. It usefully identified three approaches to address gender: a strategic approach of achieving impact, a mainstreaming approach across the CRPs incorporating gender analysis and capacity-building. It gave specific examples of which intervention point would have most impact on each of the four SLOs and it referred to the CLGS.[31]

In the SRF 2016-30, gender equity is specified – alongside youth - at the level of a cross cutting IDO indicating that gender equity is seen primarily as instrumental to the wider system outcomes[32]. Three sub-IDOs related to gender also underpin this IDO[33]. However, the SRF 2016-2030 does not clarify how the achievement of the gender equity IDO and its sub-IDOs relate to the achievement of the SLOs (other than being cross cutting). The nuanced discussion of how a strategic gender approach can best be made in relation to the SLOs is no longer evident in the new SRF. There is also little to indicate that the CLGS informed the development of the new SRF, and the CLGS is not directly referred to. Further, although this is well recognised including by key informants and the ISPC reviews of CRPs, the SRF itself does not explicitly recognize that mainstreaming of gender across the CGIAR research agenda is a critical element of achieving high quality scientific research. This point is revisited at the end of this chapter and in our Overall Conclusions and Recommendations.

In SRF 2016-2030, one of eight identified research priorities is '*Gender and inclusive growth, creating opportunities for women, young people and marginalised groups'* [34]. This 'bundling' together of women, youth, and marginalised groups creates a new challenge in the absence of a supporting conceptual framework through which these can be realistically addressed together. In particular, gender and 'youth' do not sit comfortably bundled together as separate 'groups' within an equity IDO. Youth describes a (subjectively defined) population group rather than being a conceptual or analytical tool. Like gender, age is an axis of difference and an inclusion issue, and both are aspects of women's identity. Older as well as young women can be marginalised and in need of inclusion particularly in areas with high out-migration.

[31] CGIAR 2010-2015 SRF, op cit.

[32] This contrasts for example with the Sustainable Development Goals- where there is a specific overall goal on gender equity – SDG 5 – as well as gender being integrated into the wider goals with specified targets and indicators.

[33] CGIAR 2016-2030 SRF: IDO: Equity and inclusion achieved. Sub IDOs: Gender-equitable control of productive assets and resources; Technologies that reduce women's labour and energy expenditure developed and disseminated, and; Improved capacity of women and young people to participate in decision-making.

[34]Ibid, page 8.

The targeting and design of gender research needs to take into account age in addition to gender. Meanwhile, as youth have a unique role in agro-ecological systems – since their involvement in agriculture and ecosystem management is essential for long term sustainability, particularly in the context of livelihood change. In this regard, it makes sense to focus on youth in looking at trends and transformation in agriculture, and any such research should be clearly differentiated by gender. These points are built on in the conclusions to this chapter as well as in the Overall Conclusions and Recommendations in chapter 6.

In practice, there are CRPs – including Forests, Trees and Agroforestry (FTA) - that already consider gender alongside other axes of social difference, such as age, ethnicity etc. in designing their research, in line with the SRF's broader focus on marginalised groups. In addition, some CRPs have begun more focused research on youth (e.g. GRiSP). Meanwhile, the Gender Network as a whole[35] has indicated an intention to set gender within a wider conceptual framework of intersectionality (see chapter 3 for more discussion on this).

There is little consideration in the CLGS of whether or how gender might contribute to the SLOs, and the CLGS has hardly informed the new SRF. The CLGS makes no direct reference to the SRF, and does not list the four SLOs, despite both documents being prepared over the same period. While the SRF distinguishes between three approaches to addressing gender, these are not mirrored in the CLGS. Further, it is not clear that there is the same understanding of strategic research in each: the first SRF sees a strategic approach as one which reduces gender inequality; the CLGS refers to strategic research as being where gender is a separate component of the CRP's agenda.

2.1.2. CRP Gender Strategies

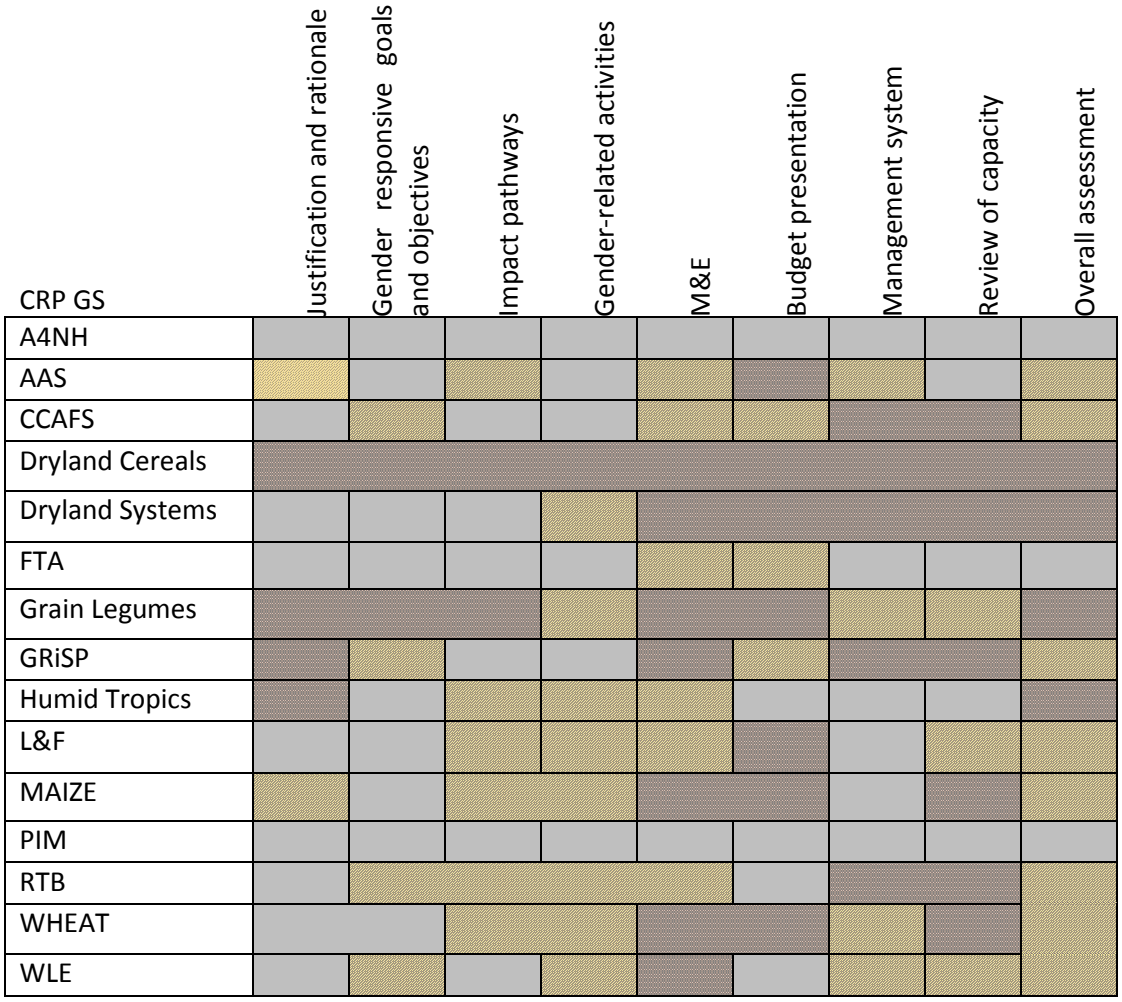
EQ1B: To what extent have CRPs developed comprehensive and appropriate gender strategies that are in line with the CLGS, while reflecting and adapting to their areas of research? Are these adequately resourced?

In addressing this question, the Evaluation Team was responding to the recommendation in the IEA 2016 Synthesis of CRP Evaluations that 'the planned gender evaluation might perform a thorough assessment of the gender strategy documents that the CRPs have developed'[36]. A framework was developed by the Evaluation Team to help guide a systematic analysis of the first round CRP gender strategies, prepared in 2012-13. The results of this analysis are summarized in Figure 2 below.

[35] The importance of Intersectionality as an approach, was discussed at the recent gender network meeting in Cali. See also chapter 5, section 4. Intersectionality is a concept from feminist sociology that refers to the study of intersecting social identities and related systems of discrimination or marginalization. The central idea underlying intersectionality is that multiple identities intersect to create a whole that is different from the component identities. Typically, identities that can intersect include gender race, social class, ethnicity, age, mental or physical disability, religion, sexual orientation. The concept is referred to in a recent blog by IRRI gender researcher Sujata Ganjuly related to research on women's changing roles and identifies in rice farming. https://gender.cgiar.org/farmers-farm-women-farmers-wives/

[36] Birner, R. and Byerlee D. (2016): Synthesis and Lessons Learned from 15 CRP Evaluations. Rome, Italy: Independent Evaluation Arrangement (IEA) of CGIAR. http://iea.cgiar.org/.

Figure 2: Relative strength of sections of each CRP GS and the overall assessment



2.1.3. Overall Assessment

Our analysis finds that the CRP Gender Strategies are comprehensive in the sense that they all followed the guidelines provided in the CLGS on what elements the strategies should contain and '**appropriate**' in the sense that they responded to the system level decision that gender should be integrated into all CRPs[37].

[37] CGIAR 2010-2015 SRF

Whilst all CRP Gender Strategies addressed each element as per the guidance in the CLGS, **their consistency and quality varies across CRPs**, as can be seen in Figure 2 above. Overall, the GSs are weaker in the area of M&E, particularly. Presentation of budgets and capacity plans also lack specificity. Reasons for these variations between CRP Gender Strategies include the proportion of social science vs. natural science capacity in the CRP, and more specifically the extent of gender capacity and past experience in the CRP, the type of CRP and the extent of leadership support for the development of the CRP GS.

This assessment of the original gender strategies provides a 'baseline' for the assessment of progress in gender research, gender mainstreaming in research and the development of institutional capacity in chapters 3, 4 and 5. Strong Gender Strategies do not necessarily reflect greater CRP gender capacity, as it may be that, due to limited capacity within a CRP, a consultant was brought in to draft the strategy. Consequently, some CRPs have relatively strong Gender Strategies but lacked the internal capacity to implement them. In practice, also, GS were insufficiently resourced in relation to their level of ambition, due to the gap between expectations of CRP funding and the reality. In most cases, though, the approval of the CRP GSs led to the appointment of a Gender Research Coordinator (GRC) to support the implementation of the strategy in the CRP (see chapter 5 section 5.2.1 for further discussion of the GRC role).

2.1.4. Adapting approaches

The CRP GSs do also reflect, and adapt to, their respective CRP research areas as indicated in their attention to specific impact pathways (IP) related to the wider CRP ToC or IP [38]. All the GSs set out either a ToC and/or an IP related to gender equity, and for all but one of the CRPs (AAS), their ToC/IP related to the wider CRP ToC/IP. They also adapted in the extent to which they focus on gender mainstreaming vs gender specific research and in their overall approach (e.g. 'gender responsive' and/or 'gender transformative').

The CLGS guidance was that the section on goals and objectives of the GS should 'clarify whether gender is a separate component of the CRPs agenda (it undertakes strategic gender research) or is a cross cutting thematic area'[39]. The 2016 IEA Synthesis of CRP evaluations also noted that this is an important strategic question, and that where there was a dedicated gender component this was typically part of a cross cutting flagship project. This Evaluation found that gender is mainstreamed in that it cuts across the flagships (to some degree at least - see chapter 4) in all fifteen CRPs. Eight of the fifteen CRP GSs do have an additional separate focus on gender specific or strategic research, and several CRP GSs also refer to a separate gender component[40]. For example, the Humid Tropics GS stated that two parallel approaches would be taken - purposeful gender mainstreaming into all ongoing projects and decision-making structures, and strategic gender research within area-based flagship projects. A second example is the Policy, Institutions and Markets (PIM) GS in which gender is both a separate component with three strategic gender activities, but it is also mainstreamed.

The 2016 IEA Synthesis of CRP evaluations noted that it would be helpful if the CRP GSs were more explicit about the approach to be applied. The IEA Synthesis also stated that most researchers take a

[38] Drawn from the Evaluation team analysis of all fifteen CRP GSs. Only five CRP GSs included a ToC, while 13 included an IP.

[39] 2011 CLGS, page 6, point 2.

[40] These were AAS, Dryland Systems, Humid Tropics, L&F, Maize, PIM, Wheat and WLE.

gender responsive approach, but suggested that there is potential for research to be gender transformative in some ways (this latter point was made particularly in relation to the IEA evaluation of livestock and fish - L&F). **The Evaluation Team's analysis, however, finds that all of the CRP GSs indicate - directly or indirectly - whether the CRP is taking a 'gender responsive' approach, an explicitly transformative approach[41] or a combination of both approaches.** Overall, it is the systems or cross cutting CRPs that take a more explicitly transformative approach (including A4NH, AAS, FTA, L&F) although not exclusively so (e.g. PIM). Six GSs indicated that whilst the primary focus of their gender work was gender responsive, they expected that this would contribute to gender transformative work in the long run. An example is the Water Land and Ecosystems (WLE): '*Efforts feeding into WLE's gender impact pathway will be carried out within two distinct, yet overlapping approaches: gender-responsive and gender-specific research. This will in turn inform the gender transformative work of WLE*'.[42]

The difference in degree of emphasis on transformative approaches also reflects different understandings of gender amongst CRP scientists, how far CRPs are shaped by natural, over social, science paradigms. For example, the WHEAT CRP gender audit finds that most of the staff have an instrumentalist[43] understanding of gender rather than a transformative one, noting that most of the staff are scientists in biophysical sciences, and that amongst the social scientists, most are economists. The audit finds that '*the integration of gender into WHEAT work is affected by the way in which knowledge is constructed and reality is understood within the bio-physical paradigm and….there is a hierarchy of knowledge where bio-physical paradigms tend to crowd out the social science perspective*'. [44]

The comparison of first and second phase CRPs in terms of their approach to gender (explored in detail in chapter 4, section 4.3.2) suggests that some CRPs are moving towards a more explicit focus on transformative gender research (e.g. FTA), which aims to not only engage women in agricultural research but also to ensure they are empowered by the process.

The spectrum from 'gender neutral[45],' to 'gender-responsive' and 'gender-transformative' approaches is useful reference, as it requires that some thought be given at the design stage, on where the CRP sits on this continuum and to the purpose of gender mainstreaming. However, in the view of the Evaluation Team, it would be challenging for CGIAR as a whole to adopt a 'transformative approach' at this stage, and given existing capacities. Also, in some contexts it may not be appropriate to adopt an explicitly or directly transformative agenda. CRPs should determine their approach based on their focus, operating context and capacities, while seeking to work in 'transformative' ways where possible.

[41] Using the ICRW (2010) Gender Scoping Study definition: Gender transformative approaches strive to examine, question, and change rigid gender norms and the imbalance of power as a means of achieving development goals as well as meeting gender equity objectives. These research, programmatic and policy approaches challenge the distribution of resources and allocation of duties between men and women.

[42] CGIAR Research Program on Water, Land and Ecosystems (WLE). 2014. Gender strategy. Colombo, Sri Lanka: International Water Management Institute (IWMI). CGIAR Research Program on Water, Land and Ecosystems (WLE).

[43] In other words, the focus on gender is a means to reach other ends, rather than an end in itself, to bring about change in gender-based inequalities or power relations. Gender-responsive approaches generally consider attention to gender inequality as instrumental for reaching development objectives such as the eradication of hunger and poverty.

[44] CRP WHEAT (2013). WHEAT Gender Audit Summary report, p.11

[45] Some versions of this spectrum also use 'gender exploitative' and 'gender-blind' as categorisations.

It is anticipated that as gender is further mainstreamed across the flagships, more areas in which gender specific research would be useful will be identified, either as stand-alone pieces of research or as of wider gender mainstreamed research projects. **By maintaining the distinction between gender specific and gender mainstreamed research, scientists are prompted to consider what more can be done, in a gender mainstreamed project, through specific gender research. This, in turn, may allow for a greater focus on transformative approaches, as the underlying causes of gender differences are better understood.**

2.1.5. Development and review process:

The process of development of the CRP Gender Strategies and the document itself, was an important factor in promoting the integration of gender in CRP research. Where the process of developing the gender strategy was strongly led internally, had support or direct oversight of the CRP Director, and actively engaged flagships leads and a large part of the scientific staff, this has enabled gender mainstreaming to take root more effectively.

The CRP GSs were in some cases peer reviewed and then approved by the Consortium Office, with the SGA playing a key role. Given most Gender Strategies were developed after the CRP proposals, they were not integral to the design of the first round CRPs, a key limitation, particularly in regard to priority setting. These were separately assessed by the Consortium Office, and so were not integral to the ISPC assessment of the quality of the CRP. ISPC has reviewed gender aspects of both extension and CRP2 proposals -see below (some comments are referred to in chapter 4 of this report). **While the guidance for CRP2 proposals suggested a need to revise the gender strategies[46], and many have done, it is not evident that all CRPs have done so.**

2.2 System-Level Accountability

This section addresses EQ2: 'How effective and efficient were system level decisions and actions regarding gender since the first phase of the CGIAR reform?' Building on the previous section which examines the gender strategies themselves, at both the system and CRP level, this section looks at the extent to which the implementation of these strategies was supported (or not) by decisions and actions at the system level. To this end, it draws particularly on reviews and evaluations carried out prior to the evaluation, as well as on a review of Fund Council and Consortium Board meeting minutes and action points. It also draws on findings from system level key informant interviews and from exposure, which the Evaluation Team had to the latest thinking within the gender network through its participation in the Cali network meeting in late 2016.

2.2.1. System Level Decisions and Actions

EQ2A: Were system level decisions and actions to promote gender equity appropriate and adequate and were they implemented as planned?

[46] CGIAR, (2015) 2017-2022 CGIAR Research Program Portfolio (CRP 2) Final Guidance for Proposals, December 19th p25.

Between 2008 and 2010, four different reviews[47] drew attention to a need for system level action on gender issues, prior to any decisions being taken. This indicates a relatively low priority to addressing gender equity issues - perhaps related to concerns about the costs or trade-offs of this - at a period of significant change in the wider system. **Since 2010, a number of key decisions and measures have begun to embed gender in system-level bodies and processes. Decisions have been made in an incremental fashion, with donors as the main drivers of change. Additional measures were taken in response to initially slow progress in institutionalising gender**

As Table 2 below shows, there was an increase in attention to gender at system level during 2013-14, largely due to the interest and commitment of some donors during that period[48].

Table 2: below summarizes the key decisions during this time:

Date	Decision/action	Source and background
2010	The requirement for each CRP to 'to articulate clearly its strategy regarding gender research issues' as a criteria condition for CRP approval.	CGIAR Annual Report 2010, p.3
2010	Fund Council decision to require allocation of budget to gender research	The Consortium Board commissioned a scoping study to explore how research on gender should be taken forward in the context of the new CRPs. As a result of the Scoping study, FC4 determined that all future CRPs should include gender specific activities and provide a separate section in the budget that addresses gender issues
November 2011	The adoption of the first Consortium Level Gender Strategy (CLGS)	Following the conclusions of the Scoping study, the Consortium Board decided that the Consortium CEO should '*take leadership for mainstreaming gender into the CRPs*'[49]. In November 2011, the CGIAR Consortium Board approved a system-wide Gender Strategy. Key actions resulting were the recruitment of a senior gender advisor, who started work in December 2011, and the formation of a network of CRP gender research coordinators to promote cross-program learning in 2012
August 2012	Discontinuation of the G&D program	As part of the CGIAR Reform all system-wide programs were folded into the Consortium Office. Issues of gender and diversity at the workplace were included in the CLGS.

[47] The Independent Review of the CGIAR, the STRIPE Social Science Review, the IFPRI Consultation and the 2010 Scoping Study.

[48] From Feb 2010 to May 2016, gender issues featured as agenda item in 5 out of 15 Fund Council meetings (4 of which between Apr 2013 and Nov 2014, i.e. all meetings in a year). In the Fund Council 'gender' was mentioned in all meetings except 1 (the first). In the Consortium Board, gender received less attention; it was an agenda item in 6 out of 23 meetings.

[49] Consortium Board meeting report, February 2011.

April 2013	Review of the status of the mainstreaming activity in the CRPs commissioned leading the development of the Consortium Gender Plan of Action	Because of delays in moving the CLGS forward, FC9 asked the Consortium to determine the best approach to mainstream gender across CGIAR. In response, the Consortium completed an Assessment of the Status of Gender Mainstreaming in CGIAR Research Programs and developed a Consortium Action Plan to strengthen gender research in the CGIAR (endorsed by the Consortium Board in October 2013).
November 2013	The adoption and funding (with donor support) of Gender Plan of Action.	In November 2013, FC10 approved the Consortium Gender Plan of Action, with a budget of USD 5.75 million over 3 years (2014-16) on condition that certain reporting requirements were met. USAID provided a one-off contribution of USD 1 million in 2014 to Window 1 in support of this work[50].
November 2013	The establishment of a Gender Monitoring Framework for the CGIAR.	During FC10, Fund Council members expressed a desire to see gender addressed more aggressively and asked the Consortium to report on progress on gender, including detailed reports, milestones, benchmarks and other achievements at every Fund Council meeting.
2014	CRPs to be Accountable for gender research.	In response to the recommendations of *Review of the status of the mainstreaming activity in the CRPs*, the Consortium took a series of decisions, notably that CRP Directors be accountable to the Consortium for reporting satisfactory gender research results and for progress in relation to performance indicators included in the CRP Annual Report, that the approval of a gender strategy be a condition for CRP to receive W1-2 funding in 2014; and that, starting in 2014-2015, CRPs should provide programs of work and budgets for gender.
Dec 2015	CRPs required to provide stronger justification on how gender is integrated in CRP2 proposals[51]	The guidance for the development of CRP2 proposals published in Dec 2015 required programs to develop a gender strategy and to include a specific annex (Annex 4) which describes how gender analysis has informed priority setting in CRP design, how gender will be operationalized in research and sex disaggregated targets.

As Table 2 shows, since 2010, CRPs have been required to specify how they will integrate gender in their research, and, allocate specific budget to this. Further, since 2014 they have been required to set out in PoWB, specific plans and budget on gender. The 2011 CLGS required more specifically the development of Gender Strategies, which were reviewed by the Consortium Office (via the Senior

[50] Gender is one of three special initiatives funded through Window 1.

[51] CGIAR, (2015) 2017-2022 CGIAR Research Program Portfolio (CRP 2) Final Guidance for Proposals, December 19th p25.

Gender Advisor). Since 2014, approval of the Gender Strategy alongside the PoWB on gender -with a specific requirement of 10 percent of funds on gender work was made a condition for disbursing W1/W2 funds.

ISPC has provided commentary on the gender content of extension and CRP2 proposals and for CRP2 proposals, the ISPC guidelines adopted required a specific Annex on gender (Annex 4) to be added to explain how gender research had informed CRP design. No specific requirement was made, however, for CRP2 to revise or develop new gender strategies to align with the new CRPs.

A number of key informants identified the setting of targets on, and monitoring of, gender budgets (via program and working budgets - PoWB) as a key system decision and important incentive for gender integration. The evaluation team also finds that this has been an important and effective measure. However, in the current systems for monitoring gender budgets have not been accompanied by clear systems for tracking how this expenditure links to outputs. Some CRPs have introduced their own systems for this purpose (see chapter 4 section 4), but these are not standardized or generalised and there are methodological challenges in practice. It is thus difficult to assess whether gender budgets are spent on specifically gender related work (see chapter 5 for further discussion).

There have been significant delays in implementing some of these key decisions and measures, notably:

- **the Consortium Gender Plan of Action;** funds were only released in March 2015, even though the FC10 approved this Action Plan in November 2013;
- **the Gender at the Workplace pillar of the Consortium Level Gender Strategy**; after 5 years, this has still not been taken forward (see Volume II of the Evaluation of Gender in CGIAR for more details).

Alongside these measures to support gender equity in the system, on two occasions, proposals for a stand-alone program on gender in CGIAR, have been rejected.

- In December 2008, the CGIAR Annual General Meeting (AGM) could not reach an agreement on whether to establish a Gender Megaprogram - that the Independent Review of CGIAR had said 'was explicitly needed'- and asked IFPRI to carry out a consultation in the new CGIAR as input for further consideration of issue. IFPRI carried out the consultation 2009 and recommended i) a system-wide gender-mainstreaming platform and ii) a Megaprogram on gender-responsive research and development - but this was not acted on. The CGIAR Executive Council in June 2009 concluded that 'the details of the gender platform need to be carefully analyzed and developed' [52]- as a result, the Consortium Board commissioned the Scoping Study.
- In 2015, CIAT, IFPRI and ICRAF presented an Expression of Interest (EOI) for CGIAR Coordinating Platform on Gender at the pre-proposal stage of CRP II. The EOI was rated D by the ISPC because of lack of added value and perceived overlap in objectives and personnel with PIM Flagship Program 6 on gender. In the end, ISPC recommended that the proposed platform be absorbed by PIM [53]. The resulting, *Collaborative Platform on Gender Research* is discussed further in the conclusions to this chapter and in chapter 5.

[52] June 2009. Summary Record of Proceedings of the Sixteenth Meeting of the CGIAR Executive Council, p. iv.

[53] September 2015. ISPC commentary on the EoI for a Cross cutting Platform on Gender.

2.2.2. System level monitoring

EQ2B: Is there an adequate and appropriate monitoring and evaluation (M&E) framework in place for assessing progress in gender mainstreaming across the CGIAR System? How consistently has it been applied?

Considerable investment had been made in monitoring and reporting instruments to assess progress in gender mainstreaming at system level. As per the decision in November 2013, progress in the implementation of the CLGS is reported through the CGIAR Gender Monitoring Framework, which mandates six monthly reporting to the Fund Council (now System Council). The Fund Council approved set of indicators, focus both on gender in research and gender at the workplace, which sends a clear message to CRPs on the importance of measuring progress on both aspects of gender mainstreaming[54]. The indicators covered encompass quantitative measures against targets of staff diversity, share of budget from different funding windows on gender specific and gender sensitive research, percentage of different datasets that are disaggregated at different stages of M&E (from baseline to endline and evaluation) and the extent to which new CRPs have used gender analysis to inform design and operationalization.

The CLGS required the CRPs to establish an M&E system to track progress towards gender-responsive objectives and to include gender in their impact assessments. The strategy also assigned to the SGA, the responsibility for monitoring the CRP GSs and the gender expertise within the CRPs. The CLGS provided guidelines to CRPs on what to include in their CRP GS so as to track progress towards gender-responsive objectives and noted that all elements in the CRP GSs should be reported against as part of the annual monitoring process. The CLGS also designated a responsibility to the Gender Network, to coordinate with CRP monitoring teams on the definition and use of consortium-level gender-responsive performance indicators as well as to support good practice in gender-related M&E.

The CRPs self-assess on indicators on the status of gender mainstreaming for the Annual reports. The Consortium Office provided specific guidelines on how to judge standards and required supportive documentation as verification. The various self-assessed indicators on the status of gender mainstreaming were reported annually to the Consortium Office by CRPs (Annex 1 and 2 of CRP Annual Reports) and then compiled in annual Portfolio Reports approved by the Consortium Board and submitted to the Fund Council. The Annual reports also required a 500-word narrative on the achievements of CRPs in gender research, also drawn on in the Portfolio Reports.

