Independent Advisory and Evaluation Service

CGIAR


# Evaluation of CGIAR GENDER Platform: Evidence Module Study

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April 2023

Correct citation: Stathers, T., Forsythe, L. (2023). *Evaluation of CGIAR GENDER Platform: Evidence Module Study*. Rome: IAES Evaluation Function. https://iaes.cgiar.org/evaluation

Cover image: CIP Extension Officer in the South of Malawi. Hugh Rutherford/CIP; Coffee plantations in the Central Highlands of Vietnam. Trong Chinh/CIAT

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# Acknowledgments

This module evaluation study and report was prepared by Lora Forsythe and Tanya Stathers from the Natural Resources Institute, University of Greenwich, who are members of the independent evaluation team for the GENDER Platform, led by Donna Podems. The overall evaluation team worked under the guidance of Karen Erdoo Jay-Yina, Senior Evaluation Officer, and Svetlana Negroustoueva, Evaluation Function Lead at the CGIAR Independent Advisory and Evaluation Services (IAES). Samriti Marahjan provided support on the overall evaluation survey, formatting, and stakeholder list. The evaluation was implemented under the overall direction of Allison Grove Smith, Director of IAES. We also extend our thanks to the larger evaluation team and IAES staff for their invaluable support during the evaluation process.

Most importantly, the Evidence Module study authors would like to express their deep gratitude to the individuals interviewed for their time, input, and candidness throughout this evaluation.

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# Acronyms

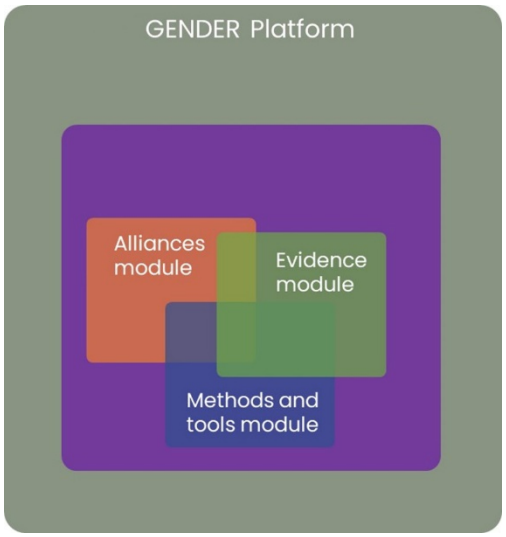
| | |
|---|---|
| AfDB | African Development Bank |
| ADB | Asian Development Bank |
| AFAAS | African Forum for Agricultural Advisory Services |
| AGRA | Alliance for a Green Revolution in Africa |
| AGRF | Africa Green Revolution Forum |
| AGNES | African Group of Negotiators Experts Support |
| AM | Alliances Module |
| AR4D | Agricultural Research for Development |

| | |
|---|---|
| ARI | Advanced Research Institute(s) |
| ASEAN | Association of Southeast Asian Nations |
| AWARD | African Women in Agricultural Research and Development |
| BDH | Big Dataset Harnessing |
| BMGF | Bill and Melinda Gates Foundation |
| CapDev | Capacity Development |
| CAADP | Comprehensive African Agriculture Development Program |
| CAS | CGIAR Advisory Services Secretariat |
| CC | Campbell Collaborations |
| CCAFS | Climate Change Agriculture and Food Security |
| CG | CGIAR |
| CIAT | International Center for Tropical Agriculture |
| CIFOR | Center for International Forestry Research |
| CIMMYT | International Maize and Wheat Improvement Center |
| CoP | Community of Practice |
| CPI | Climate Policy Initiative |
| CRPs | CGIAR Research Programs |
| CSA | Climate-Smart Agriculture |
| CSO | Civil Society Organization |
| DC | CGIAR Research Program on Dryland Cereals |
| DHS | Demographic and Health Surveys (DHS) |
| EA | Evaluability Assessment |
| EGM | Evidence Gap Map |
| EiB | Excellence in Breeding |
| EM | Evidence Module |
| EMET | Evidence Module Evaluation Team |
| EoI | Expression of Interest |
| FAIR | Findability, accessibility, interoperability, and reusability |
| FAO | Food and Agriculture Organization |
| FARA | Forum for Agricultural Research in Africa |
| FE | Feminist Evaluation |
| FGDs | Focus Group Discussions |
| FISH | CGIAR Research Program on Fish |
| GARDIAN | Global Agriculture Research Data Innovation Acceleration Network |
| GDI | Gender, Diversity and Inclusion |
| GENDER | Generating Evidence and New Directions for Equitable Results |
| GIZ | Gesellschaft für Internationale Zusammenarbeit |
| GKI | Global Knowledge Initiative |
| GODAN | Global Open Data Initiative for Agriculture and Nutrition |
| GP | GENDER Platform |
| GRC | Gender Research Coordinator |
| GREAT | Gender-responsive Researchers Equipped for Agricultural Transformation |
| GTRM-CoP | Gender Transformative Methods Community of Practice (facilitated by GP) |
| GYSI | Gender Equality, Youth and Social Inclusion |
| HER+ | Harnessing gender and social Equality for Resilience in agrifood systems |
| IAB | International Advisory Board |
| IAES | Independent Advisory and Evaluation Services (of CGIAR) |
| ICAR | Indian Council of Agricultural Research |
| ICDDRB | International Centre for Diarrhoeal Disease Research, Bangladesh |
| ICRISAT | International Crops Research Institute for the Semi-Arid Tropics |
| IDO | Intermediate Development Outcome |
| IDRC | International Development Research Centre |