Among 34 Annual Report (Annex 1) indicators, six attempt to identify the degree of **'targeting of women farmers and natural resource managers'** for flagship products, tools and technologies, on the one hand, and whether the same have been assessed for **'likely gender-differentiated impacts'** on the other. Other dimensions of annual reporting do not take account of gender: for example, the indicator on policy measures does not reference measures aimed at promoting gender or wider equity. Data on adoption rates are also not consistently disaggregated by gender[55].

[54] Fund Council Gender and Diversity Monitoring Framework for the CGIAR, April 2014.

[55] See Annex 2 data compilation for CRPs, July 22, 2016.

The Annex 1 indicators are crude, output focused measures and because of the different nature of CRP outputs, their application is not consistent, such that direct comparison is not meaningful[56]. Their formulation is biased towards monitoring tools or technologies that directly target (women) farmers and thus is not well adapted to CRPs who do not work with implementation programs[57]. For individual CRPs, the indicators do usefully capture CRP progress against targets, and, potentially, progress year on year. However, it is not clear what a meaningful level of target might be and therefore how to interpret this data: is it expected for example, that all flagship products, tools or technologies be targeted at women (as well as men?)[58]; or that a number of 'women-specific' technologies be developed? Or both?

Annex two indicators were more specifically designed to assess progress in mainstreaming, using benchmarks to indicate the level the CRP has reached ('approaching', 'meeting' or 'exceeding' requirements) in setting gender equality targets; and putting in place institutional capacity. By using a simpler 'traffic lights' type system, these are easily aggregated and reported. However, the benchmarks for the different levels were set in relation to a 'start up' phase of gender mainstreaming that all CRPs were expected to have attained by the end of the first phase of CRPs. Moreover, the fact that most CRPs, have achieved 'meets' or 'exceeds' requirements on both of these, as their investments in gender mainstreaming have progressed, means that these benchmarks would need revision to remain meaningful[59]. The second of these indicators relates to capacity issues at CRP level; although there has not been direct monitoring of gender expertise *per se*, within the CRPs as foreseen by the CLGS (and included in the Terms of Reference of the Senior Gender Adviser)[60]. (See chapter 5 for more discussion on gender capacity expertise).

In addition to any limitations of the indicators themselves, experience to date suggests considerable variability in the quality and consistency of data gathered through annual reporting, which makes aggregating this information complex[61]. The SGA has invested considerable efforts to improve the quality of gender related data, coming from CRPs.

Few key informants (either at system or CRP level) made reference to the indicators used in Annual Reporting, in response to questions on M&E, suggesting a lack of awareness and/or use of such data. Meanwhile, the common complaint of key informants was the lack of overview data on gender outcomes and impacts. More broadly, the systems for assessing longer-term development outcomes and impacts in CGIAR were still (largely) under development for much of the CRP1 period. While the SRF 2010-15 established the framework for system-wide evaluation of effectiveness, the impact pathways through which SLOs and targets would be reached, and related IDOs, and sub-IDOs, were

[56] Birner, R. and Byerlee D. (2016), op cit.

[57] PIM for examples has interpreted indicators 2 and 3 to mean research that focused on women farmers or natural resource managers (vs. research that targets these groups).

[58] GRiSP for example specifies that for a number of its products gender is not relevant and so does not include these in calculations.

[59] CGIAR Gender Network, 2016, Gender Mainstreaming Performance Indicators: Analysis and Commentary, July.

[60] 3 out of 4 case study CRPs did not have information on capacity available but had to compile these data on request.

[61] For the Annex 1 indicators, for example, some CRPs list the tools and products that have been assessed for likely gender-disaggregated impact; others just report the percentage with no supporting data. The quality of narrative reporting on gender-related achievements in the 500 words section of the Annual reports is highly variable, and often lists outcomes that are not adequately documented or supported by evidence - meanwhile, no quantitative data is systematically gathered on gender-focused research publications.

only developed in 2013-14 and subsequently integrated into the SRF 2016-30. Some work has been done to develop possible indicators related to the gender sub-IDOs, but there are no 'global' indicators on gender as yet in use across CRPs for the IDOs or sub-IDOs, although the widespread use of the Women's Empowerment in Agriculture Index (WEAI) across programs suggests some potential here[62].

2.3 Key Findings and Conclusions

This evaluation finds that the existing Consortium Level Gender Strategy (CLGS) has largely achieved its purpose of catalysing gender mainstreaming in research but action has stalled on gender at the workplace component. Elements of the CLGS remain relevant, but it no longer either reflects the wider changes in the CRP structures and design, nor does it provide a clear framework of accountability for gender system-wide in the new governance structure.

A question thus arises as to whether CGIAR should revise the existing CLGS and - if so - whether this should remain framed around both gender in research and gender at the workplace components. Issue Paper 2 on Gender Mainstreaming commissioned for the Evaluation looked at gender strategies for other institutions focused on AR4D, and the scope of these. Drawing on this and on wide experience, Rubin (2016) suggests that CGIAR take a dual approach to provide: *'a broad vision statement and a secure funding base to establish the importance of gender mainstreaming as a key goal at the (system) level, supported by Center and CRP (gender) strategies, as well as project level 'plans of action[63].'* The evaluation team draws on this thinking in the Overall Conclusions and Recommendations to this Report (see ***Recommendation nos. 1 and 2***).

This evaluation also finds that the conflation of gender and youth in the new SRF and in some CRP gender strategies is unhelpful to the conceptual clarity needed to support gender research and mainstreaming. A framework is needed that reflects a clear system level commitment to broader social as well as gender inclusion, while understanding these are distinct issues requiring separate treatment at different levels. It is also important that gender be recognised as a critical element of quality of research; as well as a social inclusion issue.

As with the CLGS, **the CRP Gender strategies have played a catalytic role in getting gender onto the CRP agenda**, for programs where Lead Centers do not have an established history of, or capacity in, gender and broader social science research. **However, like the wider CRPs, they were overly ambitious and thus difficult to fulfil in relation to the resources that were available, and which fell significantly short of original expectations.**

Many gender strategies have either undergone revision, or will be revised shortly, to align them with the new CRPs, and some have already considered youth or wider inclusion issues. Reviewing

[62]Rao, S. 2016. Indicators of gendered control over agricultural resources: A guide for agricultural policy and research. Working Paper No. 1. CGIAR Gender and Agriculture Research Network, CGIAR Consortium Office and International Center for Tropical Agriculture (CIAT). Cali, Colombia. 74p. The PIM Matrices in the CRP2 proposals set out IDOs linked to the wider system IDOs and show how they will contribute to the different IDOs/sub-IDOs through their different flagship products.

[63] Rubin, 2016, op cit, page 4.

achievements and lessons from the first phase of gender strategy implementation is an important step to inform the design of revised strategies.

Future revision of gender strategies is also an opportunity to achieve greater clarity about the approach to achieving gender - and broader - equity, taking account of inter-sectionalities between age and gender for example; and on the appropriate balance between mainstreaming (or integration of gender) and gender specific research (see chapter 4). While some CRPs have already adopted a 'transformative' approach overall (e.g. HT and AAS) given existing capacities and the varied contexts for CRP research, it may not be appropriate for all CRPs to do so. CRPs should determine their approach based on their focus, operating context and capacities, while seeking to work in 'transformative' ways where possible.

Updating of the CRP gender strategies for second phase CRPs revision should also strengthen elements that have previously been weak, such as M&E and ensure that strategies are designed or scaled to the resources available to implement them. The Evaluation notes that no formal mechanism is currently in place to review the updated Gender Strategies, and recommends a role for the Gender Platform on this in the Overall Conclusions to this report (see ***Recommendation no. 5***).

Despite their piecemeal nature, and implementation delays, system level decisions have created incentives for CRPs to integrate work on gender and put in place accountability mechanisms to ensure CRPs deliver on their plans. Notable among these is the requirement to develop CRP gender strategies and to allocate specific budgets to gender work. Cumulatively, these decisions have had some significant payoffs, which are analyzed in more depth in the following chapters (chapter 3 on gender research, and chapter 4 on gender in research). Chapter 5 addresses the institutional mechanisms and capacities at system level that have supported these decisions.

The existing system for monitoring gender mainstreaming across CGIAR has kept issues on the agenda and enabled tracking of progress in mainstreaming at high level, serving an accountability function of CRPs and Centers to the CGIAR System and its funders. It has been much less effective at ensuring accountability on delivery. Meanwhile, the current annual reporting system is heavy, gender (as well as wider) indicators are output focused, overlapping, inconsistently applied, and not readily comparable. Some are also no longer relevant. It is also unclear whether or how the data currently collected is actually used to address performance issues, whether at CRP or at system level. As such, the system is not efficient and needs to be revised (see ***Recommendation no 9***).

2.3.1. Looking forward:

Given the recent changes in the CGIAR Governance Structure, it is critical that the framework for system level accountability on gender equity and diversity, and the capacities required to support this, are clarified. Overall, system level accountability in the new structure should lie with the System Management Board, with CRPs and Centers accountable to this body, which suggests an ongoing need for reporting on gender equity and diversity from CRPs and Centers to System Management Board.

Meanwhile, as at January 2017, there are no clear plans to replace the outgoing SGA or clarity on what capacity there will be in the System Management Office to support gender budgeting, monitoring and reporting for the system as the Consortium Office did previously. There is pressure for a 'lean' System Management Office structure, and any new function on gender in the System Management Office to

support System Management Board's accountability role would need to be requested by Centers/CRPs.

The recently approved and newly launched Collaborative Platform for Gender Research represents a significantly scaled down approach to system-wide gender research in CGIAR, compared to that proposed by earlier reviews and by leading gender researchers in the system. Nonetheless, the new Platform presents an important opportunity to raise the coherence, quality, relevance, uptake and impact of CGIAR gender research. Separating the advisory support function on gender research from the Consortium office is helpful to avoid confusion over accountability –the Platform does not have an accountability function for the delivery of gender research.

There are also significant risks with the new Gender Platform, including the danger that the work of the Platform is 'siloed' or influenced by the location in PIM. The level of funding committed, particularly, puts in serious question the extent to which the Platform can realistically deliver on a range of expectations and needs across the CGIAR System Organization (these issues are discussed further in chapter 5 and revisited in the Overall Conclusions and Recommendations to this Report).

A new Performance Management System is currently under development[64], with potential for better systematising and integrating the way in which gender-related inputs, processes, outputs, outcomes and impacts are reported (see chapter 4). This also suggests a need for capacity ongoing on gender in M&E at both CRP and system level.

[64] Nancy Johnson, 2016, Monitoring, evaluation and learning in CGIAR: Where does gender fit? Presentation to Gender Network meeting in Cali, Colombia, November2016.

3. Relevance and Quality of CGIAR Gender Research

3.1 Relevance of CGIAR Gender Research and Comparative Advantage of CGIAR in Gender Research

This section considers EQs that relate to specific or strategic gender research, i.e. work in which gender and gender relations are the main research topic. This includes research that asks research questions on gender issues, and collects and analyzes qualitative or quantitative data to respond to these, using gender as a key category of analysis, as well as the development of new conceptual and analytical frameworks, tools, methods and manuals designed to advance gender issues in AR4D.

Gender research is often erroneously equated with research on women, whereas in fact it is requires a focus on gender in social relations and on understanding how different groups of men and women negotiate over resources and decisions for example. Gender research may include research looking at men/ boys and masculinities, for example.

EQ 4A: Does the CGIAR gender research focus on the most relevant issues in the context of overall CGIAR priorities, based on clear comparative advantage?

3.1.1 Background and methodology

The IEA evaluation synthesis underlines CGIAR's 'unique potential for bringing gender topics into the mainstream literature on agricultural development' requiring **'**innovative high-quality publications that demonstrate the importance of addressing gender issues in different fields of agricultural research'. This section explores the extent to which this potential is being realized, though examining evidence on the relevance of CGIAR gender research and CGIAR's and comparative advantage in gender research.

A key source for this section is a specially commissioned Issue Paper that critically assesses the relevance of a range of CGIAR publications (journal articles) in the context of the wider priorities of the AR4D community as well as the CGIAR SRF[65]. Stakeholder perceptions are reflected in elements from a survey of members of the Global Forum on Agricultural Research's Gender and Agriculture Partnership (GAP), and from interviews with key informants in the CGIAR System. Evaluation team members also participated in discussions on gender research at the Gender in Agriculture Network meeting in Cali in November 2016, which highlighted priorities in current and planned CGIAR gender research[66]. Finally, the section on partnerships has cross-referenced data shared by the partnership evaluation[67]. Key limitations were, firstly, the lack of any centralised database of CGIAR gender

[65] Okali, 2016, op cit.

[66] Orentlicher, N. 2016. Annual Meeting Summary Report. CGIAR Gender and Agriculture Research Network. Cali, Colombia.

[67] The partnership evaluation shared data obtained from a call to CRPs to identify critical partnership. Of 200 partnerships identified by 13 CRPS (AAS and HT did not respond) 16 were related to gender.

research; and second, the disappointing response to the GAP survey in both numbers and diversity of respondents[68].

3.1.2 Relevance of CGIAR Gender Research to SRF and Gender sub-IDOS

Based on available information and analysis, the Team concludes that there is relatively more CGIAR gender research focused on the first and third among the gender and equity sub-IDOs, compared to the second.

The 2015 Gender Network publication '**Gender equitable control over productive assets and resources'** synthesizes findings from approximately 40 outputs, including working papers, journal articles, book chapters and blogs[69]. Key messages from this body of research include: the benefits of interventions that seek to enhance cooperation between men and women within households (vs separate control of assets); the importance of research to challenging gendered social norms on who is a farmer and on women's ability to adopt innovations; and the importance of collective action to enhancing women's adoption of innovations as well as their bargaining position in decision making in both fields and household.

Okali (2016) also identifies a large body of CGIAR gender research on equitable control of resources, as well as significant research related to the third gender and youth sub-IDO: women's equitable participation in decision-making. This emphasis reflects the long-term research interests of established clusters of senior social scientists experienced in gender research, at IFPRI and CIFOR primarily, and to some extent WorldFish, ILRI, CIAT and IMWI.

There is less emphasis in published gender research on the second gender and youth sub-IDO (technologies that reduce women's labour and energy expenditure developed and disseminated) compared to the third gender sub-IDO. This may be due to its applied nature, and requirements of inter-disciplinarity, as well as the more recent attention to gender in CRPs focused primarily on technology development and adoption. It may also be less studied because of the lack of attention paid to time use in impact evaluations[70].

Specifically, Okali (2016) finds that 'the actual gender-specific benefits of technologies (whether in terms of reduced labour demands overall or a reduction in drudgery, or wider benefits), have hardly been calculated'. Related to this, complex social change processes arising from technological change are not yet widely documented[71].

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[68] 32 respondents took the survey (less then 5% of GAP membership) of which seven identified as employees of the CGIAR System. Given the low numbers, this data is used selectively here with emphasis on qualitative commentary.

[69] Russell N; Karlsson K; Ashby J; Mascarenhas M. 2015. Change in the Making: Progress Reports on CGIAR Gender Research. Issue No. 1: Toward gender-equitable control over productive assets and resources. CGIAR Gender and Agriculture Research Network, CGIAR Consortium Office and International Center for Tropical Agriculture (CIAT). Cali, Colombia.

[70] As the WEAI (see below) and its variants are increasingly being used for project monitoring, there may be increased interest in impacts on time use (because the WEAI instrument collects time use data for men and women).

[71] The following 2015 paper by Paris et al is an exception. Paris, T., Pede, V., Luis, J., Sharma, R., Singh, A., & Stipular, J. (2015). Understanding men's and women's access to and control of assets and the implications for agricultural development projects: A case study in rice-farming households in eastern Uttar Pradesh, India. IFPRI Discussion Paper 01437, Washington DC.

Beyond the specific gender sub-IDOs, CGIAR has also published significant bodies of gender research on nutrition, health and food security, and on value chains (including nutrition aspects), all of which are highly relevant to the SRF SLOs on income, food security and nutrition. There is also a significant body of research on women's empowerment, on collective action, and more nascent research on gender norms in agricultural innovation.

The recent focus of CGIAR gender research on gender norms - while not explicit in the SRF SLOs, IDOs or sub-IDOs - is highly relevant in that it addresses a clear evidence gap demonstrated by the assets work. It also resonates strongly with broader research agendas and priorities[72]. A major initiative in this area has been the system-wide research initiative called GENNOVATE, focused on gender norms as constraints on women's ability to innovate, which involved collection of qualitative data from individual interviews and single and mixed sex focus groups (FDGs), including up to 6 000 rural women and men across 26 countries.

In addition to addressing a clear 'evidence gap,' Okali (2016) considers the relevance of GENNOVATE to be in its potential to support CGIAR and wider further learning about qualitative data collection methods and interpretation related to processes of technological change. She underlines the need for CGIAR to make *' new investments in data collection designed specifically to illuminate the socially embedded change processes, to elaborate on ways in which transformative changes might be achieved, in addition to ensuring the consistency of the sex disaggregated data sets as it does already'.* The Evaluation team agrees that this could be an important contribution by CGIAR to the wider gender and AR4D community.

3.1.3 Comparative advantage[73]

One of the key comparative advantages of CGIAR gender research - as with CGIAR research as a whole - is the capacity to work collaboratively at different scales: globally with policy institutions (such as FAO and the World Bank) on improving the quality of data, nationally with NARES on gender sensitive participatory varietal selection or value chain innovations, with governments on REDD+ or other policies, and with plant breeders on gender based trait preferences. Chapter 4 section 4.5 discusses partnerships on gender research in more detail.

System-level key informants including donors and external users, such as other gender and AR4D research and development organizations (members of the GAP), perceive that CGIAR has strong if uneven gender research capacity - 'world class' in some Centers, limited in others - and significant comparative advantage in gender research. Areas of comparative advantage are identified as, for example, cross country analysis of gender issues in different contexts, analysis of rural transformations and their gender implications, understanding the link between agrifood systems and health, and climate change impacts on vulnerable groups. Interdisciplinary work is identified as an area of comparative advantage, particularly for the commodity - now 'agri-food systems' - programs, where

[72] See also the earlier conclusion of WDR (2012) that 'Gender gaps have not narrowed in women's control over resources… In some cases, individual preferences, market failures, institutional constraints, and *social norms* continue to reinforce gender gaps despite economic progress…' Findings of the World Bank 2013 study on social norms was presented at the 2013 gender network meeting. Muñoz Boudet, Ana María; Petesch, Patti; Turk, Carolyn; Thumala, Angélica. 2013. On Norms and Agency : Conversations about Gender Equality with Women and Men in 20 Countries. Directions in development : human development;. Washington, DC: World Bank.

[73] See definition in Annex 2 of CGIAR Evaluation Standards, p 27.

there is an *'opportunity for gender specialists to work closely with scientists on long term research programs on improved varieties.'*

GAP survey respondents see CGIAR comparative advantage in its critical mass of senior gender researchers and the quality of its gender research, and rated the development of methods and standards for sex disaggregated data collection and analysis and methods for evaluating gendered impacts of technology as (slightly) stronger areas of comparative advantage, than, for example, gender transformative approaches. This is to be expected considering the relatively short period in which most CRPs have been taking on board gender and the nature of some CRPs (see Section 2.1.2). Working on an agri-food systems approach on gender issues was flagged as a potential challenge, with AAS identified as having advanced most in this area despite the IEA's evaluation of the AAS CRP that the systems research aspects of the program remained underdeveloped at the time of evaluation (April 2015)[74].

However, a few stakeholders interviewed feel that CGIAR has not sufficiently leveraged its comparative advantage in gender research, that there have been major missed opportunities or that the research is not sufficiently challenging or cutting edge: 'There's *a history of 20-30 years of people chipping away at this so the body of work is growing but it could have been so much more ….'* Another key informant questioned whether CGIAR is focusing enough on challenging received wisdom: '*We should not be afraid to develop and knock down hypotheses - gender specific research should be about challenging and learning'*.

A clear example, however, of where CGIAR is effectively playing this latter role is in the recent 'myth busting' work of PIM on gender and agriculture statistics. IFPRI research initiated as part of the back ground work for the State of Food and Agriculture 2011 led to the 'myth busting' research agenda, which recognized there were many unsubstantiated statistics with respect to gender in agriculture, in common usage, such as women only own 1 percent of the world's land and produce 60-80 percent of the world's food. PIM research subsequently showed that how land ownership was measured was important but that no data justified such a low figure[75]. Nevertheless, there is risk of CGIAR losing its 'cutting edge' or failing to capitalise on new opportunities, in the absence of a clear overall vision of the strategic importance of gender research, and prioritisation at system and CRP levels. The role of the gender platform in this regard is critical to ensuring the ongoing relevance of CGIAR gender research, creating space for innovation and ensuring effective communications (see chapter 5) [76].

[74] CGIAR-IEA (2015). Evaluation of CGIAR Research Program on Aquatic Agricultural Systems (AAS). Rome, Italy: Independent Evaluation Arrangement (IEA) of the CGIAR (April 2015), page viii

[75] Cheryl Doss, Chiara Kovarik, Amber Peterman, Agnes R. Quisumbing, Mara van den Bold. *Gender Inequalities in Ownership and Control of Land in Africa: Myth and Reality. Agricultural Economics 46(2015): 403-434*. Also published as IFPRI Discussion Paper 01308, December 2013.

[76] The World Bank's Africa Gender Innovation Lab is an important model in this regard to learn from, including its work on gender differences in agricultural productivity in Africa, reflected in the Levelling the Field report. Rigorous data, teasing out major results and extensive communications are key learnings. http://www.worldbank.org/en/programs/africa-gender-innovation-lab.
http://documents.worldbank.org/curated/en/579161468007198488/pdf/860390WP0WB0ON0osure0date0March0180.pdf

3.1.4 Looking forward

CRP2 proposals suggest continued strong emphasis on research linked to the gender sub-IDOs, notably gender equitable access to and control of resources (across 6 CRPS) and on various aspects of equitable decision making (8 CRPs)[77]. Technologies to reduce women's drudgery appear as a research focus in 3 CRPs, while gender differentiated trait preferences (4 CRPs) and gendered aspects of adoption of improved practices for climate smart agriculture (CSA) (6 CRPs) feature more prominently. **The latter topics suggest a set of questions about gender preferences, norms and institutions surrounding technology development and adoption that could inform a more nuanced set of impact pathways in future.** The positive feedback on the recent gender, breeding and genomics workshop[78], similarly, indicates a growing appetite for interdisciplinary work in this area, among breeders as well as gender scientists.

Other gender research that is ongoing or planned across a number of CRPs, includes work on gender productivity and yield gaps (5); on women's empowerment and household nutrition and health (4) on equitable participation in value chains (2) and equitable benefits of climate change investments (2). These topics all potentially contribute to understanding of how the benefits of increasing incomes, improved nutrition and health and ecosystem services payments can be equitably distributed. The shift to more 'transformative' approaches is echoed in a number of CRPs proposing work around gender norms (9) and on empowerment and on collective action in various domains (8).

Since the early days of the network, gender researchers in CGIAR have sought to identify overall strategic gender priorities[79], and these have gained traction to varying degrees. Box 2 Priority research themes and principles identified by Gender Network (November 2016) below summarizes the latest attempt to identify priority themes and principles at the Gender Research Coordinators meeting in Cali intended to inform thinking about the new Gender Platform.

Box 2 Priority research themes and principles identified by Gender Network (November 2016) [80]

1) Gender, landscapes and rural transformation
2) Gendered consequences of AR4D efforts
3) Gender, technologies, and institutions
4) Joint ownership and decision-making

Proposed Priority Principles for Gender research:
1) Inter-sectionality
2) Options by context (across the globe and fields of work)
3) Linking qualitative and quantitative approaches and knowledge
4) Gender outcome/impact pathways

[77] Based on a mapping exercise to inform plans for the Collaborative Platform on Gender Research, at the gender network meeting in Cali, November 2016. This mapped gender research priorities and questions in the CRP2 proposals.

[78] Organized by the Gender and Breeding Working Group of the CGIAR and the CGIAR Gender and Agriculture Research Network and held in Nairobi in October 2016.

[79] *See e.g. CGIAR Gender and Agriculture Research Network Addressing the Gender Gap in Agriculture - Workshop Report,* July 25-27, 2012 at the Bill and Melinda Gates Foundation, Seattle, Washington USA.

[80] Orentlicher, N. 2016. Op Cit, p8

These priorities express an evolution in how gender issues are framed and the approach to gender research. Decision-making remains a focus but the emphasis is specifically on understanding 'jointness' versus a binary model. Technology adoption as a core impact pathway remains in focus with an emphasis on the gendered consequences of AR4D efforts and the unintended (positive and negative) consequences of interventions on the institutional context for technology adoption. This also chimes with Okali's suggestion in her Issue Paper for this evaluation of a need *'to move away from ex ante design of 'gender sensitive' or 'women friendly technologies' towards interdisciplinary research on how men and women negotiate around an innovation, a new tool, a different field design, new crop, or new organization for natural resource management'*.

Evolution is also evident in the principles that GRCs collectively propose as being key to high quality gender research, especially the focus on inter-sectionality as well as mixed methods. Similarly, Okali emphasizes a need *'to move beyond concerns about sex disaggregated data …towards new investments in capacity for data collection designed specifically to illuminate the 'non-binary, non-linear, socially embedded processes and dynamics of (technological) change'*[81]. **The identification of these priorities is promising in that they indicate the development of a more nuanced understanding of gender research needs for CGIAR and the wider AR4D community.**

3.1.5 Relevance of CGIAR gender research to the wider gender and ARD community

System level stakeholders and external users are generally positive about the relevance of CGIAR Gender research to AR4D. In this regard, system level stakeholders interviewed cite the gender research on agriculture health and nutrition, on climate change, on natural resources management and on women's empowerment (specifically the WEAI) and household level decision making.

GAP survey respondents echo some of these topics in terms of their relevance as well as gender issues in technology adoption and impact assessment. These respondents also point to the importance of the participation of women as agricultural scientists and extension workers and the voice of women farmers in organizations, for example. They also highlight the priority for CGIAR gender research work to promote participatory and transformative approaches to ARD, and improve data quality and validate data collection and analysis standards for gender research.

CGIAR gender research both informs, and responds to, the priorities set by the wider gender and AR4D community, through different forums and flagship publications. More specifically, CGIAR (and IFPRI in particular) have pioneered work on establishing the size of the 'gender productivity gaps[82]' and - more recently - in identifying the actions needed to close these gaps, a dominant theme of the FAO's State of Food and Agriculture report 2011. The more recent IFPRI work on gender assets gaps[83]

[81] Sumberg James, John Thompson, John and Philip Woodhouse. 2012. *Contested Agronomy. Agriculture Research in a Changing World*. Routledge. Taylor & Francis Group. New York and London.

[82] Udry, Christopher, Hoddinott, John, Alderman, Harold and Lawrence Haddad. 1997. 'Gender differentials in farm productivity: implications for household efficiency and agricultural policy'. *Food Policy*, 20(5): 407-423. This study involved the World Bank, IFPRI, Oxford University and Northwestern and used data from Burkina Faso collected by ICRISAT in the 1980s and concluded that a reallocation of factors of production across plots could lead to an increase in household -level production from 10-15%.

[83] The CGIAR's Gender, Agriculture and Assets Project (GAAP) led by IFPRI was set up in 2010 with funding from the Bill & Melinda Gates Foundation to identify how development projects impact men's and women's assets; clarify strategies that have been successful in reducing gender gaps in asset access, control and ownership; improve partner organization abilities

uses innovations in the level of disaggregation possible from these data sets to analyze impacts of development interventions that provide resources and inputs to women[84].