| | |
|---|---|
| IEA | CGIAR Independent Evaluation Arrangement |
| IFPRI | International Food Policy Research Institute |
| IIMA | Indian Institute of Management, Ahmedabad |
| IIT | Indian Institute of Technology, Hyderabad |
| ILRI | International Livestock Research Institute |
| IITA | International Institute of Tropical Agriculture |
| INHERE | Indian Institute of Himalayan Environmental Research and Education |
| IRRI | International Rice Research Institute |
| ISDC | Independent Science for Development Council |
| IWMI | International Water Management Institute |
| KIIs | Key Informant Interviews |
| LEAD | Leveraging Evidence for Access and Development |
| LMIC | Low- and Middle-Income Countries |
| M&E | Monitoring and Evaluation |
| MEL | Monitoring, Evaluation, and Learning |
| MELIA | Monitoring, Evaluation, Learning, and Impact Assessment |
| MEM | Methods Module |
| MM | Mixed methods review |
| MOPAN | CGIAR Multilateral Organization Performance Assessment Network |
| NARES | National Research and Agriculture and Extension Systems |
| NEPAD | The New Partnership for Africa's Development |
| NGO | Nongovernmental Organization |
| NRI | Natural Resources Institute |
| OECD | Organization for Economic Co-operation and Development |
| PCU | Project Coordination Unit |
| PE | Participatory Evaluation |
| PFA | Participatory Foresight Analyses |
| QA | Quality Assurance |
| QoR4D | Quality of Research 4 Development |
| RHoMIS | Rural Household Multi-Indicator Survey |
| RTB | Root Tubers and Bananas |
| SAC | Scientific advisory committee |
| SEWA | Self Employed Women's Association, India |
| SDG | Sustainable Development Goal(s) |
| SIMEC | Strategic Impact, Monitoring and Evaluation Committee |
| SLO | System-Level Outcome |
| SME | Subject Matter Expert |
| SMO | System Management Office |
| SO | CGIAR System Office |
| SOFA | State of Food and Agriculture and Food report |
| SPIA | Standing Panel on Impact Assessment |
| SR | Systematic Review |
| SRF | Strategy and Results Framework |
| TDE | Theory Driven Evaluation |
| ToR | Terms of Reference |
| UCD | University of California Davis |
| UFE | Utilization Focused Evaluation |
| USAID | United States Agency for International Development |
| WEAI | Women's Empowerment in Agriculture Index |

# Executive Summary

The Generating Evidence and New Directions for Equitable Results (GENDER) Platform began in early 2020, just prior to the COVID-19 pandemic. The Platform's work is organized into three modules: Evidence, Methods, and Alliances. A rigorous analysis of the process and performance of each of the modules was undertaken during evaluation of the GENDER Platform (GP) in 2022-2023.




**The Evidence Module aims to identify and fill priority evidence gaps and improve the quantity and quality of gender-related evidence for topics of global interest, and to promote the development of scalable intentional technologies and strategies to achieve gender-equitable development outcomes.**

The Evidence Module (EM) aims to identify and fill priority evidence gaps and improve the quantity and quality of gender-related evidence for topics of global interest. By doing so, the EM aims to promote the development of scalable intentional technologies and strategies to achieve gender-equitable development outcomes. It strives to position the GP as the go-to place for high-quality evidence and knowledge on equitable and sustainable food systems.