Recent findings from this research underline that while development interventions have succeeded in strengthening women's access to and control of assets, gender asset gaps have in the main not been narrowed. This is attributed in part to the persistence of gender norms that act as a constraint on women's productivity and ability to innovate. These findings are relevant to - and influencing the thinking and strategies of - development actors directly involved in the Gender, Agriculture and Assets Project (GAAP) project (see section 4.3.3) as well as potentially beyond. They also underscore the importance of the current focus of CGIAR collaborative research on gender norms.

CGIAR has invested significant efforts in improving standards around the definition, collection and use of sex disaggregated data in AR4D[85], and in the development of gender sensitive guidelines on participatory varietal selection (PVS)[86]. Beyond their relevance to the CGIAR itself, these standards and guidelines also have wider relevance to key partners particularly international and national agencies involved in data collection and in testing and dissemination of agricultural technologies. Monitoring uptake of these methods, and their effectiveness, both within the CGIAR system and among immediate boundary partners, would be a significant contribution to understanding the effectiveness of these areas of gender research.

3.2 Quality of CGIAR Science in Gender Research

EQ 5C: Does CGIAR Gender Research produce science of high quality?

3.2.1 Background and Methodology

This section focuses on science outputs and their quality only. Considerations on gender capacity and expertise to deliver high quality science are dealt with in chapter 5 (section 5.2.1). Research design and related processes are covered in chapter 4 (sections 4.2 and 4.3) with a focus on the case study CRPs.

The assessment of output quality uses two dimensions. The first is a bibliometric analysis of all journal articles where results of gender-specific research have been published between 2012 and 2015[87]. The second focuses on qualitative review of selected gender outputs from the case study CRPs.

to measure and analyze qualitative and quantitative gender and assets data in their monitoring and evaluation plans for current and future projects. GAAP2 (2015-2020) focuses on modifying the WEAI for use by projects to diagnose disempowerment.

[84] To document the extent and drivers of the gender difference in agricultural productivity, the background papers that underlie the World Bank and One report (2015) entitled 'Levelling the Field: Improving opportunities for women farmers in Africa' rely specifically on an 'Oaxaca Blinder regression-based mean decomposition' detailed in Appendix 5 (p.23), of the Technical Annex in this report. A set of similar research findings on gender gaps and productivity outcomes have been published by the World Bank in a Special Issue of the *Agricultural Economics Journal.*

[85] CGIAR Gender & Agriculture Research Network Standards for collecting sex disaggregated data for gender analysis - A Guide for CGIAR Researchers.

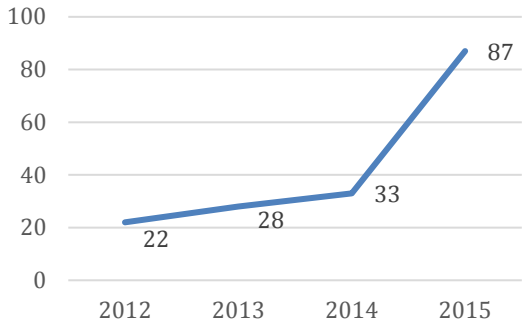
[86] Paris et al. 2011. Guide to participatory varietal selection of Submergence tolerant Rice, IRRI.

[87] Information for all CRPs was requested and submitted by the CRP GRCs.

3.2.2 Bibliometric Analysis of Publications

CRPs published a total of 170 journal articles from 2012 to 2015 (Figure 3) - impressive given some CRPs had not even completed their gender strategy at the end of 2013 - with 75 percent in ISI journals. There is a steady increase between 2012 and 2014, and a particularly significant increase in 2015 over 2014. This indicates that research started earlier in the CRP is now bearing fruit. Although a full list of journal articles published in 2016 was not collected, the information available to the evaluation suggests that this increasing trend has been sustained in 2016.

Figure 3: Number of Journal Articles published (All CRPs)



Most CRPs show an increasing publication trend between 2012 and 2015, with four CRPs publishing journal articles for the first time in 2015. Only two CRPs had not yet published as of the end of 2015[88].

Table 3 below lists Journals where more than three articles were published in the period 2012-15. International Forestry Review is the most targeted venue (14 articles -primarily reflecting a collection of FTA articles in a special issue on Gender and Forestry), followed by World Development (11 articles). Looking at all the journals where CGIAR gender related articles were published by impact factor, 104 are in journals with impact factors of 0-3, with most of the rest, 18, in journals with impact factors ranging from 3-5, and one in a journal with an impact factor of 44[89].

Table 3: Journal Citation Report

Journals publishing three or more CGIAR Gender articles (2012-2015)	Journal Citation Report Impact Factor 2015	# of articles published in 2012-15	Field Weighted IF
International Forestry Review	0.931	14	0.78
World Development	2.438	11	2.1
Food Security	1.557	9	0.9
Agricultural Economics	1.739	6	2.1
Food Policy	2.044	6	1.79
Journal of Development Studies	0.896	5	0.78
Current Opinion in Environmental Sustainability	4.658	4	1.96
Journal of Gender Agriculture and Food Security*	N/A	4	
Agriculture and Human Values	2.222	3	2.43
Food & Nutrition Bulletin	1.543	3	0.93
Forests, Trees and Livelihoods	N/A	3	
Global Environmental Change	5.679	3	4.05
WH2O: Journal of Gender and Water	N/A	3	

* This journal was launched in March 2015 and therefore may not have collected enough citations

[88] One of these CRPs has however published in 2016.

[89] The Lancet.

All journals without an impact factor (IF) were compared against the journals posted on the Scholarly Open Access website as 'Potential, possible, or probable predatory scholarly journals' (http://scholarlyoa.com/individual-journals/); none of the journals appear on this list[90].

In terms of targeting, the Evaluation Team assessed these journals as appropriate venues with a good mix of generalist, international development/social science venues, more specialist social science journals, and specialist natural or environmental sciences publications. The fact that some journals had a low IF may reflect more the nature of the research published, than quality (e.g. Journal of Development Studies), since IF tend to be higher for scientifically based journals in a positivist tradition. The open access character of several journals was positively noted. However, the Team also found that there are some potential gaps, particularly venues for research on gender issues in genomics/breeding or other interdisciplinary work crossing social and natural sciences. Climate Smart Agriculture is another growing opportunity for gender related research work.

One indicator of quality as well as relevance of CRP gender research to the AR4D scientific community is the citations of publications. Twenty-four publications have no citations according to Google Scholar, and of these 19 were published in 2015 and therefore had not had time to accrue citations. This means that in 2012, 2013 and 2014 at least 90 percent of gender research publications received 1-10 citations. Three articles were cited over 100 times, with one article published in 2013 in the highest IF journal being cited 401 times. **Of the top ten cited articles, between 2012 and 2014, four originated from PIM, three from MAIZE/WHEAT[91], two from A4NH and one from GRiSP (Global Rice Science Partnership).** This demonstrates, overall, good quality and relevance of published gender research, across a broad range of CRPs, but with PIM/A4NH remaining dominant overall.

Table 4: Number of Journal Articles by Year of Publication

Number of Citations (GS)	2012	2013	2014	2015	Total
0	2	1	2	19	24
1-5	7	9	8	41	65
6-10	5	0	4	15	24
11-20	4	6	12	9	31
20+	4	12	7	3	26

3.2.3 Qualitative Review of Selected Publications

Bibliometric analysis such as the above gives some clear pointers on quality but does not give nuanced information on what makes a publication particularly good. Given the large sample of publications (and the difficulties initially in accessing information about these) as well as limited resources, the Evaluation team decided to conduct more in-depth qualitative assessment on a sample of publications from the CRPs.

[90] We only researched journal titles and not publishers for predatory designation.

[91] MAIZE and WHEAT submitted a joint list of journal articles.

Programs were asked to submit six publications that reflected the best work of the CRP, from any of the following three categories:

- journal articles, ideally from peer reviewed journals;
- science/research/technical reports - these may have been through internal technical reviews;
- substantive toolkits and guidelines.

Independent external reviewers then assessed these 24 publications against a defined framework (see Annex C).

The in-depth examination of this subset of 24 publications in the Evaluation team's qualitative review strongly supports the findings in section 3.1 regarding the high degree of relevance of CGIAR gender research. Ratings on relevance to CGIAR gender agenda were high across all the publications (with a mean score of 3.5 on a scale of 1 to 4). On quality, overall, results were less consistent: a good proportion (30 percent) are rated between good and excellent quality. The level of methodological rigor and coherence of data analysis was generally good (with a mean score of 3.2). Performance was more variable in terms of substantive findings and recommendations. Novelty was observed in 60 percent of the publications, not expected in 25 percent, while 15 percent were not found to be innovative enough in terms of their approach.

The qualitative review suggests that while there is some excellent or good quality research across all the sampled CRPs, considerable variability in quality still reflects the historical gap between cross cutting or ecosystem CRPs, and the commodity (now agri-food systems) CRPs. This is corroborated by the IEA Evaluation synthesis, which also finds that a number of CRPs notably Dryland Cereals, GRiSP and WHEAT are producing gender research of 'low to mixed' quality[92]. Evidence from the case studies for this evaluation also indicated challenges with gender research being often ad hoc and opportunistic in response to operational priorities, and relying heavily on younger researchers with limited support and facing competing priorities.

Meanwhile, confirming the findings of the bibliometric review, all the publications (with one exception) were considered to be in venues that were of good quality and/or suited to their target audience. The Evaluation team also looked at the suitability of the co-authorship which was usually found appropriate, with interdisciplinary authorship or strong disciplinary research teams.

3.2.4 Overall quality of gender science

Combining the above findings of the bibliometric analysis and the qualitative outputs review, the Evaluation concludes that more CRPs are now active in producing gender-specific research, and that there has been some widening of the capacity across CRPs to publish good or excellent gender research in appropriate journals. However, it is early days: there is still some distance to go in reaching consistently high quality of gender research across CRPs. This situation may change as lesser known researchers establish more of a track record; and could be assisted by mentoring of younger staff by more experienced gender researchers as well as joint publications where appropriate.

[92] Birner, R. and Byerlee D. (2016), op cit, p46.

3.3 Demand for and Uptake of Gender Research

EQ4B: Is there evidence of demand for CGIAR gender research from its intended users, both internal and external?

EQ4C: Does CGIAR identify and engage in strategic partnerships on gender, to enhance the uptake and reach of the results of its gender research?

3.3.1 Background and methodology

The above sections have shown that CGIAR is producing relevant and - to a significant extent - good quality gender research, emanating from its comparative advantage, and that the volume of gender research published in journals has increased rapidly since 2014. This section examines evidence of both external and internal demand for CGIAR research, as well as the extent to which partnerships are contributing to wider uptake of gender research. Delivering relevant research in line with the CGIAR's comparative advantage results has limited impact without engagement in strategic partnerships outside CGIAR that can take impact to scale.

Key sources for this section are: information on uptake and usage of different outputs, as reported by case study and other CRPs, and the GAP survey; relevant statistics from downloads of outputs obtained from the CGIAR Gender network and information gathered from key informants in case study CRPs, and from the partnership evaluation, on strategic partnerships. The main limitations have been the difficulty in accessing information on demand for the gender outputs of CGIAR due to the fact that each program/Center maintains its own website; a lack of documented evidence from CRPs on uptake of their research outputs, and the low response rate to the GAP survey.

3.3.2 Demand for CGIAR gender research

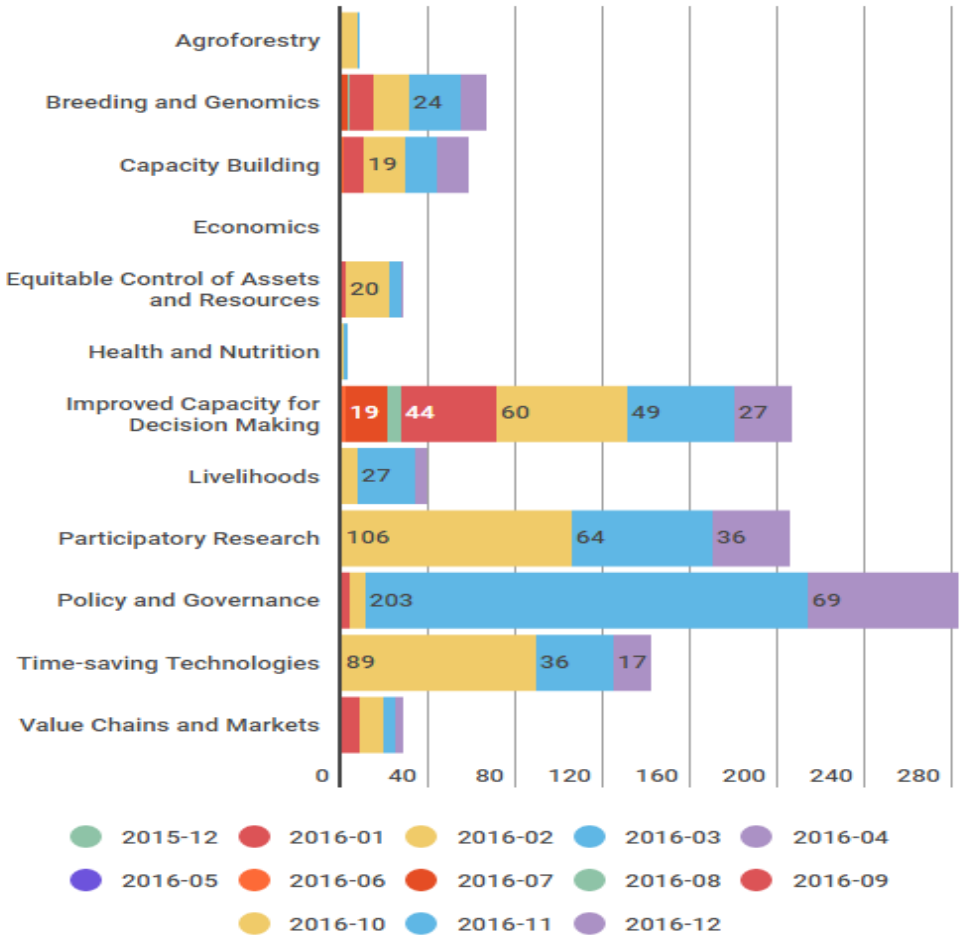
There is good evidence of rapidly growing internal and external demand for CGIAR Gender Research, with a clear concentration on specific sources and thematics.

The CGIAR Gender and Agricultural Research Network plays an important role in centralising and disseminating CGIAR gender research through its own website and by maintaining a Gender collection on the CGSpace repository. Over the last year, the network has begun monitoring the demand for gender outputs, through monitoring downloads and webpage visits from its own site and the CGSpace collection and through posts on social media (Facebook, LinkedIn and Twitter). These data provide a snapshot of demand for CGIAR gender research output.

The Gender Network Website provides links to a wide range of resources relevant to CGIAR researchers, including a nascent database of gender publications (containing 132 items), a 'data navigator' which enables identification of existing gender disaggregated datasets, and information on upcoming activities, such as webinars and workshops and networking meetings. In the year September 2015-16, there were 18 628 visitors to the site (of which 11 855 were new users, indicating a growth in usage of around 100 percent) and 47 579 page views. In this period, the biggest country users, in order, were the US, Colombia, India, Kenya and the UK. The most popular post focused on gender and climate smart agriculture (446 views) and a webinar on gender in post COP-21 had the highest number of participants (276) of all webinars.

Figure 4 below breaks down downloads of a range of gender outputs by theme (categorized by the Gender Network) and month of download, over the last year, from the CGSpace Gender Network collection[93]. The most popular themes are policy and governance with improved capacity for decision-making, participatory research and time saving technology also key areas of interest. There is overlap with the sub-IDOs and also broader demand for gender related outputs on policy (notably related to climate change) and participatory research methods.

Figure 4: PDF downloads from Gender Network Collection on CGSpace repository, broken down by theme, Dec 2015-Dec 2016[94]



The Evaluation gathered information on external demand largely through the GAP survey but due to a low response rate (less than 5 percent) the data are not compelling. For illustrative purposes, thirty-two respondents to the GAP survey (including a few CGIAR employees) reported accessing a wide array of types of gender publications from CGIAR. The majority of the GAP survey respondents stated that

[93] The peak of downloads in November 2016 coincides with the Gender Network hosting a meeting that month.

[94] Gender network collection on CGspace - comprises 341 items of which refereed journal articles (84) book chapters (52) reports (45) working papers (40) conference papers (29) books, manuals, guides (28), briefs (22) and a variety of other categories. https://cgspace.cgiar.org/handle/10568/66598

they had used CGIAR gender research in their work. All CGIAR publication types scored fairly well on frequency of use, with all exceeding a weighted average of 3 (out of 5). **Working papers score the highest, suggesting demand for the most recent research, before it is published in journals or final product form.** Working papers are also open access, unlike some of the journals they are eventually published in. **Quality is rated highly** (consistently above 4/5). The (limited) data suggest some Centers and types of research are in more demand, again skewed towards policy related work[95]. The WEAI was the most cited specific output.

3.3.3 Uptake

Systematically identifying partners for uptake, investing in outreach and tracking usage of gender research outputs appears relatively 'new' for most CRPs. Those working at the policy level (e.g. in PIM, CCAFS, FTA, A4NH) are more explicit about identifying their 'targets' (see examples below on partnerships). PIM, in particular, with its established reputation for world-class research is approached by external organizations as a source of expertise on gender and agriculture data, analysis and policy.

A case in point is the Women's Empowerment in Agriculture Index (WEAI). Development of the WEAI was initially commissioned by USAID's flagship Feed the Future project to measure progress in achieving its goals of reducing poverty and hunger through inclusive agricultural growth and improving the nutritional status of women and children. Building on this initial collaboration and on PIM efforts on research uptake since 2012, IFPRI has produced and disseminated a wide range of publications; webinars and technical guidance resources and made available to support the wider use and adoption of the instrument. The WEAI uptake database updates information on who is using, adapting or being influenced by the WEAI (including governments, development agencies, research organizations, students) to assess development outcomes on women's empowerment in agriculture. The WEAI tracking system shows that the index has been, or is being, used in 39 countries, by 60 organizations, an impressive uptake for a tool that was launched four years ago. Within CGIAR, in addition to IFPRI's own use of the WEAI across at least seven projects, a number of other Centers/CRPs are using WEAI including ILRI, CIMYYT, IWMI, WorldFish, GRiSP and CCAFS. Some projects are 'adapting' the WEAI to their specific project focus or context - for example AAS piloted a Women's Empowerment in Fisheries Index (WEFI).

CGIAR gender researchers underline that immediate users of gender research are often 'internal' to the system (see also section 4.3.1) - for example the sex disaggregated data collection standards elaborated by PIM, have been actively disseminated in CGIAR by the Network; and are beginning to be more widely adopted. Researchers also emphasize the different and sometimes complex pathways for uptake, which can involve direct collaboration with partners on research, engagement with partners to share research outcomes, training or capacity building, for example (whether internally with colleagues or external partners). An example is CGIAR research findings on gender preferences in traits for cassava from IITA's Cassava monitoring survey, which are then shared with breeders in tech labs who may use this information in their development of new cultivars.

[95] Data was not extensive on specific outputs/sources. The small number of respondents largely cited PIM/A4NH or IFPRI materials; other mentioned gender and climate change research and ILRI and research originated in CIFOR or on the CGIAR Gender Network site.

3.3.4 Partnerships for Enhancing Uptake of Gender Research

Strategic partnerships have been a key mechanism for some CRPS to enhance uptake of gender research, at scale. The cross cutting CRPs PIM, A4NH and CCAFS as well as FTA have been most active in this area. Key partners have been large development agencies, such as World Bank, FAO, national ministries, and regional bodies or working groups as well as INGOs[96]. Experience demonstrates that building a reputation for quality research, early and ongoing engagement with boundary partners is essential to ensure that gender research is well aligned to their needs and priorities. Investment is required in longer term processes of collaboration, which can achieve genuine leverage for uptake at scale. Below are some examples.

FTA's experience is that investment in developing their profile in gender research and in building partnerships has yielded tangible returns in the uptake, demand, and quality of gender research. FTA has (see above) published a large volume of outputs -see a recent synthesis of CIFOR gender research[97] - and has invested in developing partnerships, as well as in organizing events, joining global policy forums and giving talks to donors, to enhance research uptake. Partnerships include working relationships with UN agencies and government ministries around REDD+ and climate change issues, a gender working group established with IUCN in the KnowFor project and engagement with Oxfam on the RoundTable on Sustainable palm oil. New opportunities have arisen as a result, e.g. FTA has been funded by Oxfam to evaluate gender responsiveness for safeguards in Indonesia and has been asked to contribute to climate change gender integration plan in Peru[98]. There are clear benefits to such efforts to improve the quality and profile of gender research, but the investments required should not be underestimated.

PIM and A4NH have built successful, strategic partnerships based on IFPRI's longstanding reputation for quality gender research and the active engagement of leading researchers in external processes. IFPRI researchers were significant contributors to the 2010-2011 State of Food and Agriculture, FAO's flagship annual publication, issue on gender, which led to an ongoing engagement particularly with respect to sex disaggregated data and land ownership. The PIM GRC currently sits on a committee at FAO on how to collect sex disaggregated data. One outcome of this partnership has been that FAO has redesigned its gender and land database, which can in turn influence how all FAO member countries collect and record their gender and land data. Researchers also use this database extensively so that revised data collection protocols filter out through a wider network. The GAAP, the WEAI and the Sex Disaggregated Data activities, linked to the background studies that PIM did for FAO's publication State of Food and Agriculture 2010-2011, have resulted in the joint publication of a book with FAO: *'Women in Agriculture: Closing the gender gap for development*'.

PIM's work on sex disaggregated data has also led to a strategic partnership with the World Bank focused on the LSMS-ISA surveys to improve the quality of sex disaggregated data collection. These data sets form the core data for World Bank analytical work on poverty from which it develops its country specific policy advice. PIM has also recently developed a partnership with the Gender

[96] GAP survey responses suggest a perception that CGIAR engages most in partnerships with International and Regional Research and Development Institutions and least with the private sector.

[97] CIFOR, 2015, The Landscape of Gender Research at CIFOR 2013-current: A selection of published and to be published and ongoing research, CIFOR, Bogor, Indonesia.

[98] Based on information shared at Gender Network meeting in Cali, 1.11.16.

Innovation Lab in the World Bank to generate better data on gender-informed development indicators that can inform intervention design and rigorous impact assessment. IFPRI researchers through A4NH researchers have longstanding ongoing relationships on gender research issues with NGOs in Bangladesh, including BRAC and Helen Keller International that are now part of the GAAP2 project, which also includes a number of other INGOs.

There are some promising signs also in GRiSP, for example, of dialogue on gender issues with existing partners including the Indian Council on Agricultural Research and the Orissa state government, the latter leading to a long term partnership focused on delivering 'women centered' technologies. GRiSP gender researchers have also been active in sharing findings with the regional rice research network (FLAR) in Latin America as well as nationally in Ecuador, on the importance of gender issues in the rice value chain.

Beyond these examples, CRP partnerships on gender have primarily been focused on developing internal capacity (e.g. MAIZE, WHEAT collaborations with KIT and Cultural Practice; ILRI partnership with KIT), building external capacity on gender (e.g. the Gender Task Force in AfricaRice) and/or ensuring outreach to women farmers (e.g. GRiSP partnership with women's federations in Eastern India). Outside of the cross cutting CRPs, there is limited evidence of programs systematically engaging in strategic partnerships with the explicit aim of enhancing the uptake of gender research[99].

3.4 Key Findings and Conclusions

Overall, CGIAR gender research is closely aligned to the SRF and gender IDO/sub-IDO priorities. Some gender research addresses issues and topics that respond to emerging challenges and questions, or wider concerns in the AR4D community (e.g. the work on gender norms). It is important that relevance continues to be understood more broadly than simple alignment; and that gender research contribute to ongoing critical reflection about the SRF including questioning of assumed linkages. The Gender Network creates a fertile space for this critical reflection; external partnerships are also important to challenging assumptions and established thinking.

Clear areas of comparative advantage - and demand - for CGIAR gender research include: the development of gender related data collection tools and analysis methods for AR4D; intra-household decision making; gender in food security and nutrition and health; decision making and governance in natural resources management; and gender aspects of climate smart agriculture and climate policy processes. Cross country analysis, and interdisciplinary work between social and natural scientists on technological change are also important areas of comparative advantage of CGIAR gender research, which merit further investment and more mixed methods work. Meanwhile, thinking among gender researchers is evolving with a more nuanced understanding of gender research needs for CGIAR and the wider AR4D community, for example around 'jointness' in decision making or gender equity in rural transformation processes.

[99] The IEA Gender Evaluation synthesis reported on partnerships to support capacity building but with the exception of IFPRI partnerships mentioned above, there are no strategic partnerships for dissemination.

Effective communications of research and consistent quality of research are essential to establishing and maintaining credibility in strategic partnerships that can enhance uptake and leverage the CGIAR's comparative advantage on gender in AR4D. This chapter has shown that CGIAR is producing a growing volume of highly relevant gender research, with a body of good and some excellent quality outputs, and a rising number of publications across a range of journals. A few Centers (and therefore CRPs) have historically been leaders in gender research, and this continues to be reflected in the main areas perceived as CGIAR comparative advantage, in citations and quality of outputs, and both internal and external demand. Nevertheless, there has been a widening in the diversity of sources of gender research outputs across CRPs and several CRPs are now capable of producing good quality, widely cited outputs. However, significant variability in quality is still apparent which underlines the importance of developing processes to maintain the overall quality of CGIAR gender research, as the volume of research increases.

A few of the cross cutting CRPs have engaged in strategic partnerships for gender research uptake but beyond this, systematically identifying partners for uptake, investing in outreach and tracking usage of gender research outputs appears relatively 'new' for most CRPs. The WEAI example underlines the importance of research communication; considerable investment has been made in producing a comprehensive range of outputs, and investing heavily in outreach and training on the back of these, to enhance uptake. Involving partners in early stages of research and collaboration and engagement in external processes are also promising strategies for enhancing uptake.

WEAI also underlines the scope for more systematically tracking usage to demonstrate research effectiveness. For most CRPs, investing in and tracking uptake and of gender research outputs and outcomes (whether internally or externally) does not yet seem to be prioritised: a critical gap that needs to be (selectively) addressed (see Recommendation 10)[100].

The Collaborative Platform for Gender Research (see chapter 5, section 5.2.1) can support CGIAR gender researchers to identify strategic priorities across the system to better leverage its comparative advantage, and be a catalyst for more collaborative gender research work. The Platform also has an important role in identifying strategic partnerships for uptake at system level.

[100]Rapid outcome mapping is one useful tool for tracking research influence in the policy sphere http://www.roma.odi.org. This should normally be built into the process of research design from the outset, clear clear identification of what outcomes are being sought.

4. Gender in CGIAR Research

4.1 Background and key questions addressed

CGIAR defines two broad categories of gender research:

Strategic gender research: studies gender as the primary topic in a social analysis designed to understand what the implications of gender are for agriculture, e.g., how men and women allocate labour resources in intra-household decision-making about farm production; and,

Integrated (applied) gender research: integrates consideration of gender into technical research which is the principal topic of study, for example, plant breeding, aquaculture, postharvest technology development, systems intensification[101].

This chapter addresses two main evaluation questions and seven sub-questions related to the **efficiency and effectiveness of gender mainstreaming in research and of gender-specific research**[102]**.** The next section looks at experiences of integration of gender across the research cycle; the following section synthesizes evidence on the effectiveness of gender mainstreaming and gender research in terms of both improved design and better outcomes; section 4.4 reviews CRP attempts to monitor the status of gender mainstreaming and the outcomes and impacts of gender mainstreaming and research. The final section reviews experiences of cross-CRP collaboration and cross-fertilization in gender research. The relevant sub-questions are listed at the start of each sub-section where they are addressed.

The chapter draws on both narratives and data in key documents, notably the IEA synthesis of lessons learnt from 15 CRP evaluations[103], Consortium Office CRP portfolio reports, CRP proposals and commentaries thereon, CRP Annual reports and selected IEA CRP evaluations. It also draws heavily on the evidence from the four case studies at both CRP and project levels, each one based on document review, a range of key informant interviews and field or site visits. The case studies are not strictly comparable because of very different histories of gender work and impact pathways. A key limitation is that in part due to relatively recent development of CGIAR own M&E systems, with outcomes often not clearly defined in the CRP1 period, tracing the links from research to development outcomes would require a greater investment of time per project than was available for the case studies for this evaluation.

[101]CGIAR Definitions of Gender Research for Budgeting, 2014, updated 2015.

[102]For this evaluation, we have used 'Gender research' to refer to all research including some focus on gender issues (both gender specific and where gender is purposively mainstreamed in broader enquiry). We refer to research focused primarily on gender issues as 'gender-specific research' rather than strategic gender research. In practice, we found that respondents did not always understand 'strategic gender research'.

[103] Birner, R. and Byerlee D. (2016): Synthesis and Lessons Learned from 15 CRP Evaluations. Rome, Italy: Independent Evaluation Arrangement (IEA) of CGIAR. http://iea.cgiar.org/

4.2 Integration of Gender across the research cycle

EQ3A. To what extent has gender analysis been integrated into all stages of the research cycle (targeting, priority setting, research design, implementation, research adoption/utilization, monitoring, evaluation and impact assessment)?

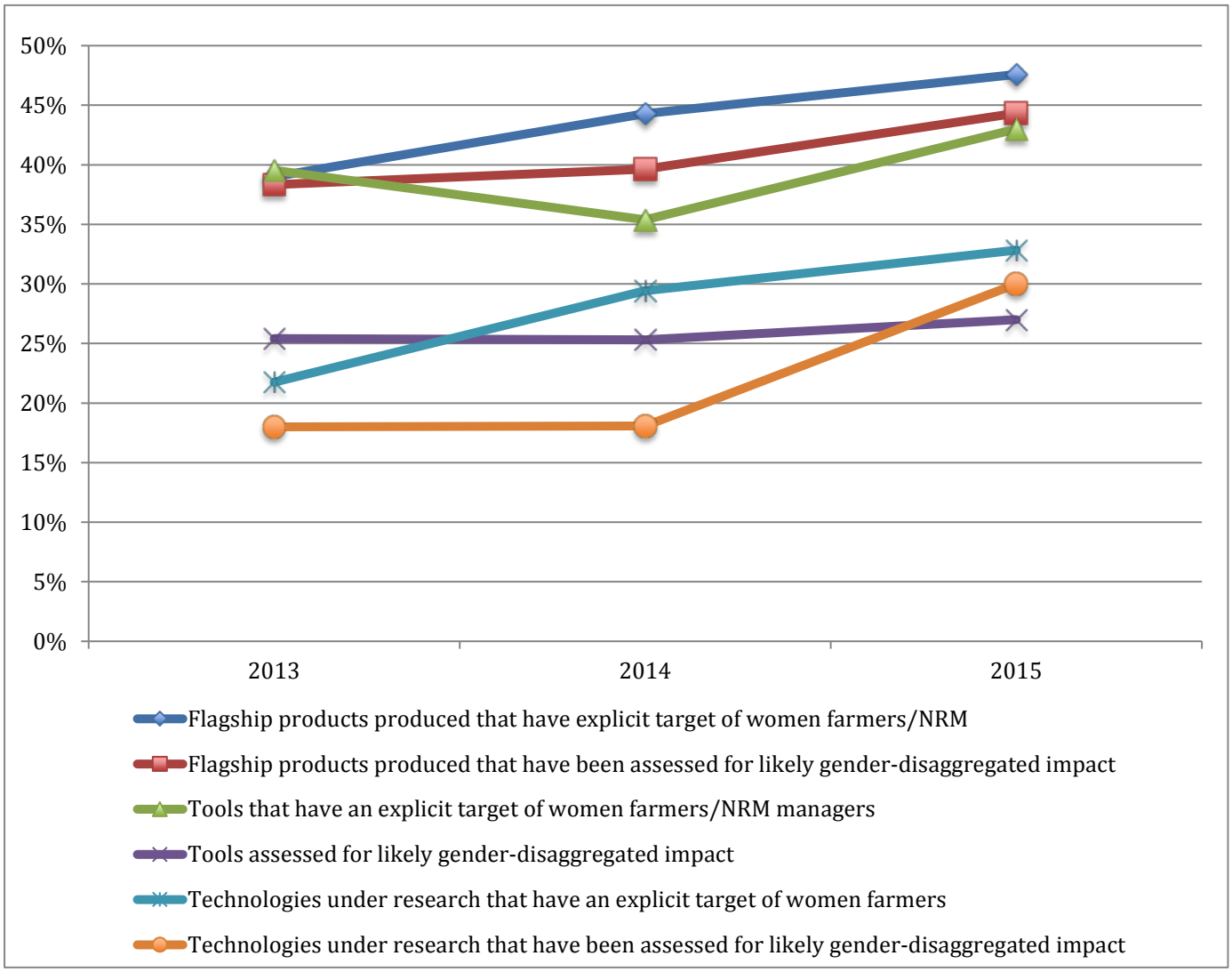
4.2.1 Overview of mainstreaming in research

Overall, system-wide indicators indicate progress in mainstreaming gender. Figure 5 below shows the average across 15 CRPs[104] for each of six annually reported self-assessed indicators related to mainstreaming, in 2013, 2014 and 2015. These indicators are primarily focused on targeting specifically on women farmers/natural resources managers and on the extent to which research outputs assessed for likely gender disaggregated impacts. Data from Annex 2 of the annual reports also indicate a very significant increase in the number/share of CRPs that meet or exceed requirements on two core indicators (gender equality targets in place and institutional capacity for mainstreaming).

The Figure shows a general improvement for all indicators. Particularly notable is that the share of technologies assessed for likely gender disaggregated impact doubled between 2013 and 2015, from 18 percent to 30 percent of all technologies produced as a result of CGIAR research. **While these data show steady progress, they also indicate that 50-75 percent of flagship, products, tools and technologies, overall, are neither explicitly targeted to women, nor is there likely gender disaggregated impact assessed.**

[104] More than one third of CRPs did not report (or reported only partially) data for 2012, therefore the average was calculated for 2013, 2014 and 2015. Even in these years, not all CRPs reported consistently against the 6 indicators.

Figure 5: Annual Report (Annex 1) indicators of Progress on Gender Mainstreaming, 2012-15



Source: Compiled from CRP Annual Reports

All the CRP gender strategies outlined activities including gender analysis to inform research design, training/capacity building and the collection of sex disaggregated data, but not all set out clearly how gender is to be integrated across the research cycle (as required by the CLGS guidance). For those that did, there is no consistency in their presentation of the 'different stages' making this assessment complex. Only PIM and A4NH elaborate in detail how gender is integrated across the phases of the research cycle across different CRP components or projects. FTA, AAS and L&F specified processes and resources to be used across the research cycle supported by handbooks, or guidance in prioritizing, planning and designing and implementing research, or checklists for assessing projects. MAIZE and WHEAT on the other hand, planned to start with comprehensive audits and from there, to develop tools such as screening procedures.

The 2013 Assessment of the Status of Gender Mainstreaming[105] found that gender integration was - in general - more advanced in the cross cutting and ecosystems CRPs, which have stronger gender as well as broader social sciences expertise. Root, Tubers and Bananas (RTB) was rated higher than most of the other 'commodity' CRPs. The 'systems' CRPs were all markedly weaker, with the exception of AAS, where strong CRP leadership and gender capacity led to a pioneering, transformative approach. The detailed breakdown by CRP of the annual reporting indicators summarized in Figure 5 above and in the analysis of the Annex 2 Annual reporting indicators underline that, despite some improvements, this heterogeneity in mainstreaming gender in research persists up to 2015[106]. This heterogeneity *between CRPs* in the extent to which gender analysis is integrated across the research cycle is explained by different levels of social science research capacity and the different degree of priority given to allocating budgets and recruiting staff, with delays in this area significantly affecting progress.

Equally, there is considerable variation *within CRPs* in the extent of gender integration across projects and flagships. Even in CRPs, that are more 'mature' in terms of gender integration, due to a longer history of work on gender, gender is integrated to some extent in between one third and a half of projects[107]**.** The IEA Evaluation Synthesis reports that in PIM, a weighted average of about 31 percent of the portfolio is addressing gender issues; the A4NH Evaluation finds a 35 percent increase in the reported gender focus of projects since the start of the CRP, resulting in about half of project deliverables having 'some' or 'significant' gender focus in 2014; while the FTA evaluation found that 'only (sic) 45 percent of the project proposals that were reviewed integrated gender aspects, with no visible trend for improvement over time' (FTA *evaluation, p. xv)*[108] . These figures appear consistent with the data reported in Figure 5 above.

Several projects examined in the CRP case studies were among those that have consistently integrated gender across the whole research such as ENDURE in RTB and KnowFor and the Adaptive Collaborative Management (ACM) project in FTA. Project leadership and bilateral donor influence affect the extent to which gender is integrated across projects. In GRiSP, donor requirements played an important part in catalyzing initial efforts at targeting women in the second phase of the Cereal Systems Initiative for South Asia (CSISA) programme, but more recently the donor has given less priority to this, leading to cuts in gender staff at field level since these are funded by projects[109].

Integration of gender across flagships is also uneven, with upstream research (such as the GRiSP germplasm flagship FP4) or macro modelling (such as PIM's Foresight FP1) less likely to be a focus for gender integration, either because gender is not particularly relevant or because finding a 'way in' with gender analysis has been more challenging.

[105] Ashby, Lubbock and Stuart, 2013, Assessment of the Status of Gender Mainstreaming in CGIAR programs.

[106] It may be that the data reflect heterogeneity in consistency of reporting also.

[107] These data are from different systems at different times so are not directly comparable.

[108] The Evaluation Team, finds this latter assessment excessively negative in that the FTA evaluation was done relatively early and - in any case - is higher than equivalent figures in A4NH and PIM (notwithstanding the criteria for assessment may be more rigorous in those cases).

[109] Gender researchers who participated in a group session in Cali also identified donor influence as being the most important factor, alongside leadership, enabling gender integration.

4.2.2 Status of gender mainstreaming across case study CRPs

The quick 'snapshots' below from the case studies highlight how CRPs are integrating gender across the research cycle, in practice, highlighting progress, challenges and factors that have contributed to success in mainstreaming.

In FTA, overall, integration of gender across the stages of the research cycle has been strongest at the research design and the communication of outputs stages and less strong at the priority setting and the research implementation and monitoring stages. Scientists' awareness of the importance of gender has grown, gender capacity has increased, and as a result more gender-responsive or gender sensitive (rather than gender-neutral) research is being undertaken. The Gender Equality in Research Scale (GEIRS) framework (see section 4.4 for details) has now been finalised and mainstreamed into the FTA electronic data base, and requires that all project coordinators/managers, from now on, consider, and respond to, the prompts on whether and how they are integrating gender at each of the four stages of the research cycle. This is expected to ultimately improve integration of gender across the stages of the research cycle for both ongoing and new projects.

In GRiSP, gender integration has mostly focused on targeting, technology evaluation, adoption/utilization, rather than on priority setting, research design and impact assessment. The IEA GRiSP Evaluation published in January 2016 found that: *'GRiSP has been much more successful in mainstreaming gender downstream in delivery activities than in incorporating gender as an integral part of research planning and technology design. As such gender is perceived more as an equity objective than as a critical element for improving research effectiveness'* [110]**.** GRiSP's major interventions, Cereals Systems in South Asia (CSISA) - now in Phase II, and Stress Tolerant Rice in South Asia (STRASA) (now in Phase III) project objectives and outcomes are not gender specific or differentiated. These (legacy) projects are not informed by gender analysis *per se*: targeting of women is largely a means for achieving the wider developmental outcomes around increased productivity, incomes etc., particularly in the context of increasingly feminized rice farming systems in much of South and Southeast Asia. Both projects directly - and increasingly - target women beneficiaries through involving them in seed and other technology testing and distribution via targeted trials or trainings. Women's self-help groups are often the conduit for these efforts, particularly in Eastern India.

Discussions with the larger scientific team -biophysical and broader social scientists - in GRiSP suggest a broadening of ownership of gender mainstreaming, and that scientists 'get' the relevance of gender to the effectiveness of their work: '*Scientists have understood that women have to like the technology; Scientists feel the need now to have a gender angle to the story and M&E component*[111]*'.* For example, scientists are beginning to integrate socio-economic (including gender) with geographic targeting, and are integrating gender into technology design, evaluation and performance assessment as well as targeted delivery methods. In monitoring and evaluation, sex disaggregated baseline surveys are being applied across a number of key research sites (see 4.4.2 below). However, the approach to mainstreaming lacks an overall framework to integrate gender analysis into the wider scientific

[110] CGIAR-IEA (2016), Evaluation of CGIAR Research Program on Global Rice Science Partnership (GRiSP). Rome, Italy: Independent Evaluation Arrangement (IEA) of the CGIAR http://iea.cgiar.org/ p 15.

[111] Key informant.

process. Management processes and systems for ensuring gender mainstreaming in the research cycle and across the portfolio are also not evident (see chapter 5 for discussion of capacity issues in GRiSP).

PIM has a systematic approach to gender mainstreaming, and gender is well integrated across around one third of its portfolio, with gender researchers continuing to push the boundaries in less well integrated areas. Gender is fully mainstreamed in natural resources management and social protection flagships - and partially or less integrated in others. The more challenging flagships are those focused on foresight and macro modelling, which use aggregated data, where sex disaggregation is often not possible. Efforts have been made to integrate gender into the building blocks of Computable General Equilibrium models used in the macro modelling work. Sex disaggregated data on time use in agriculture were used to develop a Social Accounting Matrix (SAM) for Malawi that separates male and female workers within labour markets and sectoral employment patterns. Similar work is underway for Bangladesh and Nigeria, and future IFPRI SAMs will be sex disaggregated if the necessary data exist[112]. The GRC also brought in feminist economists to work with the macro modellers to try to mainstream gender. In CRP2, all PIM flagships now have clearly articulated IDOs related to gender.

Progress in gender integration in PIM is a result of a combination of effective management processes, longstanding senior, well respected gender leadership, and the presence of other social scientists for whom gender analysis is understood as fundamental to the quality of their work within the CRP. PIM has a well-defined process to integrate gender across its portfolio, including many templates designed to guide proposal development, activity reports and budgets which have sections on gender, and gender coefficient system used to classify all projects in terms of the degree of gender integration (from 0 to 100 percent). There are still missed opportunities and, ideally, there should be more systematic GRC review of progress to keep the focus of gender mainstreaming on strategic vs. output level issues.

4.2.3 Key issues and good practices

Drawing on the above case studies and on wider experience, Box 3 below summarizes progress and ongoing challenges in integrating gender at different stages of the research cycle (monitoring, evaluation and impact assessment are dealt with separately in section 4.4):

[112] PIM Annual report 2014, page 11.

Box 3: Integration of gender across the CRP research cycle - progress, issues and challenges

Priority setting in research

- The 2013 CGIAR Assessment of the status of gender mainstreaming identifies a specific weakness in integrating gender in priority setting
- More recently, the 2015 portfolio report indicates that there is noticeable heterogeneity among CRPs in terms of priority setting (and targeting)
- In FTA flagship leads worked with the gender team to identify gender research questions, and continue to access support from the Gender Integration Team (GIT) on priority setting;
- Gender has been integrated into priority setting in GRiSP primarily at field level;
- A4NH has established a common analytical framework as a basis for conversations about research priorities and design (see Box 4 below).
- Even where relevant gender research findings are available, they are not always adequately or explicitly considered in priority setting in research

Targeting

- Targets for engaging men and women were not clearly defined in many of the original gender strategies.
- CRPs vary considerably in the proportion of flagship products, tools and technologies which they targeting specifically to women farmers/natural resource managers.
- The rationale for the level to which targets are set for women farmers' participation in take up or adoption of different flagship products or technologies is not always explicit or clearly justified. There is a tendency to use 'ready-made' targets of 30% of women among beneficiary groups, whilst targets of less than 50% may reinforce gender gaps[113].
- Socio-economic analysis that can inform gender based targeting has significantly improved over the evaluation period through increased baselines, studies and focus on geographical or sentinel sites.
- 85% of CRPs self-assess as meeting or exceeding requirements on the annual report indicators - Setting gender equality targets in 2015, compared to 27% in 2012[114].

Research design and implementation

- Three of the four case study CRPs (FTA, PIM and RTB) have systematic processes for ensuring gender input in the design phase of projects, and similar mechanisms are known to exist in other CRPs.
- Generally, sex disaggregated data collection (in baselines as well as wider studies) is reported to be increasingly widespread in CRPs.
- Partner capacity to conduct gender research is a key challenge requiring improved partner selection and/or capacity building

Research adoption/utilization

- There is recent evidence[115] of CRPs: identifying partners to specifically reach women farmers; testing and evaluating technologies with both men and women farmers; crafting communications or training approaches on technologies to meet the specific requirements of women as well as men farmers;
- At least four or five CRPs[116] report using gender research results to influence wider stakeholder groups on gender issues (including e.g. UN and Ministry policy makers, private sector breeders); these efforts need to be significantly reinforced

[113] 2011 Cross-CRP Assessment of gender mainstreaming.

[114] Annex 2 indicators reported to CO.

[115] From case study CRPs, largely, but also from Consortium Portfolio reports, IEA CRP Evaluations, and key informant interviews.

[116] i.e. PIM, FTA, CCAFS, A4NH, and to a lesser extent GRisP.

Some clear examples of good practice in integrating gender emerge from this experience. The example below is from A4NH, which uses a common analytical framework as a basis for priority setting and research planning - a key areas of weakness for many CRPs - is one which may have wider application (see Box 4 below).

Box 4: A4NH - Using an analytical framework to inform research planning and design

A key innovation in A4NH as part of efforts to increase emphasis on gender and women's empowerment in priority setting and research planning, has been the use of a common analytical framework (http://www.a4nh.cgiar.org/files/2014/03/Agriculture-Nutrition-Health-Pathways.pdf) as the basis for conversations about research priorities and research design**.** Having a single unifying framework has been found to be extremely helpful to integrating gender in a coherent way across different research streams. Importantly this is a framework that has widespread recognition among the wider nutrition and food security and health communities. There has also been significant investment by the A4NH gender team in developing communications around the tool to ensure familiarisation and buy in from the wider scientific team. It is striking in the case of A4NH how the use of this framework has led to gender integration becoming more 'demand driven' with the process of engendering research design is owned by wider research teams.

The experience of RTB's ENDURE project (see Box 5) highlights good practice of a process at project level, for engaging a range of partners in gender-sensitive research design on gender in value chains.

Box 5: Integration of gender across the CRP research cycle - progress, issues and challenges

The ENDURE inception workshop, in Uganda, sought to identify the priority research interventions for each of RTB's priority crops - Irish potato, sweet potato, cassava and banana. The deputy leader, a value chain specialist, of this project is also a gender specialist. Using the gendered Participatory Market Chain Approach (PMCA) tools, seven initial potential gender sensitive research interventions were developed with partners. A competitive approach was developed with each of the seven receiving a small amount of funding to develop a full gender responsive business case. From these, four were selected for increased funding, including one looking at the banana value chain, in which the gender element was looked at in more detail. PIM and RTB collaborated on the integration of gender into the Participatory Market Chain Approach tools. The tools were then used by RTB-ENDURE to develop gender sensitive value chains for RTB crops in Uganda.

FTA's GEIRS, as well as PIM's gender coefficients system (discussed in 4.4.1 below), are also examples of good practice in systems for better integrating gender across the portfolio, which could be adapted by other CRPs.

4.3 Effectiveness of Gender Research and Gender Mainstreaming in CGIAR research

EQ5A. Has gender-specific research contributed to the effective mainstreaming of gender in wider CRP research?

EQ3B. To what extent has mainstreaming gender analysis in the design of CGIAR research resulted in, or is it likely to result in, more better-formulated Theories of Change and more effective programs?
EQ5B. To what extent has gender research contributed to, or is it likely to contribute to, the desired development outcomes[117]?

4.3.1 Contribution of gender research to gender mainstreaming

All four case studies highlighted examples of ways in which gender-specific research contributes to the mainstreaming of gender in wider CRP research. Similar examples are reported across other CRPs, or gender research influencing mainstreaming, through a variety of routes often internally within CGIAR. One route is through gender research being used to design new or adapt existing tools and methods to integrate gender analysis into processes of data collection, modelling, and technology assessment, often underpinned by gender specific research carried out in particular projects. Box 6 below gives a number of examples.

Box 6: Examples of specific tools, approaches, frameworks and manuals that are contributing to Gender Mainstreaming across CRPs

- Minimum Standards on the Collection and Analysis of Sex Disaggregated Data (developed by PIM and widely adopted across the system). The standards were formally shared by the Consortium office and presented in meetings as well as used in a recent gender training for economists at IFPRI. In GRiSP the guidelines have been used across all its baseline data collection for M&E and the WEAI (or aspects of it) have been integrated more recently in its baseline Rice Monitoring survey.
- Guidance on Gender sensitive PVS (GRiSP, RTB)[118]. Various tools have been developed and are used in collaboration with national agricultural research systems.
- Gender sensitive ACM - a range of manuals (FTA) (see section 4.3.3 below)[119]
- Framework for measuring gender gaps in control of land, used in collaboration between PIM and FAO to improve collection of gender disaggregated data on land issues[120]
- PIM and RTB collaborated on the integration of gender into the Participatory Management of Value Chains tool. The tool was then used by RTB to develop the gender sensitive banana value chain approach in Uganda. PIM hosts a Value Chain Knowledge Clearing House[121] as part of Flagship 5, on behalf of 11 CGIAR centers, which includes 11 gender tools to collect and analyzes sex disaggregated data with respect to different aspects of the value chain.

Secondly, often in conjunction with tools like those listed above, the work of GRCs and their teams contributes to mainstreaming through capacity building of both CGIAR personnel and partners, in a

[117] This refers to the broader development outcomes in the SRF and the gender outcomes that might support these.

[118] E.g. Thelma Paris, Digna Manzanilla, Gerlie Tatlonghari, Romeo Labios, Amelia Cueno and Donald Villanueva, 2011, Guide to participatory varietal selection for submergence-tolerant rice (IRRI).

[119] See http://www.cifor.org/gender/tools-manuals/

[120] CGIARConsortium Office Portfolio reports.

[121] www.tools4valuechains.org,

variety of forms and forums. This capacity building work is important to their wider uptake (see also section 3.3). Examples from the case studies include: AfricaRice capacity building of Task Force Focal points in gender analysis; RTB training of national agricultural research center in Ethiopia on gender mainstreaming in PVS[122]; PIM's training of CGIAR economists on gender and of CGIAR staff and partners on WEAI via webinars and provision of online resources; FTA's gender research fellowship programme led by Bioversity International[123], and wider the capacity building of (now over 200) FTA scientists and partners in gender.

Thirdly, many gender-mainstreamed projects have gender-specific research embedded within them that contributes to wider project outcomes. For example, in AgFor, a gender-mainstreamed project in FTA, there is one planned output that is gender-specific: '*Women's roles in ecosystem management study. Specific gender studies will be implemented to identify and build women's roles within the communities; their perspectives on ecosystem services; involvement in official decision-making processes; and to improve transparency, accountability and equitable benefit sharing in the spatial planning process*'. A number of gender-specific peer reviewed articles have arisen from this output[124] which falls under the outcome '*Increased numbers of men and women in governance and communities involved in the planning process have a greater understanding of the links between gender-specific roles and needs related to land-use*[125]' within the governance component of AgFor (see section 4.3.3 for more information).

Finally, gender research has also arisen from needs or issues identified during implementation of mainstreamed projects. In the wider livelihoods component and in the governance components of AgFor, cited above, gender-specific action research has been undertaken based on unexpected gender-related findings, arising from analysis of disaggregated data that projects are collecting[126]. An example cited in key informant interviews is the discovery that women are more widely involved in farm gate marketing than previously understood, which led the project to switch focus in terms of the targets for marketing related activity and in how the training should be done[127]. In GRiSP, in Eastern India, gender specific research has focused largely on operational aspects of technology adoption by women farmers, such as an assessment of women's perceptions of different technologies and a study to understand whether training women is more effective in mixed or single sex groups, to inform implementation decisions in STRASA and CSISA projects[128].

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[122] https://www.researchgate.net/publication/281437401_Gender_Integrated_Participatory_Varietal_Selection_training_PVS_in_Ethiopia

[123] http://www.bioversityinternational.org/e-library/publications/detail/bioversity-internationals-gender-research-fellowship-programme-results-and-ways-forward/

[124] Carol J. Pierce Colfer, Ramadhani Achidiawan, James M Roshetko, Elok Mulyoutami, E Linda Yluiani, Agus Mulyana, Moira Moeliono, Hasantoha Adnan and Erni (2015). *The balance of power in household decision-making: Encouraging news on gender in Southern Sulawesi*. World Development Vol 76 pp 147-164.

[125] AgFor Annual Progress Report Year 5. April 2015-March 2016. June 2016. Page 15.

[126] Mulytouami, E, J.M. Roshetko, E. Martini, D Awalina and Janudianto (2015). *Gender roles and knowledge in plant species selection and domestication: A case study in South and Southeast Sulawesi*. International Forestry Review Vol 17 (S4) 2015, pages 99-111.

[127] Elok Mulyoutami, Desi Awalina, Endri Martini, Noviani Khusysiyah, Isnurdiansyah, Janudianto, Duman Wau and Suyanto. (2016). *Women's participation in agroforestry: more benefit or burden? A gendered analysis of Gorontalo Province*. World Agroforestry Center, Agroforestry and Forestry in Sulawesi Series. Working paper no 226.

[128] Presentation on Gender Research and Partnerships in IRRI India - an Overview, by Sujata Ganguly, Gender researcher, 13 October 2016, Bhubaneswar, India.

4.3.2 Contribution of gender analysis to better formulated theories of change and better program design[129]

For the case study CRPs selected for this evaluation, CRP2 proposals are overall more explicit in their equity objectives than previous proposals, and specify clear gender outcomes across (most) flagships. For example, RICE emphasizes gender across all except one flagship (FP4 on Germplasm research). CRP2 ToC and impact pathways also integrate gender more fully than in previous proposals.

Across case study CRPs, all are explicit on gender in their broader ToC and define gender-related outcomes and specific impact pathways towards these across different flagships. In RTB, a more fully developed ToC, impact pathways have been developed and the risks and assumptions for the CRP spelled out. RICE has a strengthened social science framework overall, and adopts a value chain approach, recognizing structural transformations (e.g. migration trends, off-farm activities and growing urban consumer markets) all of which have acknowledged gender dimensions.