The EM began by mapping the evidence gaps and synthesizing the existing evidence. The EM then commissioned strategic research to address priority research gaps on women's empowerment aiming to identify solutions and trajectories which reduce gender inequalities in agri-food systems. The EM works with a wide variety of partners who share mutual interests to achieve the intended outcomes.

Aligned to the overall evaluation methodology, the EM evaluation used a mixed-methods approach involving a review of documents and media, targeted consultations with 28 key stakeholders, and selected findings from the online survey, which was conducted as part of the overall evaluation.

**Progress Toward Outcomes: Achieved to Some Extent**

The EM has made considerable strides in the production of gender and agri-food system evidence. This is clearly demonstrated by the EM's efforts to co-design, contract, and implement more than USD 3.36 million in grants for 37 evidence-related projects. These included two Evidence Gap Maps (EGMs) with five evidence generation projects then funded to help fill these gaps, four projects commissioned on the impacts of COVID-19, six systematic reviews (SRs), five scoping reviews, 18 Evidence Explainers, seven big dataset harnessing (BDH) projects, and three projects in Odisha, India. Further funding from donors supported the development of a gender and climate-smart agriculture learning agenda and resource library, as well as climate-agriculture-gender-inequity hotspots-related activities. These activities involved a hotspot-mapping methodology followed by situation analyses in hotspots within Bangladesh and Zambia. Subsequent identification and testing of innovative interventions took place, as part of a gender transformative food system framework, with impact assessments underway.

As with many projects that use adaptive management styles, the EM has evolved dynamically as learning has developed, and in response to changing or emerging needs; thus, some divergence from the Results Framework is expected. The EM evaluation findings suggest that, although the COVID-19 pandemic affected the envisaged activities, the EM Results Framework was over-ambitious and not well utilized. However, reflection and revisions to the Results Framework were not found to have been undertaken. The absence of the specified "data sources for verification" rendered it difficult to measure these parameters.

Notwithstanding, the Evidence Module Evaluation Team (EMET) provided an indication of the EM's progress. First, the EM achieved progress, to some extent, toward Intermediate Outcome 1.1: "Utilize the evidence on what works for women's empowerment in agriculture to inform strategic investments". Progress was made through uptake of the climate-agriculture-gender-inequity hotspots mapping work by a range of African governments and development organizations, and the near completion of 37 projects (EGMs, SRs, scoping reviews, or gendered analyses of big datasets) (Output 1.1.1). However, communication about the existence and results of the EGMs, SRs, scoping reviews, or involvement of wider stakeholders in shaping, supporting, and validating them has been limited. Addressing this is a priority going forward if the stakeholders for Outcome 1.1 (CGIAR Centers, CGIAR Research Programs (CRPs)-Initiatives, governments, regional bodies, donors, and multilateral agencies) are to utilize this evidence.

There was some progress toward evidence for gender theory development and testing, e.g., Evidence Explainers addressed relevant gender theory, and the hotspots work includes a review of gender transformative approaches (Output 1.1.2). Regarding Intermediate Outcome 1.2: "CRPs, CGIAR Centers, and NARES test and evaluate innovations and pro-poor, transformative approaches developed from the evidence base before going to scale", progress was achieved to a limited extent given the limited progress on the integration of gender concerns in technological products developed by CGIAR (CG) and partners (Output 1.2.1). Regarding Intermediate Outcome 1.3: "CRPs, CGIAR Centers, and NARES improve the quality of gender research evidence generated", progress was achieved to a good extent: two EGMs, six SRs, and four scoping reviews following protocols were generated by organizations and advisory committees with relevant expertise to synthesize the available evidence. Plain language Evidence Explainers were created on 18 topics to date (Output 1.3.1), albeit not in one of the forms intended (policy briefs). The SRs and the second EGM are not yet finalized.

**Relevance: Achieved to a Good Extent**

There were several indications that the EM had supported CG's relevance in delivering on gender equality. These included the EM's ability to address the needs of international organizations and donors for gender evidence on climate change, such as Bill and Melinda Gates Foundation (BMGF), International Development Research Centre (IDRC), in addition to COVID-19 (FAO, COVID-19 research grants), and calls by national and regional bodies for support in Odisha, India, and with AGRA Value4Her. Research evidence needs were also identified by gender researchers in a participatory manner and through systematic development of the EGM. However, the lack of a needs assessment of the Agricultural Research for Development (AR4D) landscape with representation of these stakeholder groups limited the EM's ability to identify needs as expressed in the Results Framework. The strategy of the EM lead was to focus on producing results quickly and to respond to demand from supportive partners. Given the broader context where the value of gender research is often disputed, the focus on where there is a clear demand and supportive partners to deliver quick wins is indeed strategic.