However, the CRP ToC and impact pathways do not consistently make gender related assumptions and risks explicit, or sufficiently draw on the existing body of gender research evidence. Commenting on the gender IP/ToC content of the FTA proposal for Phase II, ISPC noted that '*more attention to risks and assumptions in the discussion of the theory of change /impact pathways (p. 20) would be useful. For example, one possible gap is the lack of attention to the role of women in different types of multi stakeholder landscape governance institutions*'[130]. The IEA Evaluation of GRiSP reported that findings of gender research on the impacts of technologies on wages of marginalized wage workers have tended to be overlooked, with the overall GRiSP ToC and project efforts continuing to emphasize the benefits to women of reduced time and labour from mechanization[131]. This points to a broader weakness of many CRPs in treating women as a homogenous category.

Another recent gender research study highlighted that technology adoption has not necessarily led to reduced labour of women, challenging a key assumption in the GRiSP overall gender impact pathway which is focused on reducing drudgery via technology adoption[132]. This Evaluation, as well as ISPC, questions links between RICE interventions, which are primarily about technology introduction, productivity and income gains, and the presumed gender equity outcomes, arising from these, particularly around women's empowerment.

Responding to the new SRF and ISPC guidance, youth equity has been included in most of the CRP2 proposals, alongside gender equity, with a danger of treating these categories in a simplistic, and separate ways, i.e. of failing to integrate considerations of age in analyses of gender equity in decision making; or of failing to analyze gender differences in experiences of young people.

The second round proposals for the case study CRPs also demonstrate some evolution towards a greater emphasis or definition of gender specific research. The RICE proposal goes beyond the main

[129] Team comparison of CRP1 and CRP2 proposals and ISPC commentaries on these for Case study CRPs and insights from key informant interviews, provide the basis for the analysis in this section.

[130] ISPC (2016) ISPC Commentary on the full proposal for the CRP on Forests, Trees and Agroforestry: Livelihoods, Landscapes and Governance (FTA) for Phase II (2017-2022), page 5.

[131] GRiSP IEA evaluation, citing Paris et al 2015, p 45, p 60.

[132] Sonia Akter, Amelia Cueno, and Maria Theresa Castro (2015) Farm mechanization and intra-household labour allocation: the case of mechanical paddy thresher in Bangladesh**,** Unpublished manuscript.

emphasis in GRiSP on the gathering of sex disaggregated baseline data and sets out more ambitious plans for gender research for example, to understand the determinants of gender gaps in yields, and approaches to closing these gaps (integrated with wider biophysical research). ISPC comments on the RICE proposal are largely positive but raise concerns about the feasibility of this agenda given limits on current resources and the adding in of the youth agenda.

In RTB, meanwhile, in Phase II a key difference is recognition that rather than applying a gender blanket across the portfolio the approach needs to be more focused and prioritized, based on a more clearly specified ToC. Efforts are focused around three outcome based clusters within flagships (on breeding communities of practice, seeds systems and pest and diseases risk assessment), supported by a cross cutting gender and youth equity flagship.

4.3.3 Contribution of gender research and gender mainstreaming to the achievement or likely achievement of development outcomes

The Consortium Gender Strategy was overly ambitious in expecting to observe impacts in the lives of women within a few years of gender strategies being designed for CRPs, for several reasons. Firstly, the likely period required to achieve development impacts is generally longer than the period of the last CRP, for which many CRPs have been either conducting focused gender research or implementing gender mainstreaming. In addition to the fact that research efforts can take significant time to have an influence, there are particular challenges with research that is aimed at influencing social change processes. Secondly, the use of theories of changes and defined impact pathways, **that would provide a clear framework for assessing the contribution of gender mainstreaming in CGIAR research to development outcomes**, is only now becoming embedded in the CGIAR System after considerable investment during the design phase of the Extension and CRP2 proposals. Thirdly, the baseline data required to assess gender-related impacts only began to be routinely collected in some CRPs from 2011-12 and, in some cases, more recently than this.

Assessing gender equity outcomes - whether women and men are systematically (and equally) benefitting from CGIAR research in terms of income, nutrition and food security, is still some years away. Section 4.4 on monitoring and evaluation elaborates further on how CRPs plan to demonstrate gender related development outcomes. The following sections draw out (limited) existing evidence from the case study CRPs and specific projects within these, highlighting examples where mainstreaming gender in research (or in a few cases, gender research) will likely contribute to changes that have potential longer-term development impacts. Evidence is from program or project reports supplemented by key informant interviews or group discussions including at field level, and a few systematic studies and evaluations of interventions.

4.3.3.1 Improving equity in decision making on natural resources

FTA has a strong focus on outcomes related to gender sub-IDO improving equity in decision making particularly relating to the management of natural resources, at community and policy levels (linked to system level outcome 4). An important area for CGIAR outcomes on improved natural resource systems and ecosystem services (SLO3) will be to assess the contribution of gender research to greater equity in community level sustainable resources management and in national policy processes on climate change and ecosystems services, and related allocations of resources.

Gender mainstreaming in research in FTA has led to significant research outputs (see chapter 3 section 2). There is some evidence that the uptake of these may be contributing to 'immediate outcomes or 'short-term behaviour changes' in FTA's boundary partners. The program is only just beginning to develop methods for systematically capturing both short-term behaviour changes and longer term impacts (see 4.4.2) and there is no systematic evidence of its contribution to longer term development outcomes at this stage.

Some examples of where outcomes are being demonstrated.

At community level: In Uganda and Nicaragua, FTA used the ACM tool to work with local communities to jointly identify and address barriers to gender inclusive participation in decision-making. This approach helped to generate new spaces for women to participate and build understanding between women and men from different socio-economic backgrounds about the potential benefits of inclusiveness in forest management. Women's confidence has grown and women have benefitted from greater opportunities to plant their preferred trees on farms that they now have secure tenure over.

At policy level: in Vietnam work on gender implications of REDD+ schemes has informed the national guidelines for gender mainstreaming for national payment for forest and environmental services, and these in turn have been incorporated in the UN-REDD planning in Vietnam and the UN-REDD guidelines on 'the business case for mainstreaming gender in REDD+' [133]. Also in relation to the gender implications of REDD+ schemes, in Indonesia dissemination of research results led to a close collaboration with the Ministry of the Environment and Forestry to mainstream gender into REDD+, and this informed the position of the Ministry's Directorate General of Climate Change in international negotiation platforms [134]. These examples highlight the influence that credible and timely gender research can have in shaping policy dialogue and potentially the design of policies with implications for large-scale populations. FTA gender researchers have actively sought to position FTA as a leader in gender research and to develop relations with relevant national actors, in order to influence policy processes.

4.3.3.2 Shaping the design of programs on women's empowerment by development actors

PIM's work is primarily relevant to sub-IDOs on control over resources and assets and equity in decision making. Two examples below illustrate pathways for (indirect) impact towards these IDOs, by shaping the programming (or thinking on programming) of key development actors with tools and

[133] FTA (2015) Annual report, section C.

[134] Ibid.

evidence. PIM does not engage directly in development interventions promoting the uptake of technologies. However, PIM's gender research on the development of tools and methods for measurement of gender gaps in control of assets; and women's empowerment in agriculture contribute indirectly to improved design of development interventions addressing gender issues, through PIM's direct engagement with boundary partners as well as up take by development organizations.

The development of the WEAI, launched in 2012, was commissioned by USAID's flagship Feed the Future project to IFPRI to measure progress in achieving its goals of reducing poverty and hunger through inclusive agricultural growth and improving the nutritional status of women and children. Feed the Future emphasizes reaching women given the evidence that increases in women's status are associated with improved agricultural productivity, reduced poverty and hunger. However, systematically measuring women's empowerment had not as yet been defined. The request from Feed the Future was consistent with IFPRI's goals of developing innovative gender tools, and the subsequent tool is composed of two sub-indexes: one measures how empowered women are within five domains, and the other measures gender parity in empowerment within the household[135].

Since its launch in 2012, WEAI has been implemented as part of baseline surveys for Feed the Future, in 19 countries, across five regions, with WEAI scores ranging from a high of 0.98 in Cambodia to a low of 0.66 in Bangladesh. These scores form the basis for USAID Feed the Future project interventions going forward, in line with their theory of change, and will be used to measure progress on Feed the Future Implementation as they are supplemented with mid-line and end-line surveys. Box 7 below summarizes evidence about wider outcomes of WEAI, underlining the importance of context as well as specifically the significant of IFPRI's wider relationship with the Government of Bangladesh to influencing programming there. This widespread usage of WEAI (see also chapter 3 section 3) shows the potential for significant influence on the development interventions addressing gender issues.

Box 7: Influencing the design of Women's Empowerment programs - Evidence on outcomes from WEAI

Experience in Bangladesh is that 'WEAI has gone from esoteric research tool to a widely-used data collection tool that has inspired a new generation of policies and programs for women's empowerment in Bangladesh[136]. The use of the WEAI in connection with Feed the Future activities in Bangladesh was reported by the PIM evaluation to have led to the Bangladesh government increasing 'funding dedicated to improving women's empowerment by about US$6 million and changed the focus of the Feed-the-Future projects to address constraints women faced in agricultural development. A number of contextual factors may have contributed to the influence of WEAI in Bangladesh, where IFPRI also has a longstanding program and relationship with the government.

According to the PIM evaluation, WEAI was reportedly less successful in Africa, USAID country staff tended to see it as a USAID Washington driven initiative, and thought the findings less applicable given they were driven by population level data as opposed to project monitoring data.

The current phase of WEAI development is focused on a Project WEAI (or pro-WEAI), adapted to focus on projects working on value chains and on nutrition across livestock and other sectors, with some elements comparable across all projects and others across specific clusters. This work is now nested within A4NH. [137]

[135] https://www.ifpri.org/topic/weai-resource-center.

[136] https://www.ifpri.org/blog/international-womens-day-2016-empowering-women-data-and-evidence-bangladesh.

[137] http://ebrary.ifpri.org/utils/getfile/collection/p15738coll2/id/130729/filename/130940.pdf

Another PIM program, the GAAP, aimed to document the gender gap in agricultural assets, to examine the consequences of the gap, and to identify and evaluate policy and program interventions that successfully build women's assets in order to achieve better development outcomes. In the first phase, it operated from 2010 - 2014, so was a legacy project for PIM, funded by the Bill and Melinda Gates Foundation (BMGF). It provided limited additional resources to projects to add in a gender component to existing non gendered work. Projects involved in the GAAP ranged from assets to value chains to technologies, spanned 12 countries in Sub Saharan Africa and South Asia, and were of varying size. In essence, the GAAP leveraged gender mainstreaming with minimum budget commitments, while undertaking strategic gender analysis. The independent evaluation of the GAAP found that it provided a strong case that measurement of sex disaggregated assets forms an important part of evaluation for agriculture projects[138]. The GAAP evaluation did not assess the impact of the projects that were part of the GAAP but did report a strong benefit as increased gender awareness with respect to the design and evaluation of projects.

4.3.3.3 Targeting women with productivity enhancing and labour reducing technologies in rice growing areas

GRiSP emphasizes development outcomes related to improvements in productivity, income and food security (overall - including for women) and gender sub-IDO reduced drudgery through technology adoption. The impact pathways outlined in the gender strategy are through the introduction of labour saving technologies, as well as 'pro-gender' (sic) production and post-harvest techniques, and pro-gender extension services. GRiSP is also promoting technologies and management practices which increase resilience to risk particularly in rainfed, drought and/or flood production areas, which are thought to have potentially greater benefits for women.

Women are directly targeted by GRiSP for seed distribution and for a number of other technologies and management practices. The CSISA phase II Report, covering the period of this evaluation, notes an increase in the numbers of women involved in directly targeted activities (e.g. adoption of direct seeding and mechanized transplanting in rice) from 248 to 3 000 in India, between 2012 and 2015. During the same period, 4 904 women were targeted for seed distribution and child nutrition training in Bangladesh. Women were also involved in extension efforts in Nepal but no data are presented. Set in the wider context of the 2.2 million proposed households that are beneficiaries of CSISA, these numbers suggest small-scale pilot interventions. Meanwhile, STRASA figures for India shared by IRRI office document a significant - and increasing - share of women reached directly by the project, rising from 2 448 out of 18 336 (13 percent) in 2012 to 10 000 out of 18,000 (55 percent) in 2016.[139] In AfricaRice, women have been engaged in the development of post-harvest technologies, e.g. in parboiling.

In terms of benefits to women, there is limited rigorous evidence from the CSISA and STRASA interventions so far. A small-scale experimental GRiSP study in Bangladesh shows significant gains in knowledge of women who were engaged in seed distribution and related training, and suggests also a

[138] Firetail, 2014. Gender, Agriculture and Assets Project: end of project evaluation.

[139] Numbers provided by IRRI.

wider range of self-reported benefits to women such as greater involvement in decision making[140]. Otherwise, anecdotal evidence from field visits and case study reports suggest that these targeted efforts may deliver significant benefits to the women concerned: including increased net incomes (both through reduced outlay and increased yields or from sales e.g. of mat nurseries); as well as reduced drudgery from the introduction of mechanical transplanters and direct seeding of rice. Women group participants reported that additional funds are used for household consumption, children's school costs or savings. Wider benefits were reported as increased mobility, and some changes in household roles and responsibilities to accommodate women's new activities. GRiSP is also investing heavily in scaling up its targeting to women farmers through a range of current and potential future partnerships including the Odisha State government, Indian government extension services and women's federations and NGOs. Discussions with project partners in Eastern India highlighted the widespread existence and women's membership of self-help groups as a key factor supporting outcomes.

Moreover, there are questions about whether the technologies bring benefits to different groups of women, beyond those targeted. A 2015 study suggests that mechanical rice transplanting and Direct Seeded Rice (DSR) reduce employment for poorer women who are wage labourers[141]. Similarly, a study in 2014 (in Bangladesh) reports that the adoption of mechanization though it has benefits for men, does not necessarily reduce women's labour burden[142]. These studies point to potential trade-offs from GRiSP interventions in terms of outcomes for different groups of women that need to be better understood and monitored (e.g. those who are sharecroppers vs. labourers; women in households where men are regularly absent due to migration).

In AfricaRice, GRiSP researchers have systematically assessed gender differentiated outcomes from the promotion of new rice technologies and New Rice for Africa (NERICA) adoption in Benin, West Africa. Recent studies, linked to the expansion of NERICA adoption efforts in 2006-10 (so prior to the evaluation period) use data from 2008-9 to estimate the total factor productivity gains among women and men farmers from NERICA adoption[143]. This provides good evidence of both the potential for both greater overall productivity gains from targeting women farmers and enhanced gender equity. Building on this experience, similar studies would be of considerable value in other geographies.

[140] Amelia Cueno, 2014, The outcomes of ensuring women's access to stress-tolerant variety (STV) seeds and seed preservation training: cases in India and Bangladesh, IRRI, Philippines, published in (Eds.) Sonia Akter and Bill Hardy, 2014, GRiSP Gender Research Network Workshop proceedings.

[141] Thelma Paris, Valerien Pede, Joyce Luis, Raman Sharma, Abha Singh, Jeffrey Stipipular and Donald Villanueva, 2015, Understanding Men's and Women's Access to and Control of Assets and the Implications for Agricultural Development Projects: A Case Study in Rice-Farming Households in Eastern Uttar Pradesh, India, IFPRI discussion paper 01437, Washington, April 2015.

[142] Akter et al 2015, op cit.

[143] E.g. Jourdain Lokoussou, Aminou Arouna, Aliou Diagne, Gauthier Biaou, 2015, Gender differential Impact of NERICA adoption on Total Factor Productivity: evidence from Benin Republic, Conference Paper, International Association of Agricultural Economists, Milan: August; Mahoukede, Kinkingninhoun-Medagbe, Aliou, Diagne, Rita A., Agboh-Noameshie, 2015, Impact of NERICA Adoption on Productivity and Income in Benin: Is There Gender Difference? Conference Paper, International Association of Agricultural Economics, Milan: August. NERICA reputedly has certain traits that respond to gender specific needs, e.g. taller stems to permit work without bending, for women carrying children, broader leaf to reduce weeding need.

4.4 Monitoring and Evaluation of Gender Research and Gender mainstreaming in Research[144]

EQ3C. Is there an efficient system in place for monitoring the status of gender mainstreaming in research at CRP level?
EQ5C. *Is there an adequate monitoring and evaluation framework for assessing whether CGIAR gender research contributes to development outcomes and impact?*

4.4.1 Monitoring of the status of gender mainstreaming

As part of their development of gender strategies, CRPs were asked to develop monitoring and evaluation framework for gender integration. The Evaluation's assessment of gender strategies (see chapter 2 section 2.1.2) has shown that the M&E section was one of the weakest overall across CRPs. Further, interviews for case studies suggest that in some CRPs these high level or incomplete plans, were not translated into concrete plans or actions, beyond the annual reporting required by the Consortium (discussed in chapter 2 section 2.2.2).

Several CRPs have however developed their own systems for monitoring at high level, the extent to which gender is mainstreamed across the project portfolio. Two of the case study CRPs -FTA and PIM - are among these and are fully integrated into wider CRP management information systems[145].

The systems vary in how they are designed and function, whether primarily as a mechanism to support gender integration and monitor the extent to gender mainstreaming across the portfolio, to enable the allocation of the 'earmarked' budgets for gender work, or to enable tracking of now these budgets translate into gender related deliverables and outputs.

FTA's Gender Equality in Research Scale (GEIRS)[146] is both an awareness-raising and a monitoring tool. GEIRS seeks to enable project coordinators to assess if their project is gender specific, gender relevant or not gender relevant. For those who consider their project to be gender specific, the tool helps project staff to identify if the project is potentially transformative; and for those who consider their project to be gender relevant to assess how gender sensitive it was. The tool was initially piloted by 60 research projects and was subsequently refined and streamlined. GEIRs is now mainstreamed in FTA, in that responding to GEIRS questions becomes part of the normal data entry for every project on FTA's database. From 2017 it will be possible to find out, from the FTA project database, what proportion of all FTA projects are gender relevant and of these, what proportion are gender-sensitive and to what extent.

The PIM gender coefficient coding system shown in Table 5 below, assigned coefficients to each activity, which are subsequently applied to the activity budgets to estimate the percentage of the budget spent on gender mainstreaming, i.e. all the activities which have a gender coefficient of less

[144] Section 2.s covers the framework for CRP annual reporting to the Consortium office. This section covers M&E systems at the CRP level.

[145] A4NH has a similar system. GRiSP has also developed a Gender module as part of its management information system (MISTIG). There was not sufficient time during the evaluation period to assess this.

[146] FTA (2016) Guide for applying the Gender Equality in Research Scale - GEIRS, & the 2016 (final) version of the GEIRS questionnaire/survey.

than 1 (activities which have a coefficient of 1 are strategic gender research). The gender coefficient for each activity is an average of those assigned to all the deliverables of the activity. In the progress reports the actual gender focus is reported for each deliverable. This system is currently only applied to W1/2 funding, the smaller component of overall funding to all flagships within PIM.

Table 5: Gender Integration Indicators for PIM

100%	Gender and/or women are the primary focus of the entire research process, from design to analysis.
50%	Gender and/or women are not the primary focus of the research project, but all data are collected on both men and women AND gender analysis is the key component of the majority of the research deliverables.
33%	One of several research questions is focused on gender and/or women and at least one deliverable explicitly analyzes sex disaggregated data.
20%	Sex disaggregated data are collected but deliverables do not include gender analysis.
0%	None of the research questions are focused on gender and/or women AND no sex disaggregated data is collected AND none of the deliverables include gender analysis.

Source: IEA PIM evaluation Table 5, page 55 supplied by PIM Management Unit.

Since these systems are based on *ex ante* self-assessment by project leads, they assume significant capacity of the project staff concerned. They also (potentially) overstate the extent to which gender is mainstreamed in practice. The PIM CRP Evaluation highlighted that the PIM gender coefficients needed to be verified *ex post*, leading PIM to initiate a process in 2016 to remedy this. A Report by the GRC finds that In general, the planned gender coefficients are similar to the reported gender coefficients in these five activities[147]. The GRC's verification report was then discussed at the PIM Management Committee Meeting, which includes flagship leaders and is an opportunity to catalyse a discussion in research team.

These are important innovations to support gender integration that can potentially be more widely adopted, although FTA experience suggests they require a significant investment. Effective functioning of these systems also requires a minimum level of capacity and awareness on gender issues across all scientific staff; and that Gender/MEIA teams are resourced or supported to be able to (initially) support teams assessments, and do at least selective *ex post* verification.

4.4.2 Monitoring, evaluation and impact assessment of the effectiveness of gender research

During the CRP1 period, the overall infrastructure for programmatic M&E was not established in CGIAR, which has inevitably also constrained specific M&E efforts related to gender. The SRF 2010-15 defined system level outcomes, but the IDOs and sub-IDOs and related indicators and targets that now feature in the SRF 2016-30 were only elaborated in 2013-14. Prior to this there had been limited CGIAR investment in programmatic MEL systems and capacities; monitoring and evaluation was - and to some

[147] GRC report on 'Assessment of Gender in PIM Activities - Gender Coefficients Validation 2015.

extent still is - driven by project and thus often donor specific requirements and the extent to which gender-related indicators and targets were defined, where at all, has been overall largely output or immediate outcome focused.

For example, in FTA, most gender specific or mainstreamed projects that could be expected to have outcomes (rather than outputs) by now were designed before thinking about impact pathways became predominant and instead (in some cases only, depending on the donor) projects may be monitoring gender outcomes against logframe indicators. CSISA and STRASA, two major GRiSP projects that predate the CRP considered gender issues at baseline for targeting (at least for CSISA) and have incorporated specific gender-related outputs (and to a more limited extent, outcomes) such as women as targeted recipients of technologies, women's as well as men's adoption of technologies, benefits from this (specifically in terms of income), and changes in women's empowerment status measured through WEAI.

During the 2011-15 CRP1 period, some CRPs have focused on M&E on gender mainstreaming processes, as discussed in 4.4.1 above, rather than outcomes. In FTA, the Gender Integration Team (GIT) has been primarily focused on establishing the GEIRS system outlined above, and as a result, the GIT has not developed a specific gender related M&E strategy, or indicators for assessing programme outcomes or impacts linked to sub-IDOs during this period. Neither the original or revised FTA extension proposals, nor the CRP2 proposal, contain detailed content on M&E specifically related to gender outcomes. In other CRPs, building blocks have been put in place, which will contribute to more systematic programmatic assessment of the outcomes of and impacts of research, including specifically their gender-differentiated impacts, in future. Baseline surveys have been designed and data collected across key intervention sites for some CRPs during the 2012-15 period such that assessment of impacts will likely be possible in the next 2-3 years.

For example, GRiSP (and other CRPs notably CCAFS) has invested significantly in incorporating sex disaggregated data collection into baselines and integrating gender into wider plans for outcome and impact assessment linked to IDOs and sub-IDOs. Since 2014, for example, GRiSP collects sex disaggregated data at household level, via surveys run on a large sample (1 000 households) every three years and a smaller sample every year, in five action sites (Bangladesh, India, Malaysia, Myanmar and Philippines), drawing on CGIAR approved minimum standards. In the original (2014) GRiSP baseline survey design, sex disaggregated data were collected on adoption rates of new varieties and/or resource management technologies, on farmers' income, on the number of manual labour days reduced as well as various aspects of decision making on input use, utilisation or sale of outputs, income and time use. In 2016, elements of the WEAI have been incorporated into the baseline survey questionnaire, which will be reported on annually.

There are specific challenges to M&E and impact assessment efforts on gender - as well as more broadly - including in target setting (see 4.2 above), measurement and attribution. For CRPs focused on technology development and dissemination, 'jointness' in decision-making and activities in production systems, in land tenure or ownership, mean that disaggregating outcomes for technology adoption and its benefits is challenging; and there are further complexities with indirect counting methods for estimating adoption at scale, beyond those directly reached. Projects and CRPs have

tended to assume that 50 percent of beneficiaries of new technology adoption are women[148], in spite of evidence that suggests the benefits are not equally distributed and may, for example, contribute to widening asset gaps. The introduction in 2016 in RICE Monitoring survey, of modules from the WEAI in on e.g. decision making over agricultural production and control over agricultural and wider household incomes - once follow up or end-line survey data is collected and analyzed, provide insights into issues related to decision making. Quantitative WEAI data alone, however, will not illuminate the negotiation processes at household level related to the introduction and adoption of new technology. Furthermore, given that the project outputs do not themselves directly strengthen decision making, it may be challenging to draw any causal relationship between this outcome and RICE interventions.

The CRP2 proposals vary in the extent to which MEL and Impact Assessment plans to integrate gender. Both PIM and GRiSP include gender related indicators in their overall monitoring frameworks[149]. The PIM CRP2 proposal also includes a specific gender monitoring framework, at three levels, i.e. gender integration indicators, gender research outcomes and development outcomes, with details of the frequency of assessment, and those responsible. Gender integration indicators are to be reported by activity leaders and assessed by 'gender support staff' annually via activity reports; research outcomes are also to be tracked via monitoring the use and quality of gender research publications (the Flagship 6 lead and gender support staff). Development outcomes - focused on gender sub-IDOs control over assets and equity in decision making - are to be assessed every three years via a combination of reports from development (boundary) partners and impact assessment in selected cases. What this otherwise comprehensive framework seems to lack is means of monitoring research uptake, as discussed in chapter 3 section 3.3, important for establishing the link between research and development outcomes.

CGIAR has to date placed less focus on assessing the uptake and influence of policy-oriented research, and there are particular challenges and sensitivities around attribution/contribution and the quantification of impacts. Meanwhile, other institutions that conduct policy analysis on agriculture have used or adapted primarily qualitative methods such as participatory impact pathway analysis or rapid outcome mapping to assess how research influences policy outcomes[150].

Since 2015, PIM has developed a template for 'outcome tracking' and one of three notes published so far discusses the WEAI. Experience has been mixed, with little consistency in the levels of evidence provided; nevertheless, some form of ongoing tracking of outcomes is proposed. Similarly, FTA's proposal to use outcome mapping for tracking behaviour change of different actors in CRP2, is potentially highly relevant in terms of understanding changes in relation to gender equity. The FTA GIT has also been developing frameworks for qualitative impact studies/evaluations with a specific focus

[148] This is the case for GRiSP for example, as noted in the STRASA monitoring and results framework and reported in the Annex 2 gender indicators shared with the CO.

[149] The FTA Annex (3.6) on results based management, on the other hand, has no specific content on gender issues while the 'gender annex' (3.4) states that the GIT will work closely with the MEIA team to conduct impact studies on selected projects to i) identify which specific types of interventions support or foster greater gender equality between men and women of different ages and socio-cultural backgrounds in forests and agroforestry landscapes; and ii) to monitor progress and contributions toward gender sub-IDOs 1 and 3. RTB is similarly vague on the actual elements to be measured in relation to gender outcomes.

[150] E.g. ODI has pioneered work on rapid outcome mapping in relation to assessing policy change; IDS has used Participatory Impact Pathway Analysis in the work of the Future Agricultures Consortium.

on gender, which has thus far produced some related briefs and blogs[151]. Otherwise, the Evaluation did not find recent evidence of assessment of impacts of policy research on gender equity[152]. This is a gap which could be usefully, if cautiously, addressed.