The needs of non-gender specialists within and beyond CG, such as the National Research and Agriculture and Extension Systems (NARES) and regional networks, were not sufficiently identified or addressed by the EM. The reader-friendly Evidence Explainers, however, was the EM's way to address an existing need it knew from experience that non-gender researchers had. These products were found to pique interest among those external stakeholders consulted by the EMET, suggesting the relevance of the EM's outputs to their needs. The GP website including EM outputs was also valued and addressed a need for a "one-stop shop" for gender research evidence and tools.

The expertise of GP leadership and CG gender researchers, many of whom have been in the gender and AR4D space for many years, and are geographically situated within the Global South, have enhanced relevance of the EM's work. The EM's two funding modalities, competitive funding for internal CG research and non-competitive funding with external researchers, maintained rather insular partnerships.

**Effectiveness: Achieved to Some Extent**

The EM has been effective in producing research evidence that has the potential to inform strategic investments and scalable gender-intentional innovations, which is an achievement given the short time span of the program. This is related to the high-profile, demand-led research and its flexible and responsive strategy. Examples of effective linkages with policymakers and other non-gender specialists were found, but these linkages could be enhanced moving forward to improve the relevance of evidence, its use, and its impact. The Evidence Explainers were an output produced from existing research or were tied to grants, which was found to be an effective way to reach broader audiences and for gradual and subtle influence in the day-to-day practices of researchers, practitioners, and other types of stakeholders. Contributions to coalition-building for gender research in the AR4D landscape have been valuable within CG and beyond. However, co-creation with stakeholders, research uptake, continued building of new partnerships, further encouragement of national and subnational relationships, and the tracking of impact together with the Alliances Module and the GP will be key in the next phase for the EM.

Gender researchers highly valued the EM grants, which facilitated gender research that would not have been conducted otherwise. Peer review and support, interaction between grantees, and learning-by-doing activities were considered to have enhanced the quality and quantity of evidence funded by the EM, and more interactions were requested. However, input constraints on grantees, in particular, the timing of funding and how late funds shortened research timelines, are likely to have impacted the quality of outputs or will do so in the future.

The non-competitive and competitive CG grants processes tend to restrict opportunities to the same small pool of candidates, inhibit alternative views and voices, and miss opportunities for strengthening capacity. However, external partnerships to CG have increased.

In terms of outputs and their impact on the quality and quantity of evidence, the range of outputs supported by the EM increased the quantity of evidence and the potential for uptake. The SR is arguably a high-quality output, but it is likely to restrict important learning from grey literature (as well as from work in non-English languages). The EM is also encouraging CG gender researchers to move beyond diagnostic work to enhance the value, use, and impact of evidence in challenging systemic inequalities.

**Efficiency: Achieved to Some Extent**

Although the EM's funding amounts have been adequate, extreme and repeated uncertainty around funding amounts available through the System Management Office (SMO)[1], as well as around expected disbursal timing, negatively impacts the quality of EM projects. Despite these constraints, the large number of EM projects have managed to cover a wide and important range of topics, involve a diverse range of non-CG organizations and CG researchers and Centers, and are well supported by the EM team. The EM team has strategically identified expertise suitable for many of its projects. This approach has clearly enabled them to work efficiently and complete many projects with a range of organizations and individuals in an unpredictable funding environment. However, directly approaching perceived experts, rather than using competitive open call processes, raises risks related to bias and research quality.

[1] Systems Office since 2022.

**Coherence: Achieved to Some Extent**

The EM complemented and strengthened gender-focused work in CG through funding modalities that contributed to funding deeper gender work that could not have been achieved otherwise. However, several interviews and the survey described the need for more meta-analysis of gender research, as well as position papers, for more strategic gender leadership by CG within the AR4D landscape. There was positive engagement between module leaders; however, more synergies could be explored, particularly with the Alliances Module around research uptake. Interaction of gender researchers from the different CG Centers and within the GP was highly valued. Yet more support and interaction were needed. There was limited data on how the EM's work translated into the new Gender Equality, Youth, and Social Inclusion Impact Area, given the newness of the transition. Capacity gaps are likely to include intersectionality, social inclusion and youth and designing for impact. There is also the broader issue of the lack of clear logic and direction of these different aspects, the challenge of identifying methodologies to address them within one Platform, and the question of how the EM would work with the initiatives in the future.

In terms of external coherence, the EM's 37 projects addressed a diverse range of gender equality and agri-food system-related themes and policy discourse gaps, but most are only now submitting their final reports. If shared strategically and converted into context-specific, locally owned plans, the emerging findings could fill crucial policy discourse gaps, helping to inform and meet gender equality policy objectives. This dimension and the tracking of uptake and impact of the EM's work have not yet received sufficient attention, leaving the EM's investments at risk of remaining unknown. The EM appears to have strong linkages with many external (non-CG) gender experts and some donors. Linkages to regional organizations, e.g., Forum for Agricultural Research in Africa (FARA) and African Forum for Agricultural Advisory Services (AFAAS) for Africa, appear to be missing, and linkages to NARES, national governments, NGOs, and the private sector appear to be underdeveloped, with the notable exception of the state of Odisha in India, where strong long-term relationships exist and exciting demand for gender-related evidence-based work is emerging. The majority of the EM's projects have scoped, mapped, synthesized, and analyzed existing bodies of data and evidence; however, some of the more recent EM projects focus more on engaging multiple stakeholders in co-learning processes. This is to facilitate joint analysis and action learning with plural understandings and visions of transformation toward equitable, sustainable, productive, and climate-resilient food systems.

**Sustainability and Learning: Partially Achieved**

Building on the broad research agenda, the EM during the last two years supported 37 projects which screen, analyze, synthesize, map, and interrogate the available gender and agri-food systems evidence and which generate evidence in response to emerging issues such as COVID-19 policy impacts. Although lead experts and organizations were identified for these projects, their team members varied in background and experience. These projects therefore provided several opportunities for capacity development, particularly for students and early career researchers working on the EGMs, SRs, and scoping reviews. Facilitated interaction between the different project teams and between the teams and their advisory committees (set up by the EM) provided rich learning and interaction opportunities for all involved.

At the level of GP senior management, several reflection events have been organized. However, within the EM, a similar reflection space has not been prioritized to date, and the EM team recognizes the need for it. They see the current year as an opportunity both to take stock of the findings now emerging from their projects, and to strategize their directions going forward.

The EM lead is clear about the need for an enhanced focus on the uptake and use of the evidence they have collated, particularly action learning processes with key investment and policy decision-making stakeholders. No process yet exists for tracking the use of evidence collated by the EM. In most of the EM projects to date, there has been a limited involvement of a wider range of stakeholders than the research team members, although the most recently contracted EM projects support a co-design and co-learning

approach with key stakeholders. Currently, interaction and added value between the three GP modules seems insufficient from the perspective of the evidence work. Information about the evidence studies has not been shared through the GP's learning alliances or Communities of Practice (CoPs), and a focus on evidence synthesis or mapping methods has not yet been included in the Methods Module.

Various operational factors within CG have inhibited the EM's activities, e.g., repeated uncertainty around funding amounts and disbursal times, high turnover rates of young gender experts, and capacity loss. The GP offers CG gender experts (who may individually find themselves isolated as sole gender experts in CG Centers) a collective voice and space to not only discuss and share, but to learn with and from each other.

Further risks and challenges include: (i) insufficient expertise and resources for supporting the GP's expanding mandate and CG's expanding number of platforms; (ii) continued loss of gender experts from CG; and (iii) confusion by stakeholders in distinguishing between the GP, the modules, and the Centers, resulting in reduced visibility and insufficient attribution of the GP's work.