The Evaluation found limited evidence to date of impact assessment that looks systematically at gender differences in outcomes from adoption of new rice varieties. Exceptions to this are studies based on data from 2008-9 in Benin, as reported in section 4.3.3. Meanwhile, plans for systematic *ex post* assessment of wider productivity, poverty and income impacts of CGIAR research are still under development, and it is not known to what extent these assessments will integrate gender analysis, or if there are any plans for wider impact assessments specifically looking at gender IDOs or sub-IDOs.

4.5 CRP collaboration, cross fertilization and learning on gender research

EQ5E. To what extent is cross-fertilization and learning on gender research across CRPs taking place?

The last few years have seen increasing cross-fertilization of gender research, particularly via the adoption of new tools and methods and the development of significant cross CRP collaborations on gender research. PIM, A4NH and CCAFS, as global integrated programs, have been the biggest 'drivers' of collaboration, cross-fertilization and learning, alongside the ambitious GENNOVATE project housed in CIMMYT.

Work on gender and value chains has been an important part of wider cross CRP collaboration on value chains[153]. For example, PIM has worked with FTA on gender and tree and forest based value chains, and with RTB to develop the trainers guide on Gender Integrated Participatory Market Chain Approach (PMCA). A4NH has initiated the Gender and Nutrition Information Exchange (GENIE). CCAFS has been proactive in engaging other CRPs as part of its broader cross cutting mandate and this has been effective also on work on **gender issues in climate change and climate smart agriculture**: all case study CRPs cited collaboration with CCAFS.

The Gender Network has also played a key role in information, knowledge sharing and cross fertilization and cross CRPs on gender research through structured discussions, which have identified

[151] For example see http://www.bioversityinternational.org/news/detail/evolution-of-gender-relations-among-nepalese-farmers/ and http://www.bioversityinternational.org/e-library/publications/detail/mixing-methods-for-holistic-project-evaluations-revisiting-nepals-home-garden-project-through-a-qualitative-lens/

[152] The last impact assessment on CGIAR policy research, with a clear gender focus, seems to be from 2005. Strengthening Food Policy Through Gender and Intrahousehold Analysis: Impact Assessment of IFPRI Multicountry Research, by Cecile Jackson (April 2005). A recent review of the impacts of IFPRI research on social protection 2000-2012 does not specifically examine whether or how this work has influenced how gender issues are considered in the design and implementation of social protection programs. Nelson et al, 2015, Ex post Impact Assessment Review of IFPRI's Research Program on Social Protection, Independent Impact Assessment Report no. 40. Other sources suggest that IFPRI research has however had some influence on gender aspects of design of programs in Ethiopia and Mexico.

[153] The Value Chain Knowledge Clearinghouse, an initiative led by PIM includes IFPRI, CIAT, ILRI, IITA, World Agroforestry Center, ICRISAT, Bioversity, CIP and RTB. The purpose of the portal is to provide a comprehensive, easily accessible repository of research methods and best practices surrounding value chain performance that can be used by all CRPs and partners.

themes for collaboration on gender research and, through the creation of more informal spaces, for exchange between individual gender researchers. Longstanding professional relationships have also been important to the establishment of more formal collaborations.

The network's role was particularly significant in initiating and supporting the early design of the GENNOVATE global research initiative on how gender norms and agency influence men, women and youth to adopt innovation in agriculture and natural resource management. As discussed in section 3.1, the GENNOVATE project is addressing a critical evidence gap, of relevance to two of the gender sub-IDOs and to broader system level outcomes. While it is too early to evaluate GENNOVATE, lessons from its implementation can usefully inform learning about future collaboration on gender research and specifically any efforts of the newly constituted Platform to facilitate similar collaborations. Specifically, there have been challenges around resources, in the distribution of case studies between CRPs, and in sharing of data. As highlighted in section 3.1, there are also potential challenges regarding consistency of analysis and data interpretation.

Strategic partnerships and external funding have also played an important role in enabling and supporting collaboration on gender research. On GENNOVATE, the World Bank and BMGF, have been key partners; BMGF also funded the GAAP initiative run out of IFPRI, as well as the analysis phase of GENNOVATE. GENNOVATE has also been supported by Expert advisers from the Bank and academics from Cornell university, who acted as a sounding board during various phases, from the development of the concept note, to the design of the research questions and sampling framework, to the analysis of the information gathered.

Looking forward, an emerging and important new 'space' for learning and cross fertilisation is between gender researchers and other social or biophysical researchers as illustrated by the recent Gender and Economic and Genomics workshops in Washington in September and Nairobi in October 2016. **These are promising areas for building stronger capacity for interdisciplinary work, and may have the potential to build cross CRP collaborations and/or joint research projects.** In addition to joint research, there are some promising initiatives to share and synthesise findings of gender research (for example, writeshops/joint journal issues)[154] that can be built on.

4.6 Key Findings and Conclusions

A key question arising from this chapter, given the heterogeneity in experiences of mainstreaming, both within and across CRPs, is whether a 'blanket' approach to mainstreaming gender makes sense (both across and within CRPs). Related to this is, what balance of strategic gender research, gender mainstreamed research and capacity building, make sense for different CRPs.

Current monitoring systems suggest that the level of gender integration across CRPs varies between 25 and 50 percent of the project portfolio, which have gender significantly or fully mainstreamed. This

[154] PIM and the Journal of Gender, Agriculture and Food Security co-hosted a write-shop. This event resulted in a two-part special issue of the journal focused on gender and policies, markets, and institutions; its first part, released in October 2015, featured the research of write-shop participants from CIAT, CIMMYT, and CIP, reflecting work of RTB. The second part was released in March 2016.

reflects varying levels of investment and capacity over time, but also the different character of CRPs and their projects.

Given resource constraints, for CRPs with a more limited history of social scientific work and internal capacities - seen that resources overall are constrained, it makes sense to focus resources in flagships or projects where gender work can have most leverage in terms of the likely benefits of interventions in alleviating gender constraints. These CRPs can also benefit from using and adapting existing tools and methods developed by other CRPs or partners, with a stronger history of gender work, and where possible, by collaborating with external partners. It is not explicit that this prioritization is systematic in any CRP – although key informant interviews suggest that gender research coordinators in practice focus efforts where colleagues are more receptive and motivated to engage.

This Evaluation finds that there is a clear overall rationale for ensuring sufficient resources are focused on gender-specific research that either feeds into effective mainstreaming or directly contributes to development outcomes. However, both the pathways whereby gender research feeds into mainstreaming (see 4.3.3 above) and mainstreaming contributes to eventual development outcomes need to be more clearly elaborated, and tested for effectiveness, including combination of inputs that is most effective, for example, to achieve widespread changes to practices in data collection methods, and/or the conditions required to achieve meaningful behaviour change.

This requires there to be adequate research budget in a dedicated gender or cross cutting flagship, and/or flexible funds that can be used by different researchers for gender focused research. Nonetheless, reflecting capacities, the share of funds to gender specific (or 'strategic') research may be higher in those CRPs with a long track record, particularly as their work e.g. on tools and methods may contribute more broadly to mainstreaming across the system.

There remains a tendency towards aspirational or mechanistic targets (i.e. 50 percent women), to conflate 'targeting women' with gender mainstreaming, and to treat women as a homogenous category. CRPs need to more rigorously use gender and wider socio-economic analysis to set targets related to gender outcomes, to assess how age and socio-economic class (and potentially other 'intersectionalities') affect outcomes for different groups of women and men, and to assess potential trade-offs between different outcomes, and to elaborate any key risks and assumptions underlying theories of change.

Gender analysis is having growing influence on overall theories of change and impact pathways, in at least some of the second phase CRPs. In spite of improvements, using gender analysis to inform (overall) priority setting and targeting also remains a key challenge across most CRPs, alongside effective monitoring and evaluation of gender-related outcomes. The evaluation suggests that CRPs adopt a more systematic approach to prioritising and designing gender research, building on the good practice of A4NH for example.

A significant body of gender-specific research has contributed to the mainstreaming of gender in wider CRP research (and to some extent externally) through the development and testing of tools and frameworks and associated investments in uptake and or/capacity building. The historically 'leading' centers on gender have played a key role in development of gender tools and frameworks, collaborating on their use and adoption with other CRPs as well as external partners.

Patchy evidence also exists of gender research - both directly and through projects where gender is 'mainstreamed' contributing to immediate outcomes or behaviour changes , e.g. in communities in how women are engaged in processes of resource management, or amongst development practitioners and policy makers in how they think about programme and policy design addressing women's empowerment [155] . Investing more systematically in tracking and assessing CGIAR contribution to these behaviour changes is critical to understanding the impacts of gender research and is a priority. Equally, for gender research, where impact pathways are often through internal processes, it is important to better understand what works in terms of uptake of specific tools and approaches among CGIAR scientists.

There is limited evidence available on gender related impacts and outcomes from CGIAR research, but this situation should begin to change in the starting within the next 2-3 years, when data becomes available from endline or follow up surveys. Nevertheless, there may be some challenges with the quality and consistency of data for impact assessment, in interpreting movements on key indicators, and in the attribution of impacts to CGIAR interventions. Given the likely availability of data in the medium term, some strategic investment of clusters of CRPs, with SPIA, in thematic impact assessments could be of significant value.

The Performance Management System being introduced by CGIAR, and for which there have been pilots in operation since 2015, provides further opportunities to integrate gender systematically into MEL and Impact Assessments systems and to ensure a more results oriented approach to assessment of gender research and gender mainstreaming, based on clear common indicators and defined impact pathways. We return to this issue in the chapter 6, the Overall Conclusions and Recommendations.

The Gender Network has played an important role in enabling knowledge sharing and learning and fostering collaboration across CRPs on gender research. There is significant cross CRP learning and cross-fertilization regarding the adoption of new tools and methods for gender research and, in a few thematic areas, notably value chains and climate change. External partnerships and funding have been key enablers of more formal collaboration, supported by longstanding professional relationships between leading gender researchers and Centers. Preliminary learning from the GENNOVATE project suggests that ensuring consistency in methodologies across programmes and sites, enabling data sharing and joint publications are key aspects of successful collaboration. There is significant potential to strengthen cross CRP collaboration on gender at country level, e.g. through joint work on capacity building of partners in key sites, and on impact assessment.

[155] Other key areas of behaviour change where evidence is less visible but which are in need of investigation are: among plant breeders in how they analyze trait preferences; among national research and extension systems and other extension providers in how they promote and engage farmers in decisions around technology adoption.

5. Gender Capacity and Expertise

5.1 Background and key questions addressed

This chapter addresses the fourth dimension of the Evaluation - Gender Capacity and Expertise, in particular through assessing the institutional framework supporting the implementation of CRP gender strategies, and the current staff capacity and expertise for delivering on mainstreaming gender and on gender research in the CRPs. Capacity is understood here to encompass institutional arrangements and financial capacity and the scientific expertise to carry out gender research.

The main evaluation questions addressed in this section are:

- Are adequate systems in place to support gender research and gender mainstreaming at CRP level?
- How, and to what extent, have gender capacity and expertise been assessed and built at system and CRP levels?

A number of previous reviews (referenced in chapter 2) have highlighted the issue of gender scientific capacity - as well as the institutional capacity for mainstreaming - as a significant concern requiring action at both system and CRP levels. The 2009 Stripe review of Social Sciences in CGIAR emphasized the need for more concerted efforts to mainstream gender analysis in research programmes and for research managers to 'take explicit responsibility for mainstreaming gender equity in research, not just in human resources management'[156]. The 2010 Scoping study made a specific recommendation to CGIAR to 'take system-wide measures to strengthen gender and agriculture capacity and to utilize gender analysis in agriculture research and development'[157].

The 2013 Assessment commissioned by the Fund Council to assess the status of gender mainstreaming concluded that increased effort to enhance capacity and gender expertise was needed for implementing CRP gender strategies. The recent (2016) Synthesis of IEA Evaluations on gender finds, overall 'a mixed picture regarding the achievements of the CRPs in creating an enabling environment for gender research' whether in terms of resourcing, organizational structures, or capacity development.

In addition to the above sources, this chapter draws on internal documentation related to capacity assessment, on budget and expenditure data from CRP the PoWB and Annual Reports, on limited available data on 'gender specialists' from case study CRPs and the gender network, on information gathered in focus group discussions at the gender network meeting, and on key informant interviews including with partners involved in capacity building efforts.

[156] CGIAR Science Council (2009) *Stripe Review of Social Sciences in the CGIAR.* Rome, Italy: Science Council Secretariat. http://www.sciencecouncil.cgiar.org/fileadmin/user_upload/sciencecouncil/SC_12_Meeting/SocialScienceStripeReviewAugust2009Submitted.pdf page 60.

[157] *International Center for Research on Women (2010). Gender Scoping Study for CGIAR.*

5.2 Institutional Capacity for Gender Research

This section addresses the following evaluation sub-questions:

EQ6A: Are institutional arrangements and resources at system (e.g. SGA; Gender and Agriculture Research Network) and at CRP level adequate to support effective integration of gender in research?
EQ6B: Are adequate financial resources available to implement CRPs gender strategies?
EQ6C: Do CGIAR management systems (especially at CRP level) support capacity building in gender equality

5.2.1 Institutional arrangements to support gender research

System level capacity

ISPC

The ISPC plays an important role in CGIAR as a bridge of independent experts between funders and CGIAR researchers, advising on the quality of research, the relevance of research and in essence keeping CGIAR at the research frontier. The ISPC has provided guidance to CRPs on the requirements in terms of integrating gender into CRP proposals and feedback based on subsequent review. In reviewing submissions, as for other areas of expertise, the ISPC draws primarily on external expert reviewers to provide detailed feedback on how effectively gender has been integrated into research proposals and plans, subsequently shared back with CRPs by ISPC[158]. These comments are then integrated into wider feedback from ISPC to CRPs on their proposals. This important role has sat alongside that of the Senior Gender Advisor (see below), who has provided guidance more specifically on the CRP gender strategies. The ISPC has also had a critical role in reviewing proposals for the 'standalone' gender platform.

The extent of the guidance and feedback offered has evolved considerably during the period. Documented criteria for assessment of the CRP1 proposals in terms of gender was limited to 'the adequacy of gender analysis and plan' and 'an approach to gender research and capacity development that is appropriate and sufficiently well thought through to be effective'. CRP specific feedback was supplemented by a cross CRP review, commissioned by ISPC in 2011[159]. The guidance for the second call was more extensive, requiring a fully elaborated gender strategy and a 2-page summary covering priority setting, the approach to operationalizing gender including M&E and sex disaggregated targets for the beneficiary population[160].

Given its broader advisory role, the ISPC has been and remains uniquely positioned to advise not only on the specific strategies and plans on gender but also, critically, on the extent to which these are integral to wider CRP plans, alongside other priorities. Although the Evaluation team did not have

[158] 2010, Common Criteria for CRP Research Proposal Design and Assessment.

[159] ISPC, Synthesis of a Cross-CRP assessment of gender analysis and research in CRP proposals. Note prepared for Fund Council, November 2011.

[160] ISPC, 2017-2022 CGIAR Research Program Portfolio (CRP 2) Final Guidance for Proposals, p 25.

access to the gender reviewer comments[161], there is a concern as to whether the ISPC's primary reliance on contracted external gender expertise provides adequate consistency and continuity in the feedback to CRPs on their approach to gender issues in research, in line with the guidance provided[162]. A related question is whether ISPC guidance and TORs to reviewers provided sufficient clarity on expectations on gender issues in terms of 'quality of research' and inclusion.

Senior Gender Advisor and Gender Network

The Consortium Level Gender Strategy discussed in chapter 2 mandated the hiring of a Senior Gender Adviser by the Consortium office, to support gender mainstreaming in the CRPs. The TOR for the SGA included providing clear guidance on accountability mechanisms for the development of CRP Gender Strategies (GSs). The SGA was also responsible for reviewing result indicators for gender research identified in the CRP GSs and ensuring consistency with the CGIAR System-level M&E. In late 2011, a senior gender adviser was appointed for the Consortium Office on a consultancy basis, and thus not actually based in the Consortium Office in Montpelier[163].

Key informants mainly felt that there needed to be a dedicated person on the management team at the system level, and preferably a dedicated team. Whilst all appreciated the contributions of the SGA, respondents commented on the limitations of her role, and its scope for influence. One interview respondent put it: '*The SGA worked miracles, but …with the right set up, the potential was greater*'. The perception of the SGA having an accountability function (responsible for supporting Consortium Office reporting function to the CB/FC) as well as advisory role, according to some, undermined the effectiveness of the role. Meanwhile, no specific resources were identified to address the Gender and Diversity at the workplace component, because the Consortium Board had decided that this was not a priority.

The Consortium Level Gender Strategy (CLGS) also set out the terms of reference for a CGIAR community of practice (CoP) on Gender (later the Gender Network), which was established in 2012, and has been coordinated by CIAT, under the oversight of the SGA. Each CRP was asked to identify their key interlocutor, and these Gender Research Coordinators (GRCs) constitute the backbone of the Network. Elements of the TORs for the gender network[164] were drawn from those earlier proposed for a high-level Global Gender Platform, whereas the membership of the gender network as constituted included many junior staff with little influence or control over work priorities (see section below).

Key informants to this evaluation commented positively on the Gender Network's contribution to increasing the number of gender experts in the system outside of IFPRI, as a mechanism for sharing research and a venue for researchers to work together across CRP. Comments also underlined, however, that a CoP does not necessarily result in capacity building without an effective strategy to do so. Overall, however, this evaluation finds that the Gender Network has been an important vehicle

[161] This Evaluation requested access to this written material from ISPC. However, it was not possible for this to be shared due to contractual anonymity issues.

[162] The ISPC Briefing Note to a meeting in Paris, 29 September 2015 reflects a clear understanding of gender as a quality of research as well as inclusion issue and from this perspective suggests that CRPs have significant work to do, to adequately reflect gender in their selection of priorities and theories of change. Meanwhile, the ISPC Portfolio-level Commentary on CRP-II Full Proposals 2017-2022 (June 2016) simply noted that *'despite the heterogeneity of quality… each CRP that was reviewed has completed at least the minimum of considering gender and youth in their proposals'*

[163] This may be because the then CEO had no mandate to expand the staffing of the Consortium Office at that point.

[164] Appendix 2 to the Consortium Level Gender Strategy.

for mutual support and exchange as well as fostering cross collaboration and learning (see section 4.5 above).

Collaborative Platform for Gender Research

The arrangements to support gender mainstreaming at system level have evolved and as at January 2017 a new Collaborative Platform for Gender Research has been launched, superseding the SGA and network arrangements established in 2012. Box 8 below provides an overview of the status and objectives of this Platform.

Box 8: The CGIAR Collaborative Platform for Gender Research[165]

Establishment and status

- The **CGIAR Collaborative Platform for Gender Research**, to be launched in January 2017 is now established within flagship 6 of PIM.
- The Coordination of the Platform has been contracted out to KIT Gender, who will manage the full annual allocation in W1/2 funds provisionally assigned by PIM to the platform.
- The W1/W2 funding will cover the (part-time) Coordinator, a program manager, administrative support and reporting, communications, and the costs of convening two face-to-face meetings of CGIAR gender researchers per year.
- PIM is establishing a small advisory group to work with KIT Gender, to include representatives from within CGIAR and external partners and will canvass CGIAR stakeholders to assess performance assessment of the platform.
- Responsibility for gender research remains with the CRPs, and the Platform is tasked with coordination and facilitation of collaboration.

Objectives:

- Increase the visibility of gender research within CGIAR, and raise appreciation for how understanding of gender increases the impact of AR4D.
- Assess priorities for gender research across CGIAR, identify the extent to which such priorities are being addressed, and identify gaps.
- Support knowledge-sharing to promote joint approaches and methods for integration of gender into technical research areas, and scaling out gender-responsive or transformative innovations.
- Foster adherence to minimum standards for sex disaggregated data collection, including access to and exchange of expertise and materials across programs.
- Establish common approaches to gender-responsive monitoring, evaluation and learning and measurement of gender dimensions of development outcomes.
- Foster and catalyse strategic partnerships on gender and capacity strengthening within and outside CGIAR to enhance the impact of AR4D.

Planned activities:

- An assessment of ongoing gender research across CRPs and of the tools, approaches, and strategies being employed.
- Communication and knowledge management efforts to recognize, synthesize and share innovative gender work across CGIAR
- Co-developing research tools for conducting studies within priority research areas (when it cannot be done within a CRP).
- Sharing of new tools and supporting training on their use to stimulate a body of high-quality research.
- Development of methods for gender-focused project and program design, monitoring, learning, and evaluation within CGIAR.

[165] Drawn from presentation given at the Cali gender network meeting, November 2016, and interview responses.

This new arrangement carries some serious risks. First, on staffing, the Platform Coordinator is designated as part time with some support staff, although the scope of the Platform objectives are taken directly from an earlier proposal that had a much higher level of staffing and resourcing. Second, on funding, the mainstreaming of gender in CGIAR will require continued additional fund-raising at the system level and by the CRPs. Whilst small amounts of funding have already been pledged by donors, if these and other funds are not realised the effectiveness of the platform will be undermined. Third, by sub-contracting out the platform to an external body there is a risk that the Platform could be seen as lacking authority by the CRPs, particularly since it will not have a 'voice' at system level and that the work of the platform could become 'siloed' (particularly given its location in PIM). There may also be a risk that external donors are reluctant to fund CGIAR gender research coordinated by another institution. This underlines the importance of the proposed advisory body to the Platform having strong representation from across the Centers/CRPs and including the agri-food systems CRPs or lead Centers. Fourth, there is a risk of the Gender Network losing momentum as the springboard for CGIAR collaborative work; [166] to date CIAT has been hosting the network, which has been effectively facilitated by the (outgoing) SGA.

Providing some of these challenges can be overcome, there is however considerable potential for the Platform to raise the profile of CGIAR gender research. KIT, PIM and its host Center IFPRI, all have strong and respected gender expertise, links to other strategic partners and funders, and established working relationships with both gender researchers and wider teams in other CRPs. KIT Gender has already been working to support gender mainstreaming and gender research with several of the CRPs (WHEAT MAIZE and L&F) and has relations of trust with these programmes. Through her current role as the L&F Gender Research Coordinator, the new Platform Coordinator has been an active member of the Gender Network and brings an understanding of how this has evolved, and can continue, even as it evolves, to contribute to strengthening the gender work of the system. The management of the Platform by an outside organization may also bring in new perspectives, and perhaps diffuse the sense - felt by some - of PIM/IFPRI being dominant in the gender research of CGIAR. It is also an opportune good moment, as the system is developing a new performance management system to ensure that gender issues are fully integrated into these systems and to establish clear parameters and standards for assessing gender work at system level.

CRP Level Capacity

GRC role

As per the CLGS, all CRPs have designated a Gender Research Coordinator (or equivalent) to lead the efforts in mainstreaming gender - and often also to lead gender research in the CRP. This is usually, but not always, a senior scientist managing a cluster of gender activities, situated within a wider Flagship -often a cross cutting or 'global' Flagship. In several cases, GRCs are external to CGIAR - i.e. they are affiliated to another institution but fulfilling this role for a CRP alongside their wider work (as in the case of PIM) or effectively 'seconded' to the CRP (as in the case of L&F). Around one third of GRCs are part-time, with one shared between two CRPs.

[166] The presentation of the Platform objectives and activities during the recent Cali meting made no direct reference to the network as its main interlocutor.

The Evaluation finds that the GRC role has been critical to ensuring gender mainstreaming in the CRPs. However, the demands of this 'dual' role (leading on mainstreaming and on gender-specific research), has been challenging for many. While often not formally defined with clear ToRs[167], GRCs appear to have fairly consistent but extremely broad responsibilities (see Box 9 below) such that they are juggling competing demands often at the expense of being able to carry out their own, or lead, strategic research. This then leads to significant concerns that they will fall behind in publications. The biggest perceived constraint to GRC's work is staff resources and capacity, both their own time and lack of additional gender capacity, and weak gender capacity in the wider CRP flagships (see section 5.2 below for further discussion).

Box 9: Key responsibilities of GRCs across CRPs[168]

Main responsibilities identified by respondents (*by all internal GRCs and 75% of external GRCs*):

- Advising others on mainstreaming gender in their research and programs
- Capacity building of colleagues on gender issues in research
- Publishing and disseminating gender research
- Monitoring and reporting on the outcomes of gender research

Followed by:

- Designing gender research (by 87.5% of internal GRCs and 75% of external GRCs)
- Mobilizing resources for gender research (by 87.5% of internal GRCs and 50% of external GRCs)
- Developing partnerships for gender research *(by 87.5%* of *internal GRCs and 50% of external GRCs*)
- Implementing gender research (by 87.5% of internal GRCs and 50% of external GRCs)
- Capacity building of partners on gender issues in research *(by 87.5%* of *internal GRCs and 50% of external GRCs*)
- Developing partnerships to ensure women as well as men benefit from CGIAR research *(by 87.5%* of *internal GRCs and 25% of external GRCs*)

Source: GRC survey (see Annex D for more information)

These tensions are also in evidence for other gender researchers, not just GRCs. Opportunities to focus on research are particularly important for junior gender scientists who need to build up their scientific profile. Moreover, although strategic research and integration form a continuum in the research agenda, the strategy is different and they require a different set of skills.

The GRC role is primarily reactive to wider programme needs and requires significant negotiation, influencing and technical skills. Recent shifts towards housing more gender budgets in flagships and embedding gender in cross cutting activities has reinforced the sense for some of a lack of control over budgets and decisions, whilst they are held accountable for progress on mainstreaming.

In the majority of CRPs the GRC is part of the Management Committee of the CRP, which is critical for effective mainstreaming, although the GRCs' degree of influence on priorities and decisions seems varied. It is not clear, for example, whether in all cases GRCs review (and sign off?) all flagship proposals for activities in terms of their gender content. In RTB, the GRC and gender team do look at gender research proposals. In GRiSP, such a system was not evidently in place, but this may be because there had been a gap in the GRC role for some time. In PIM even though the GRC is an external consultant,

[167] Only 58% of GRCs have formalized Terms of Reference for their role.

[168] Source: from GRC survey data. 12 out of 13 total GRCs responded.

she sits on the CRP Management Committee and provides the strategic leadership for gender research, including integration, while staff and budgets are managed by participating Centers.

Some CRPs have experienced significant problems in recruiting and/or retaining GRCs since 2013 (e.g. GRiSP, L&F, RTB) and this has inevitably impacted on their progress in gender mainstreaming. Workload, and the lack of scope for carrying out gender research are factors in GRC decisions to move on.

Gender focal points, units and teams

Most CRPs have developed some form of gender team, but how it is structured and how cohesive vary across CRPs. Clear leadership, linked into CRP Management, a critical mass of senior gender capacity, and identified mechanisms and incentives for collaboration both between gender staff across Centers and between the gender team, and flagships, are a critical set of ingredients, alongside adequate financial resources (discussed in the next section). The Gender Network recognizes the diversity of approaches but notes that 'successful integration of gender cannot take place without clear leadership and well identified roles and responsibilities to ensure that gender research will indeed be resourced and executed as planned in grant proposals'[169].

The IEA Synthesis found that some CRPs appointed gender focal points for each participating center, identifying GRiSP, RTB and FTA. RTB also has gender focal points in its participating Centers. The extent to which these focal points collaborate and interact is varied. In GRiSP, for example, there appears to have been very limited regular interaction between the gender leads in CIAT, AfricaRice and IRRI/while in FTA they have become a closely integrated team (see below). In RTB, the GRC has monthly calls with focal points.

WHEAT and MAIZE created a gender unit coordinated by the Strategic Leader for Gender research and Mainstreaming, reporting to the Director of CIMMYT's Socioeconomic Program. FTA was successful in bringing its focal points together in a gender team, with rotating responsibility for the GRC function, which both the FTA evaluation and this evaluation found to be effective. Similarly, L&F has had a Gender Team with a staff capacity of 5.5 FTE gender specialists working in different flagships, led by a senior gender specialist. As reported by the Gender Network, Drylands Systems set up a gender working group, consisting of eight people to coordinate research on gender and youth[170]. The Gender Network also highlights the A4NH Gender, Equity and Empowerment Unit as an example of good practice.

5.2.2 Financial resources for gender research

As reported in chapter 2 (section 2.2.1) one of the key system level decisions taken to support gender mainstreaming was the requirement to allocate a certain percentage of resources to gender research/gender mainstreaming. To further support the implementation of 'budget targets' for gender

[169] https://gender.cgiar.org/ensure-mandate-leadership-gender-research-across-projects/accessed Dec 3rd 2016.

[170] CGIAR Gender Network website. https://gender.cgiar.org/gender-working-group-of-dryland-systems/ accessed 29 November 2016

research, guidance was developed in 2014 and revised in 2015 to support CRPs in allocating funds for gender work[171].

Cross CRP data from the 2013 Assessment used programmes of work and budgets data to compare the budget allocations to gender research, which showed that from an average of 1-2 percent of CRPs funds explicitly allocated to gender work in 2012, the average in 2013 had risen to around 5 percent, with a wide range between 1 and 20 percent[172]. The 2013 Assessment also found that around 70 percent of these funds were allocated against 'mainstreaming' of gender, with the remaining 30 percent allocated to a mixture of gender specific research, capacity building and partnerships[173].

The 2016 IEA Synthesis of CRP Evaluations found a lack of consistent evidence as to whether CRPs had met the 10 percent target for budget allocations[174]. This evaluation finds that, while in 2013 only two CRPs met the required expenditure, by 2015, the majority of CRPs had done so and some have significantly exceeded this required level (e.g. PIM and HT at around 30 percent of expenditure)[175]. All CRPs - except RTB, which was hovering just above 10 percent in 2013 - started below 10 percent. In 2015, however, RTB, Dryland Systems, Dryland Cereals, and Grain Legumes still fell under the 10 percent requirement[176]. The chart also shows that in a large number of CRPs the share of CRP expenditure on gender rose initially from 2013 to 2014, and then declined in 2015, presumably due to the reduction in overall W1/W2 allocations and uncertainty over budgets, as was the case for FTA and RTB for example.

[171] CGIAR Gender Network: Definition of Gender Research for budgeting purposes. 2015.

[172] Table 2 on page 16 of the 2013 assessment.

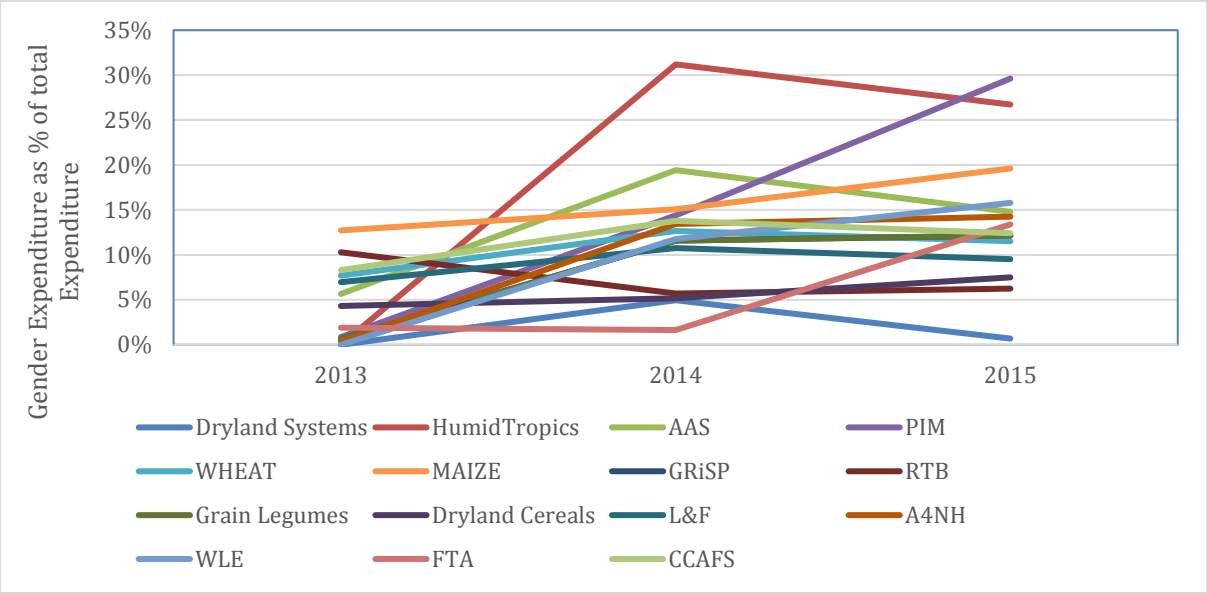
[173] Unfortunately it has not been possible to make an accurate, updated assessment of the current share of gender funds going to gender research vs gender mainstreaming and how this varies across CRPs.

[174] IEA Synthesis of CRP Evaluations, Section 7.3.

[175]Based on expenditure data from 2013-15. Because gender budgeting guidance is generic, and interpreted differently and inconsistently across CRPs, expenditure, budget and expenditure data is not easily comparable across CRPs. However, it can be helpful in comparing trends for specific CRPs.

[176] The RTB case study for this evaluation suggests that RTB expenditure was below the minimum because budget for gender under legacy projects was not spent on gender work and lack of senior capacity mean difficulties in raising funds.

Figure 6: CRP gender expenditure as a share of total Expenditure[177]



Taking the 10 percent target as a benchmark, financial resources for gender work are sufficient, in the majority of CRPs, but not all. Meanwhile, key informant views vary as to whether the resources allocated for gender work are 'sufficient.' Gender researchers express concerns that the resource allocation on paper overestimates the actual resources spent on gender work and, also, that the bulk of W1/W2 resources are spent in basic 'mainstreaming' rather than gender specific or strategic work. Another concern highlighted is the unpredictability of gender resources in CRPs (compared to more reliable funding streams for Centers), due to uncertainties of W1/W2 funding.

There are also significant practical challenges in allocating gender budgets in meaningful ways that link to actual outputs. The existing budgetary guidance is basic and insufficiently developed for this purpose. A number of CRPs have developed project marker systems across their portfolio to flag the degree of 'gender relevance' of different projects (as reported in more detail in chapter 4) which in some cases are also designed to track from budget allocations, to outputs. There is now sufficient learning from these systems to review their functionality and in light of lessons learned, to revise existing guidance for budget allocation to gender research.

5.2.3 Management systems for building gender equality capacity

Commitment and support of CRP leaders to gender mainstreaming is consistently reported by key informants as a key factor in enabling gender mainstreaming. GRCs -overall - report high level of management support for and valuing of their work. This is also supported by data from the 2015 CGIAR Gender Analysis and Research Assessment[178]. In the leadership modules, the highest average score related to the question on management establishing an official mandate, which includes gender

[177] Compiled from CRP Annual Report data.

[178] CGIAR Gender Analysis and Research Assessment, 2015, Robert Talmage, TRG Inc.

analysis as part of the CRP's vision and strategy. Similarly, with the management systems module, CRP management putting policies in place that require gender analysis scored highest.

While CRP leadership has largely succeeded in establishing a mandate for gender, confirmed with documented policies, CRP management is both less accountable in ensuring gender capacity exists and in holding staff accountable to deliver on gender integration in research. Accountability of leaders for ensuring their staff had the appropriate level of gender competency had the lowest score in the leadership modules, and evaluation of staff for support to gender integration in research scored the lowest mean in the management systems module.

This highlights an area where management systems are not evidently supporting gender equality capacity: i.e. in recruitment and performance management and development. This is largely beyond the control of CRPs, however, as recruitment rests largely with the Centers, there is an absence of documented practice on how gender capacities are assessed in recruitment, how performance on gender is managed and how this relates to prospects for promotion for example, both for gender specialist researchers and wider scientific or managerial staff.

Survey data from 12 GRCs gathered for this evaluation, suggest that their involvement in the hiring of gender staff and the extent to which they are asked to participate in recruitment panels is limited to moderate[179]. According to the GRCs, also, the guidance given to managers on evaluating gender expertise in recruitment is limited. In contrast, a positive example comes from IFPRI's Gender Task Force which helped HR and recruiting managers to add gender expertise to job descriptions. This has helped PIM to recruit staff with gender expertise, even for projects that are not listed as 'gender specialist' positions. Because hiring is decentralized to Center divisions, it is possible for the GRC not to participate in the hiring process, but still have gender embedded in job descriptions[180].

Since Centers recruit staff, Center Boards have an important role to play in also need to play a role here. In RTB, for example, the ToR for the Advisory Committee require there to be significant capacity in gender. Interviews with other CRP Advisory Committee members indicated a concern also to monitor action on gender capacity.

In principle, Gender Teams are integrated into CRP management teams via GRC and/or focal point representation though perceptions vary as to their influence. Some key informants question whether this is fully effective, mentioning the lack of gender team involvement in setting overall priorities; and in budget decisions, alongside the fact that their voices lack influence in the wider management team. More generally, however, GRC's themselves report that their views are generally listened to and received positively.

In many CRPs the majority of resources earmarked for gender work are not directly managed by, or under the control of, gender coordinators or researchers. Gender budgets are often primarily located in flagships with relatively small residual sums in 'cross cutting' flagships for gender specific research. The intention here is clearly for gender resources to act as an incentive for mainstreaming and to give Flagship and project leads ownership over this process. To be effective, however, such an approach

[179] Recruitment of gender expertise is done by the Centers, and not by the CRPs therefore GRCs in their comments specified that their answer referred to the level of involvement in their respective Center.

[180] Example supplied by IFPRI.

requires that there is adequate dialogue and consultation around the best use of these resources, with management requirements or incentives for flagship staff engage with gender teams. However, where gender staff have very limited direct budgetary control of any significant resources, this can limit their capacity to 'initiate' and negotiate, further compounded by their often (relatively) junior status, certainly compared to flagship or project leads. Discussions with gender researchers suggest that the optimal arrangement is for there to be well resourced strategic gender work in a cross cutting flagship combined with resources allocated to flagships for mainstreaming.

Effective integration also requires management mechanisms or incentives to encourage non-gender specialist staff to engage with gender teams. Again, experiences vary - with some positive collaboration experiences reported particularly between younger researchers across disciplines - and gender researchers in some CRPs reporting that '*the non gender specialists are very motivated to conduct gender work - to be part of the gender team'*. In other cases, teams remain very 'siloed'. Small funds managed by gender teams have been effective mechanisms in some CRPs for incentivising collaboration with non-specialists, on gender specific research. Other mechanisms are platforms or spaces for reflection/awareness creation; targeted capacity development; and management that fosters interdisciplinary work, including through assessing this in performance management.

5.3 Gender Capacity and expertise

This section addresses the following Evaluation sub-questions:

EQ7A: Have CRPs assessed their capacity for high quality gender research across different areas and disciplines, and to what extent have the results of these assessments led to a targeted capacity building or training plan?
EQ7B : Are CRPs staffed with strong gender expertise? How is this located across disciplines, and professional grades? How is it distributed between men and women?[181]
EQ 7C: Have appropriate partnerships been developed with institutions/networks specializing in gender to supplement any lack of internal expertise?

Analysis of gender scientific expertise for this evaluation has met with a number of challenges. There is no widely shared definition of a 'gender scientist' and no comparable, centralised information on their representation across the system. Assessing how much 'non-specialist' (i.e. other social scientist or scientist) capacity is used for gender work is equally challenging. Many scientists may have gender expertise but may not have been hired as gender experts/scientists, which means that their gender expertise is not apparent in their job title.

[181] This question links with EQ 9 and 15 under the Gender at Work dimension.

5.3.1 CRP Assessments of staff capacity and design of training programmes

Capacity Assessments

The CLGS required CRPs to carry out their own assessments of capacities for gender mainstreaming and develop capacity building or training plans related to these. In order to assess capacity for gender research there must be a common understanding of what constitutes gender expertise. **Evidence from a survey of GRCs, and other key informants, suggests that a common understanding of gender expertise is lacking.** The SGA and gender network recently developed a gender competency framework relevant to different roles and disseminated this through the network. This has informed the work on MAIZE/WHEAT gender audits but does not yet seem to otherwise be widely known or used.

The 2014 system level assessment of gender in CGIAR[182], which included a module on capacity and technical expertise, found that skills in gender integration even among gender experts had some gaps, particularly in relation to monitoring, evaluation and impact assessment. This may be a reflection of the fact that many gender staff are young researchers and of broader weaknesses in M&E capacity. Overall, the Assessment concluded that

> 'CGIAR Gender training needs …to graduate from a generalist approach that aims to provide participants with basic gender analysis techniques to a targeted approach that delivers knowledge relevant for role-specific gender research competencies.' [183]

Three out of four case study CRPs conducted for this evaluation report having both systematically assessed their gender capacity and developed initiatives to address gap. The gender team in RTB conducted a gender training needs assessment [184], which revealed that almost 60 percent of respondents rated their gender knowledge as medium, with men more likely than women to consider themselves highly skilled with respect to gender research. However, nearly half the sample reported not understanding the concept of sex disaggregated data, and less than 10 percent had used gender analysis tools or checklists.[185]. Using the results of the survey a gender training program was designed and delivered in three countries in three different continents. By the end of 2015 FTA had organized training programs reaching more than 200 scientists and partners in headquarters and in the field, and a gender research fellowship programme had been instituted involving five fellows[186]. IFPRI has a longstanding gender taskforce, chaired by one of their senior gender researchers, which provides assistance to staff who want to integrate a gender perspective in their research and organizes methods seminars, which serves both PIM and A4NH IFPRI based staff, and draws on what is delivered at system level and other topics.

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[182] CGIAR Gender Analysis and Research Assessment, 2015, Roberta Talmage, TRG Inc.

[183] ibid Page 13. The CGIAR Assessment has been used to design a new training initiative called 'Training for Change' which will be piloted in February 2017.

[184] A survey was used to assess needs and answered by 62 RTB staff. The subsequent training sessions covered 66 RTB staff and 15 partner staff, suggesting their were some non-responders to the survey.

[185] Introduction to Gender Workshop 2013 Training Needs Assessment. An ICRAF staff survey revealed similar issues, with 29% of staff understanding gender related concepts, but unable to apply them to their work - sex disaggregated data and gender budgeting being the most problematic. Despite a quarter of the respondents having attended a gender training four fifths still considered they would benefit from further gender training. FTA case study.

[186] FTA 2015 Annual report Annex 2.

In response to a priority recommendation of a need to raise gender awareness and capacity, WHEAT and MAIZE commissioned KIT to undertake extensive gender audits in 2013, using surveys, key informant interviews, and focus groups, in CIMMYT HQ and field offices and with CGIAR partner centers. External expertise (via KIT initially and later Cultural Practice) was contracted to develop a Gender Competency Framework, a related modular training program and a learning accountability system. A roll out plan has been drafted for 2016-2018, with budget allocated, and a target of reaching 75 percent of scientists and support staff within 3 years. The capacity building plan also includes an accountability system.

Current approaches to and partnerships for training and capacity building

Training and capacity building on gender are patchy, somewhat *ad hoc*, using different approaches, involving both external partners, CRP gender teams and targeted support from CRPs that already have bodies of expertise in specific areas. The Senior Gender Advisor /Gender network has played an important role in enabling cross CRP support.

To date, system level efforts to develop gender capacity in core gender skills and in integrating gender into core CGIAR disciplines include training and guidelines with respect to sex disaggregated data collection and analysis, and gender analysis for social scientists and gender integration into genetic breeding. PIM has been responsible for several such trainings on gender data and methods. The most recent course, targeted to economists and other social scientists, focused on the latest advances in knowledge on how to incorporate gender into research design, data collection and analysis in quantitative research studies. These efforts are not designed on the basis of competency assessments, but do respond to clear priorities for the system as a whole in terms of raising standards in gender research, and to demand as expressed through the gender network. Informants suggest there is insufficient resourcing of follow up to these efforts, which may require ongoing coaching, mentoring of responsive advisory capacity.

A partnership between L&F and KIT started in 2014, to build institutional capacity on gender, because the gender work of the L&F CRP was lagging behind and the programme had difficulty recruiting senior gender expertise. Led by a gender specialist, KIT coordinates the gender research of the CRP and supports gender integration in technical flagship research by coaching interdisciplinary teams on integrating gender into their projects. According to KIT, one outcome of the coaching has been the development of a common language between motivated gender and non-gender researchers.

According to the 2016 IEA Evaluation of the *CGIAR Research Program on Livestock and Fish*[187], KIT's recruitment as an implementing partner to run a coaching and mentoring program 'had two positive effects: capacity building was put onto a more systematic footing, and CGIAR gender scientists had more time for analysis of data backlogs. A comment from the researcher survey also noted that: 'the contact and work with the KIT Gender team has been a fantastic input to lift the gender work'.' The Evaluation also noted that, as a result, the delivery of gender research outputs, which was initially disappointing, had substantially improved. According to KIT, factors which supported the success of their intervention included strong support from the CRP Director and the flexibility on both sides to adjust to emerging needs and priorities. A downside of this is the difficulty in defining the 'end point'

[187] CGIAR-IEA (2016), Evaluation of CGIAR Research Program on Livestock and Fish (L&F). Rome, Italy: Independent Evaluation Arrangement (IEA) of the CGIAR http://iea.cgiar.org/

of the coaching: it depends on the researchers and on the research questions they focus on. This initiative was not built on a specific capacity assessment.

In other CRP-led capacity building efforts (e.g. RTB, FTA) training on gender has been delivered to wider scientific staff using either Gender Teams to deliver this, or contracted through external providers (e.g. RTB through the GREAT initiative). Information available suggests that either no systematic follow up has happened, to establish whether the training was effective in increasing staff capacity in gender research or it is too early to make this assessment.

The main system level partnership on capacity building is the multi-year collaboration of the Consortium Office with Pennsylvania State University Gender Research and Integrated Training (GRIT), which provides advanced research support to Gender Post-doctoral Fellows recruited under the CGIAR Gender Plan of Action. The objectives of GRIT are to strengthen research capacity on gender, enhance the quality of gender research in CGIAR, provide strategies for interdisciplinary collaboration, and increase publication in high quality journals.

GRIT is a highly structured programme to develop new gender capacity that builds on the post-doctoral fellow initiative. The 16 participants participated in a first round of intensive training in 2016 and will benefit from a second round of training in the summer of 2017, with mentoring support also provided. Despite the variation in terms of background and level of experience of participants, the training seems to have been well received and has had the added benefit of fostering links between a group of young researchers working on gender who have been exchanging ideas since the first workshop. Further, several of the gender post-doctoral fellows have a natural sciences background and several are male, breaking with the stereotype of social science, female gender researchers.

However, there are some significant risks. The unique nature of the CGIAR field postings, and cultural situations it works in, may make mentoring challenging for external resource persons who have not lived in those situations. Participating CRPs have nominally committed to looking for staff positions for PDFs, once their Fellowships are completed, given recent budget reductions, including for gender, there is a concern that staff positions may not be available at the end of their Post-doctoral Fellow periods. **Not being able to retain this group of researchers when the system has invested heavily in their gender capacity would be a major missed opportunity to strengthen capacity.**

5.3.2 Staff capacity on gender

The 2013 Assessment of the Status of Mainstreaming compiled estimates of FTEs of gender specialist staff across all the CRP, based on information and knowledge of Gender Research Coordinators. These estimates covered four main categories: senior gender specialists, post-doctoral gender researchers, social scientists working on gender research and gender specialist consultants. The Assessment found that *' the overall picture of staff capacity in the CRPs for gender research is uneven: three CRPs draw on their Lead Center's large pool of in-house social science capacity; the rest rely on a very small number of specialists for coordination of gender mainstreaming, several of whom are stretched thin working across more than one CRP and have other non-gender research responsibilities, such as M&E.'*

Numbers varied very significantly between the different categories, across CRPs, likely in part due to different ways of categorizing staff. In 2013, A4NH was an outliner having 12 FTE specialist gender researchers; all other CRPs had between 0 and 3. PIM and FTA were exceptional in having a very large pool of 'other' social scientists working on gender.

This Evaluation estimates the overall share of researchers who are gender experts at between 6 and 10 percent of the total CGIAR scientific staff[188]. Given data limitations, it is extremely difficult to assess, overall, whether the quantity of gender expertise in CRPs has increased, decreased or remained stable since 2013.

Looking at capacity trends the case study CRPs, those CRPs that particularly lacked gender expertise at the start of the evaluation period have now increased their staffing capacity, whilst those that have a stronger level of gender capacity have maintained this. In FTA and GRiSP, there has been no significant expansion in the quantity of gender expertise since 2013 remaining at roughly 32 and 10 FTE respectively. By contrast, in RTB an expansion in capacity is reported, from a very low base in 2013, with an ongoing lack of senior expertise noted. Beyond the case studies, MAIZE and WHEAT also report they had increased their staffing capacity, moving from no dedicated staff to a global gender team of four PhD and four Masters qualified staff by 2016, with further recruitment foreseen.[189]

Figure 7 below gives an overview of the composition of the Network by Center[190]. The highest number of members, 35, originate from IFPRI, unsurprising given the track record of gender research within IFPRI, and subsequently in PIM and A4NH. More surprisingly the originating Centers for FTA, CIFOR and ICRAF, with a history of gender researchers constitute just 10 members. In RTB, while CIAT has struggled to identify and retain a gender focal point, 16 members of the Gender Network originate from CIAT. Unsurprisingly the overwhelming majority of network members (80 percent) are female, and more than half identify as social scientists.[191]

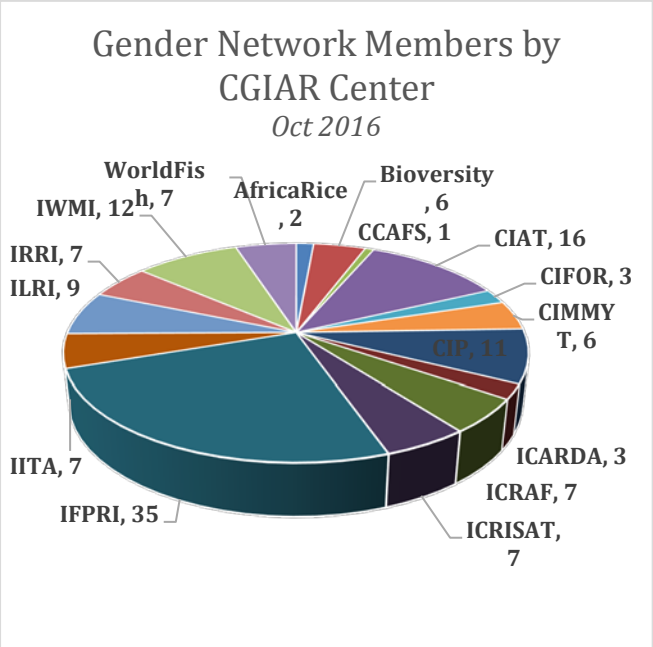
[188] Based on the CGIAR gender network composition, those self-identifying as interested in gender are 6%. Data shared at the recent Gender Network meeting in Cali by contrast, suggest that of the 550 researchers listed in the CRP2 proposals, 55 (or 10%) of the total professional staff of CGIAR are gender experts.

[189] BoT report, Gender in CYMMT. Progress 2012- March 2016.

[190] The CGIAR Gender Network has 162 Gender Network members, of which 119 are from within CGIAR and the rest are external, either from partner organizations, or past staff members. However, not all network members are gender experts and conversely not all CGIAR gender researchers are necessarily active in the Network.

[191] However, 39% are not identified by discipline . 5th CGIARConsortium Office Gender and Diversity Performance Report. April 2016.

Figure 7: Composition of gender network by Center



Beyond the quantity of gender expertise, there are a number of qualitative issues surrounding gender expertise in CRPs:

The relatively junior status of many gender staff and the fact the many are located in field offices away from the main Center is limiting on their influence on wider research. This is the case in RTB, where only two of the gender staff have PhDs and that many are located in field offices. There has also been significant mobility of the gender staff between locations and Centers and high turnover, limiting the continuity of staffing. Similar issues are apparent in GRiSP where specialist gender researchers are (with the exception of the recently appointed GRC) younger and earlier in their careers and in some cases recruited less for their research capacity than for their developmental experience and thus also more likely to be located in country or field offices. GRiSP plans to recruit an additional senior gender scientist were reported during key informant interviews.

In some CRPs turnover of staff with gender expertise is high. In at least six CRPs the GRC in place now is not the GRC at the beginning of the CRP, which means they were not engaged in the development of the GS that they are responsible for delivering. FTA has a rotational system for the GRC, which ensures continuity in that the GRC comes from the existing Gender Integration team made up of members from different participating centers. There is a similar turnover in center gender focal points in some of CRPs that have them. RTB have struggled to maintain a focal point from CIAT, and the IITA one has recently changed.

Increasingly as gender researchers are emerging having been trained in formal gender or women's studies programmes, they may have very limited knowledge in or skills in technical areas related to agriculture. This hampers their ability to engage with other scientific staff. One respondent to the CGIAR Assessment commented that:

'I need more training on the technical aspects of agriculture (including fisheries and aquaculture) in order to be able to understand better the opportunities for integrating gender'.

This issue is further emphasized by other informants:

'In my experience we are recruiting young women who have gender skills but often no technical functionality in the areas they are working on, so it is very difficult for them to have influence'[192]

There is a dominance of women among gender researchers. In GRiSP, among the gender specialist staff, the vast majority are women (only one man) while among the broader social scientist capacity on gender - whose numbers have increased - there is a mixture of men and women. In FTA, the balance is a little better, with two-thirds women, likely again because there are broader social scientists counted in this group.

Most of the gender specialists in CRPs are social scientists. For example, in GRiSP, gender researchers come from a range of disciplines including economics, population science, political science and journalism, agricultural economics and rural livelihoods management. At country/project level, gender staff are deployed more in 'development' than research per se, with a high proportion of their time spent on outreach, partner and stakeholder engagement, often funded through project budgets. Not all of these staff necessarily have PhDs or a strong research profile and so are unlikely to progress as scientists within the system.

Gender capacity and gender at the workplace

CRPs have experienced significant difficulties in recruiting or retaining staff with gender expertise. Factors highlighted in interviews and case studies are: personal circumstances - e.g. the need to move to another location with a spouse; the relatively better pay and conditions in universities in some regions (e.g. in South/Southeast Asia); the demanding workload and difficulties in maintaining a research profile for some, and lack of career opportunities especially for younger staff without PhDs.

Very little direct evidence was found of gender at the workplace issues specifically and systematically affecting the capacity to recruit and retain gender researchers[193]. Nevertheless, the fact that gender researchers remain in their vast majority female is likely to create biases in this direction. The Gender at the workplace Volume of this Evaluation provides more detailed analysis on this point. A few key informants did specifically highlight challenges for women researchers such as difficult relations with male supervisors or colleagues in meetings, or lack of senior leadership opportunities although these issues were not directly associated with their being 'gender specialists' as such.

Gender Research Coordinators are overall quite positive about attitudes towards them from colleagues in relation to both their status as gender experts and the consideration given to their views. Since these are mostly senior researchers, they may however benefit from more consideration than the less senior members of gender teams.

[192] Key informant interview.

[193] This point relates to Question 15 (part of the Gender at Work dimension): 'What evidence is there that the presence or lack of policies and practices aimed at creating a gender equitable and inclusive workplace affect the Center's and CRPs' ability to attract and retain scientists with high quality gender expertise?' However, insufficient evidence was found to answer this question.

5.4 Key Findings and Conclusions

System level resourcing to support implementation of the CLGS was insufficient to support mainstreaming across the whole Consortium and implementation of the stated Consortium Gender Business Plan. To fulfil the SGA responsibilities would have required at least a full-time, staff position based at the CO, rather than a consultant appointment.

Gender budget targets have been largely successful in increasing allocations and expenditure for gender work - 12 out of 15 CRPs have met the required target and several CRPs have exceeded this, reflecting capacity to leverage external resources. However, falling levels of W1/2 budget since 2014 put gains to date at risk. In this context, the 10 percent target can effectively act as a floor, below which CRPs should not drop. Current guidance for gender budgeting is insufficient and allows for significant allocations of W1/W2 'gender budget' for what should, in effect, be 'mainstreamed' requirements of good quality science (e.g. collection and analysis of sex disaggregated data for impact assessment) as part of all proposals. The allocation of funds to gender work at CRP level needs to be based on a clear process of prioritisation, involving dialogue between gender and wider teams and adequate resources for cross cutting work and strategic gender research should be maintained.

The proposed new arrangement for a Collaborative Platform on Gender Research presents both opportunities and risks. Risks are that staffing is insufficient, and that, as a result, the Platform will be highly reliant on leveraging external resources, that subcontracting the Platform to an outside organization reduces its authority and visibility in the system, and that the momentum of the gender network is lost in the transition. Opportunities are that PIM and its host Center IFPRI, as well as KIT, the Platform coordinating agency all have strong and respected gender expertise, links to other strategic partners, and established working relationships with both gender researchers and wider teams in other CRPs.

The level and composition of gender expertise remain very heterogeneous across CRPs. Those that are well resourced with a strong level of senior gender expertise backed by wider social science capacity have maintained their capacity while those starting from a weaker base have increased their capacity but are still over-reliant on more junior gender specialists, lacking specific technical skills and authority. A number of CRPs have struggled to recruit and retain senior level researchers and to maintain continuity in the crucial GRC role, leading to delays in effective implementation gender strategies and a lack of leadership for strategic gender research. GRCs and the wider gender team members have been overburdened with a tension in their 'dual' role and there is a danger that the role undermines career progression for senior scientists.

Despite considerable investment already made in assessing gender capacity and developing competency frameworks related to gender, both by the network and some CRPs/Centers, there is a lack of common understanding of what constitutes gender expertise and lack of systematic criteria or processes in recruitments to assess and develop gender competencies (whether of gender specialists or wider scientists). Gender capacity assessments carried out both at system and CRP levels also indicate ongoing gaps in gender skills across the system, confirmed also by CRP data, including to some degree among 'gender specialists'. Some gender scientists are limited in their capacity to be effective in mainstreaming by lack of specialist technical expertise in relevant domains for their CRP.

A number of existing capacity building initiatives have been launched to strengthen gender expertise, taking very different approaches, but none have thus far been assessed in terms of how they

contribute to individual competencies or institutional capacities. Promising directions for technical capacity building for gender research and mainstreaming include: support to interdisciplinary working across social and biophysical scientists as well as across gender and other social scientists; and support to wider uptake of existing 'tools' for gender research and to mixed methods research on gender.

6. Overall Conclusions and Recommendations

CGIAR System level commitment to gender equity has moved forward significantly since 2010, under considerable pressure from key system donors. The Consortium Level Gender Strategy (CLGS) has played a catalytic role in embedding gender in CGIAR research. A number of key system level institutional measures and investments to support gender mainstreaming have followed - if in rather piecemeal fashion and with some delays.

Gender mainstreaming has advanced in most CRPs since the beginning of the evaluation period. The requirements in the CLGS for the CRPs to develop gender strategies and related system requirements to develop plans and budgets for gender work, and report on related outputs and expenditure, have provided a set of incentives and an accountability framework to enable gender mainstreaming in CGIAR research. In tandem with this, the appointment of Gender Research Coordinators (GRC) in each CRP to lead the gender strategies, supported by a Senior Gender Advisor (SGA) at system level, and the wider Gender Network has provided the capacity to move the process forward. Leadership at CRP level, and donor interest in gender mainstreaming in CGIAR have been other major factors in enabling gender to be considered more widely than previously in CGIAR research, among senior managers, plant breeders, and social scientists.

The timescale for achieving such a major shift in organizational practice has been relatively short, yet this evaluation has found evidence of significant pay-offs from these efforts, notably:

- system-wide progress in embedding gender in CGIAR research processes with a number of CRPs now systematically monitoring their gender mainstreaming efforts (see chapter 4);
- a growing body of highly relevant gender research that is effectively contributing to wider gender mainstreaming through a variety of analytical and methodological tools and frameworks, and associated capacity building (see chapter 4);
- a significant increase in published outputs from CGIAR gender specific research: in 2012, only six CRPs published (22) peer reviewed journal articles, in 2015 all CRPs published (87) journal articles that were the outputs of gender research (see chapter 3);
- a qualitative advance in the integration of gender in the design of the second round of CRPs, with some emerging, promising impact pathways (see chapter 4);
- progress in extending sex disaggregated data collection and in integrating gender into baseline and impact assessment survey tools, which will enable more systematic assessment of gender-disaggregated or related outcomes and impacts, across a variety of sites, within the next 2-3 years (in some CRPs);
- significant cross-learning and collaboration on gender research and practice, enabled by an active and expanding 'Gender and Agricultural Research Network'.

Gender mainstreaming has advanced in most CRPs since the beginning of the evaluation period, albeit at varying speeds and from very different starting points. There are encouraging signs that gender has come out of its 'silo' and is now considered more widely among senior managers, plant breeders and social scientists. Gender research has played a significant role in contributing to 'mainstreaming' and, in some instances, in leading to specific research or wider outcomes in its own right pointing to the importance of both capitalizing on earlier investments and maintaining investment in gender research.

The groundwork has been laid for more systematic and effective integration of gender in CGIAR research during Phase II CRPs.

The gains, however, remain partial and fragile in a number of ways - compared to (ambitious) vision set out in the 2011 CLGS gender strategy. The 2011 CLGS includes components for both gender in CGIAR research and Diversity and Gender at the workplace, but system level action on the latter component has stalled. Concerted action is needed to address this (see Volume II of this Evaluation on Gender at the workplace for details and specific recommendations). The extended timescale for approval of CRP proposals alongside delays in resourcing the gender strategy at system level meant that, in practice, gender mainstreaming started in earnest for many CRPs from 2013. Given that the anticipated time horizon for achieving development outcomes from CGIAR AR4D is at a minimum 5-10 years, and that CRP MEIA frameworks have only recently been developed and begun to be operationalised, there has been limited time for and there is thus far limited evidence on how these investments in gender mainstreaming have translated into outcomes. This will begin change for some CRPs, where gender has been embedded in baselines, and impact assessments are planned, within the next 2-3 years.

Significant heterogeneity in capacity - and to some extent commitment - on gender in CGIAR research remains. A few Centers (and CRPs) have historically been leaders in gender research in CGIAR, and this continues to be reflected in the concentration of both expertise and outputs, and in the extent of gender research uptake, both internal and external. The growth in volume and diversity of gender research outputs, with a broader range of CRPs now producing and publishing some gender research, has also brought greater variability in its quality. The across CRP (and center) variability reflects that the process of institutional mainstreaming is ongoing and incentives, accountability systems, resources and networks are needed to retain the growing momentum.

There is a lack of shared understanding of what constitutes high quality 'gender expertise' or gender research and in some CRPs, the quality of gender-specific research is limited by the lack of (senior) gender scientist capacity and of wider social scientific capacity. The multiple and sometimes conflicting demands on gender scientific staff also pose a risk to the quality of gender research outputs. New challenges are also emerging, including the importance of addressing gender in a wider framework of intersectionality with age (as well as socio-economic class and caste or ethnicity, depending on the context) and a growing focus on youth, which require investment in new analytical and methodological tools.

In a resource constrained environment, with significant heterogeneity in capacities, effective use of limited resources for gender research requires clear targeting and prioritisation. On the other hand, it would be a grave mistake to reinforce the historic divide between the social science based and natural science based CRPs on gender research, since a clear comparative advantage of CGIAR lies precisely in interdisciplinary work to understand the social processes surrounding technological and wider processes of transformation. Both across and within CRPs, prioritization of investments in gender research, and focused efforts at integrating gender in research, are needed, taking into account the different capacities and priorities.

Building on the key findings and conclusions of all the chapters, the sections below draw together the Evaluation Team's key recommendations in six areas: the system level framework and accountability; gender strategies and gender research; institutional capacities and resources to support the integration of gender in CGIAR research; gender capacities and expertise; monitoring and evaluation;

cross CRP learning and collaboration. Each area has a short introduction and high-level recommendations. Actionable sub-points are listed for recommendations that have several aspects, with the key actor specified in each case.

In developing these recommendations, based on our findings, the Evaluation Team has also taken into account the evolving institutional and funding context within of CGIAR, in particular the growing resource constraints faced by CRPs and the system overall, with sharp declines in Windows 1 and 2 funding as a proportion of overall budget. The recommendations seek to ensure greater prioritisation, focus and effectiveness in CGIAR efforts on Gender in Research, whilst ensuring that the very significant investments already made, are built upon and their returns realised.

6.1 System level framework and accountability

6.1.1 Overall framework for gender equity and diversity

The CLGS achieved its purpose of catalysing CRP gender strategies and system level mainstreaming towards greater equity, but is not fully aligned to the 2016-30 SRF, and does not any longer provide a clear framework for addressing gender system-wide in the new governance structure. The conflation of gender and youth in the new SRF is unhelpful to the conceptual and analytical clarity required for quality research. The existing system for monitoring gender mainstreaming at system level has kept issues on the agenda but indicators are no longer relevant and are inconsistently applied. To ensure ongoing relevance of the CGIAR approach to gender, and that the partial and fragile gains in gender mainstreaming to date are consolidated and built upon, **renewed leadership at system level** and an updated **overall framework for gender** is needed.

Recommendation 1. System Council adopt an overarching, high-level CGIAR Vision Statement on Gender Equity, covering both gender in research and gender at the workplace, in order to:

a) enshrine the system's commitment to gender equity in its overall scientific endeavour, requiring CRPs to pursue efforts to integrate gender in their research; and Centers to promote diversity in their workplace practices, as a means of enhancing the System Organizations effectiveness and impact both in terms of its scientific endeavour and in the quality and productivity of its human resources.
b) provide an overall accountability framework on Gender, with roles specified for the component parts of the system (System Council, System Management Board, System Management Office, ISPC, IEA) and Centers and CRPs.

To action this recommendation, the Evaluation also recommends that the System Council appoint a 'Gender Champion' from among its members, to lead the development of the vision statement, drawing on input from other relevant bodies and Council members, and to ensure, ongoing, that gender issues in research and at the workplace are kept on the Council's agenda.

Recommendation 2. To concretise the overarching vision on gender, the System Management Board should develop and adopt a time bound Policy on Gender in CGIAR Research which sets out expectations and shared commitments of both Centers and CRPs. To support this, the Evaluation also recommends, that System Management Board appoint a 'Gender in Research Champion' to lead the

development of the Gender in CGIAR Research policy with a small Task Force, including representatives of Centers, CRPs, the Gender Platform, ISPC and System Management Office. This policy would:

(a) clarify common understandings of terminology related to gender in CGIAR research;
(b) specify core impact pathways through which gender research is expected to contribute to SLOs and IDOs, directly and indirectly through mainstreaming, and areas where different types of CRP are expected to contribute to these;
(c) set out priorities for gender research as a basis for joint working across CRPs;
(d) set commitments of CRPs, through lead Centers, to
    I. maintain investment in this area, of a minimum of 10 percent of budget
    II. conduct annual gender planning and budgeting and reporting on progress;
    III. maintain a core gender team, led by a GRC in each CRP management team (see also Recommendation 6 and 7);
    IV. maintain and develop the skills needed to deliver high quality, interdisciplinary gender research
(e) be submitted System Management Board for approval to ensure institution-wide buy in and its implementation
(f) be monitored by a light touch set of key performance indicators on CRP gender budgets and expenditure, core gender capacities and progress in integrating gender in research.

6.2 Institutional Capacities and Resources to support Gender Mainstreaming

6.3.1 Institutional capacity

System level institutional capacity on gender in the Consortium Office during 2012-16 was insufficient to support a major process of institutionalising of gender in research, in particular the role of the SGA and the (informal) Gender Network were inadequate to fulfil the breadth of expectations in their ToR. Given its location in the CO, the SGA role was also perceived as conflating advisory and accountability functions.

Similarly, the Gender Platform, now identified as the main support to CRPs for gender research, is under-resourced given the range of tasks identified as part of its mandate - with only one part-time coordinator and a very limited budget. Strong M&E and external engagement capacities will be of particular importance to fulfilling its role. Meanwhile, the System Management Office should have at least the minimum capacity to support the System Management Board in its wider accountability function on gender.

In the ISPC, while external advisers have played an important role in reviewing research proposals on gender, as the body responsible for Quality of research (QoS), it is important that the ISPC address gender in research systematically across all of its functions. In that regard, the upcoming IEA evaluation of the ISPC should address ISPC's role in ensuring quality of research in gender research and the capacity needed to deliver this.

Recommendation 3 The System Management Board give consideration to maintaining or strengthening the capacity of system level bodies - notably the System Management Office and the

Gender Platform - to be able to carry out their respective budgeting, monitoring and accountability, and learning and coordination functions, within the reformed system, with regard to integrating gender in CGIAR research. Specifically:

a) **System Management Office** ensure that any planned position on performance management located in System Management Office has experience and or expertise relevant to monitoring performance on gender in research, so that the System Management Office can effectively support the SMB 'Gender Champion', ensure support on gender budget guidance and high level reporting;
b) **System Management Board** (through its Gender Champion) should ensure that gender becomes a key element of CGIAR resource mobilization strategy and should instigate discussions with the Platform Coordinator and its host (PIM) to explore means to address funding or other capacity constraints to delivering on all its expected functions;

6.3.2 Financial resources

Gender budget targets have been largely successful in increasing allocations to and expenditures on gender work. However, falling levels and shares of W1/2 budget have undermined the predictability of funding for gender work, even where is has been relatively protected, since 2014 putting gains to date at risk. Current guidance for gender budgeting is insufficient, and is in need of revision to enable more strategic prioritisation of funds. Budgets need to be aligned to clearer prioritisation of investments in gender work (see Recommendation 5) as well as allowing space for innovative, cross cutting and interdisciplinary work.

Recommendation 4 The CGIAR System should maintain its current target of 10 percent for CRP spending on gender as a minimum requirement, while supporting CRPs to use this funding strategically and effectively, in the light of overall funding constraints. Specifically:

a) **System Management Board** should continue to require submission of separate section on gender in PoWB as a condition for approval of funds. These submissions should also clarify sources of funding for gender work;
b) **System Management Office** – working closely with the **Gender Platform** – should revise the existing gender budgeting guidelines to ensure funds are effectively prioritised within CRPs, while encouraging CRPs to protect W1/W2 spending on core levels of specialist gender expertise.

6.3 CRP Gender Strategies and Gender Research

CRP gender strategies have played a catalytic role in getting gender onto the CRP agenda. However, as with the CRPs more broadly, they were ambitious and difficult to fulfil in relation to changes in available resources, and lacked clarity on how outcomes would be assessed.

Overall the evaluation finds that gender research has played a significant role in contributing to 'mainstreaming' and, in some instances, in leading to specific research or wider outcomes in its own right pointing to the importance of maintaining investment in gender research. In a resource constrained environment, with a high level of heterogeneity in capacities, a 'levelling' approach is unlikely to be the most effective way to use limited resources for gender research. On the other hand, it would be a grave mistake to reinforce the historic divide between the social science based and

natural science based CRPs in this regard, since the comparative advantage of CGIAR lies precisely in the potential to understand the social processes surrounding technological and wider processes of transformation. Both across and within CRPs, more streamlined processes of prioritizing investments in gender research are needed.

Many CRPs have revised their gender strategies, in line with the second round of CRPs, and ISPC has reviewed how gender strategies are integrated into the CRP2 design, as part of the wider review process. Going forward, clear priorities need to be established and stronger mechanisms to ensure gender strategies are effectively operationalized and monitored.

Recommendation 5. CRPs should refresh and refocus their gender strategies and/or future work plans (as relevant) to maximize effectiveness and ensure alignment with priorities in the Gender in CGIAR Research Policy (see recommendation 2) taking account of the different comparative advantages of groups of CRPs. Specifically:

a) **GRCs and CRP Gender teams** should develop clear frameworks for prioritisation of gender research (e.g. building on the example of A4NH), consulting closely with wider research teams. Priorities might focus on where gender differences or issues pose major constraints to key system level outcomes; or where the potential benefits (or costs or risks) of intervention or wider change are highest from a gender and broader social equity perspective.
b) **GRCs and CRP Gender teams** should work with wider CRP teams to further clarify their overall 'approach' to integrating gender into research (responsive, transformative etc.), how they will address the relationship, or intersectionality, between gender and wider inclusion issues (e.g. youth/age); the appropriate balance of effort and resources to gender specific and gender mainstreamed research (and how to ensure synergies between these), as well as capacity building;
c) **All CRPs,** where not already in place, should embed systems for monitoring gender research and gender integration In research across their project portfolio, learning from current best practices in PIM, A4NH, FTA etc. These systems would ensure that all projects are appraised for gender relevance, and that gender integration is monitored across the CRP portfolio. Gender teams would be responsible for conducting selective *ex post* verification;
d) **CRPs** should report on implementation of gender strategies to lead Center boards and to their Independent Steering Committees (e.g. annually) (see also Recommendation 11d);
e) **The Gender Platform** can support CRPs by reviewing updated gender strategies or facilitating peer review as needed; and by providing guidance on addressing intersectionality.

6.4 Gender Capacities and Expertise

The CGIAR System currently lacks both a common framework and widely shared understanding of what constitutes gender expertise, whether of gender specialists or of wider scientists and staff on gender in research. Both the network and some CRPs/Centers have invested in developing competency frameworks (see Chapter 5) which can be usefully consolidated and adapted to the needs of different Centers, and used more widely as part of recruitment and performance management and development.

Available evidence suggests that most CRPs have just about maintained or, where starting from a very low base, somewhat increased levels of gender expertise. A cadre of post-doctoral fellows has been trained with high potential to contribute to interdisciplinary gender research – a significant investment which CGIAR needs to build upon.

However, CRPs starting from a weaker base in gender expertise have been over-reliant on more junior gender specialists, who sometimes lack experience in relevant technical domains and thus the requisite authority or skills to be effective in 'mainstreaming'. A number of CRPs have also struggled to recruit and retain senior level researchers and to maintain continuity in the crucial GRC role, leading to delays in effective implementation of gender strategies and a lack of leadership in defining gender research priorities. GRCs and the wider gender team members have been overburdened with their 'dual' role, and there is a danger of undermining their career progression.

Recommendation 6. CRPs should protect minimum core capacities in specialist gender expertise, while further exploring innovative ways of sharing resources and bringing in gender expertise through strategic partnerships and bilateral funding. Specifically:

a) **All CRPs** should protect a core specialist capacity of 1 FTE senior gender researcher (incorporating the GRC role) complemented by a cadre of at least 3 FTE gender scientist support staff across Centers, using ongoing W1/2 funding to ensure continuity. This team should be complemented by social (or biophysical) scientific expertise with defined competencies relevant to gender analysis (see Recommendation 7a), to be located in flagships, and additional senior as well as scientist capacity where funds allow (see d below);
b) **CRP gender teams** should support and advise flagship and project leads to ensure that all donor funding proposals include adequate consideration of their gender research needs and build in resourcing plans accordingly;
c) **clusters of CRPs** (e.g. Agrifood systems CRPs, ecosystems CRPs and cross cutting CRPs; or clusters by geography) should explore options for seconding or jointly 'buying in' additional senior specialist gender research capacity from within the system or from external partners, to support work on common research priorities (see Recommendation 2b);
d) **CRPs and the Gender Platform** should give priority to recruitment of gender post-doctoral fellows trained by the CGIAR system to longer term positions in CGIAR**,** e.g. through shared appointments, or to augment the capacity of the newly formed Platform.

Recommendation 7. CGIAR should strengthen institutional mechanisms to enhance gender capacity and expertise at system, Center and CRP level. Specific actions are that:

a) at system level: CGIAR should develop a competency framework on gender for different roles, drawing on the existing work of the SGA, the Network and selected CRPs to define competencies. These could then be used in recruitment and performance development and also as a framework for future initiatives for building gender capacity;
b) Centers and CRPs should strengthen institutional mechanisms for mainstreaming gender in research by:
   - revising and formalising the scope of the GRC role, with attention to the workload and competing priorities. Consideration could be given to rotating the role across centers (where there is reasonably equitable participation);
   - institutionalising integrated gender teams across Centers and/or flagships, under the leadership of the gender research coordinator, embedded in CRP management structures;

- incentivizing interdisciplinary working, e.g. through small internal competitions for funds, through management and performance development focus on interdisciplinary working or through creating shared spaces for reflection on research issues;
- ensuring that the TOR of Independent Scientific Committees and Center Boards provide for relevant gender capacity to be represented to ensure the effectiveness of their advisory and oversight roles.

A variety of capacity building initiatives are ongoing to strengthen gender expertise, taking very different approaches, although none has thus far been assessed in terms of how they contribute to either individual competencies or institutional capacities. Promising directions for technical capacity building for gender research and mainstreaming include: support to interdisciplinary working across social and biophysical scientists and across gender and other social scientists; and support to wider uptake of existing 'tools' for gender research and to mixed methods research on gender.

Recommendation 8. Centers (and CRPs where possible) should invest selectively, and - where appropriate – jointly, in both targeted capacity building of gender specialists in specific technical areas, and capacity building of other scientists to effectively integrate gender into research design. Specifically:

a) **CRPs and/or Centers** can jointly resource capacity building - whether through 'buying in' tailored training in gender capacities from external providers or contracting institutional capacity building through partnerships, for economies of scale. Future Center/CRP gender capacity building initiatives should ideally address institutional capacity for gender integration (e.g. leadership and team building, management processes and tools, recruitment and performance development), as well as individual capacities. All capacity building should be assessed for effectiveness and assessment of individual capacity development should refer to the common competencies framework (Recommendation 7a);
b) **the Gender Platform** can play a limited, enabling role in supporting Center/CRP gender capacity development, by:
    i. identifying relevant service providers or partners for institutional capacity or training support;
    ii. facilitating cross-system capacity strengthening in core gender thematics, research methods and gender 'tools', drawing on specialist expertise within CGIAR, to ensure effective dissemination, application and adaption of tools. Clear mechanisms and budget lines need to be established by the Platform and CRPs respectively to mobilise and 'buy in' training or mentoring resources from other CRPs.

6.5 Monitoring and Evaluation

Given advances in gender mainstreaming in 2011-15, the existing indicators used in annual reporting systems to the Consortium Office no longer provide an adequate measure of progress. The changes to the governance structure of CGIAR and related streamlining of the System Management Office functions mean that centralised capacity for detailed monitoring will be limited. Moreover, there is a need to re-balance M&E efforts on gender away from centralised tracking of outputs, towards capturing the uptake and effectiveness of gender research in bringing about behaviour and institutional change, and its contribution to gender and wider development outcomes.

The current development of the common Performance Management System (PMS) provides an opportunity to also address the challenges in monitoring of reporting on gender, building on current best practice, while streamlining monitoring and reporting at different levels.

Recommendation no 9. The System Management Board should request inputs and proposals from the Gender Collaborative Platform to effectively engender the new PMS, working closely with the monitoring, evaluation and learning community of practice (MELCOP) and to develop common standards on gender reporting across CRPs. Specifically, the Gender Platform should:

a) convene a working group to consolidate best practice from current systems for monitoring integration of gender in research across CRP portfolios to support adoption of similar systems across all CRPs, and to ensure that these systems both inform and link effectively to the wider PMS under development including MARLO;
b) advise on (or review proposals for) system-wide indicators for gender IDO/sub-IDOs at different levels, and on sex disaggregated indicators for other system IDOS and SLOs.

Recommendation no 10. CRPs should individually and jointly invest in improving and institutionalising systems for monitoring outputs, as well as effectiveness and outcomes of gender research, in particular by:

a) ensure that appraisal or review systems assess all projects for gender relevance, building on the experience of PIM, A4NH and FTA, for example. This does not equate to integrating gender in all projects, but rather ensures that explicit judgements are made on whether gender analysis is relevant. Project leads are responsible for ensuring this assessment is made, drawing on support from gender teams as needed. The same systems should be used to monitor gender integration across the CRP portfolio, with M&E and programme support staff taking ensuring this monitoring and gender teams conducting selective *ex post* verification;
b) tracking gender research outputs, monitoring downloads and conducting citations analysis for ISI publications that are substantially focused on gender;
c) strengthening efforts to both enhance and monitor uptake of gender research. The Platform can also support CRPs in mapping and identifying strategic partnerships for research uptake, and in piloting cross-CRP methods to track research uptake and outcomes;
d) CRPs should report annually, to lead Center Boards, on implementation of gender plans and expenditures, gender integration across the portfolio, gender research outputs and uptake;
e) work with SPIA to identify priorities for cross system impact assessments focused on gender outcomes (linked to 9b above).

6.6 Cross CRP learning and collaboration

Significant cross CRP collaborations on gender research and increasing cross fertilization of gender research, particularly via the adoption of new tools and methods has been facilitated by the Gender Network, through information and knowledge sharing, supporting webinars, workshops and structured discussions in regular meetings. The launch of the Collaborative Gender Research Platform is an important opportunity to build on this momentum, to further enhance the quality and raise the profile of CGIAR gender research as well as to ensure more strategic collaboration across CRPs.

Recommendation no 11. The Collaborative Gender Research Platform (Gender Platform) should harness the energy of the gender network, while placing greater emphasis going forward on:

supporting common research priorities; on joint assessment of gender research effectiveness and outcomes/impacts; fostering interdisciplinary dialogue and collaboration between gender and other researchers through communities of practice; supporting systematised and well supported roll out of existing tools and methods. Specifically, the Platform should:

a) build on the proposals already developed by the Gender Network, and work with CRP Directors, to agree common gender research priorities related to core impact pathway (see Recommendation 2b);
b) identify key strategic partnerships and leverage external resources to support agreed common CGIAR gender research priorities;
c) establish specialised and focused communities of practice (or working groups within the network), that will foster inter-disciplinary dialogue, learning and collaboration aligned to common priorities;
d) support effective communication of CGIAR gender research by identifying, targeting and creating appropriate publication and dissemination outlets and forums for sharing gender research.

To ensure that the Platform is effective across the whole CGIAR system and in leveraging partnerships, it is important that external bodies and the 'range' of CRPs - notably agri-food systems CRPs - as well as Big Data and Excellence in Breeding platforms, are represented in its advisory committee.