**Recommended Actions**

a) Address funding uncertainties, delays, and inefficiencies: CG management, donors, and advisory board must recognize the negative impacts of the uncertainties around funding amounts, carryover rules, and one-year research timeframes on the GP and EM's ability to operate, and quality of research. They must urgently implement practical solutions to reduce or remove these constraints, which are wasting research time, expertise, and funds.
b) Strategically engage stakeholders: Develop a strategy for broad and continual stakeholder engagement within the AR4D landscape (e.g., regional organizations, NARES, grassroots women's organizations) for greater relevance, effectiveness, ownership, research quality, and sustainability.
c) Explore and understand evidence uptake and use pathways: EM urgently needs to focus on understanding, and strategizing, for research uptake and use pathways for past, present, and future gender and agri-food system evidence. This understanding must be strategically communicated and integrated to put the uptake and use of evidence into practice.
d) Monitor and track evidence use and impact: Linked to research uptake, the EM and GP needs to create a monitoring and tracking system on the use and impact of evidence products.
e) Take strategic leadership in agenda setting: Lead the development of a more strategic, high-level position on, and critique of, the current state of play for gender in AR4D using gender evidence.
f) Practice learning, reflection, and sharing within the GP and EM: Enhance and strengthen engagement, alignment, and learning within the EM and GP, and with partners.
g) Support learning for the Expanded Youth and Social Inclusion Platform Mandate: All the above recommendations are relevant to the newly expanded mandate of the Platform, which will benefit from building on an initial mapping of the youth and social inclusion agri-food evidence base. This will inform the evidence needs and gap prioritization process alongside a much deeper and more participatory Theory of Change (ToC) analysis regarding pathways from evidence outputs to outcomes.

# 1. Introduction

The CG GP work is organized into three interdependent and interwoven modules: Evidence, Methods, and Alliances (Figure 1). These modules were anticipated to cover issues that could not be addressed by a single CG Center, and thus achieve collaboration and potential economies of scale.

***Figure 1. The GENDER Platform Vision, Goals, Objectives, High-Level Outcomes, and Module Objectives***

| VISION | A WORLD IN WHICH GENDER EQUALITY DRIVES A TRANSFORMATION TOWARDS EQUITABLE, SUSTAINABLE, PRODUCTIVE AND CLIMATE-RESILIENT FOOD SYSTEMS | | |
|---|---|---|---|
| **Platform GOALS** | 1. Becomes the go-to-place for high-quality evidence, knowledge, methods, tools, and alliances around gender that foster transformational change for inclusive and equitable food systems within planetary boundaries | 2. Use tools and evidence to support CGIAR and its partners in transforming local and global food systems through improved gender equality | 3. Change the organizational cultures and enhance capacities for achieving gender outcomes within CGIAR and its partner institutions such that gender equality becomes a core principle in priority setting, research and day-to-day activities |
| **Platform OBJECTIVES** | 1. To generate the high-quality research evidence needed to influence the broader AR4D ecosystem and to integrate gender to achieve gender equal outcomes from ARAD | 2. To create an enabling environment within which gender equality is embraced as a core principle in priority setting, research, and day-to-day activities within CGIAR and its partners | 3. To develop the capacity of CGIAR and its partner organizations to carry out gender integrated and gender strategic research that is transformative and strengthens global, regional and national food systems |
| **Platform HIGH-LEVEL OUTCOMES** | 1. The global food system's development agenda, including that of CGIAR and its partners, governments, regional bodies, donors and multilateral organizations, is informed by gender research and evidence generated by CGIAR and partners | 2. Gender equality and transformative thinking is integral to the CGIAR system and to NARES, universities, and NGOs, and it is a key criterion for priority setting, targeting, and managing ARAD at all levels | 3. Partnerships for achieving gender equality are developed and/or strengthened, including linkages with existing CGIAR initiatives and external activities relating to gender equality and food systems development, to reach scale and impact lives |
| **MODULE-LEVEL OBJECTIVES** | **EVIDENCE Module**<br>1. To support the development of a diverse gender research portfolio that aligns to the priorities set in the CGIAR Strategy and Results Framework (SRF), by other multilateral bodies, such as the SDGs, and by other regional frameworks, such as CAADP in Africa and the Association of Southeast Asian Nations (ASEAN)'s 2025 Framework<br>2. To facilitate the identification and implementation of strategic research on emerging issues to generate evidence on global gender gaps on the empowerment of women in agriculture and to develop effective ways of addressing them | **METHODS Module**<br>1. To stimulate critical thinking and reflexivity on gender in ARAD<br>2. To strengthen the integration and value-addition of gender analysis in ARAD and reduce transaction costs, through assessment, development, and promotion of good practices, methods, and standards for gender integrated and strategic research | **ALLIANCES Module**<br>1. To explore, facilitate and develop approaches for interdisciplinary/ transdisciplinary synergies between gender researchers and with other scientists within CGIAR<br>2. To catalyze and strengthen capacities on gender integration and institutional change for improved uptake of gender research in an evolving global food system. |

Source: GENDER Platform Proposal

### The Evidence Module

The EM is led by International Rice Research Institute's (IRRI) Dr. Ranjitha Puskur. They moved from the Philippines to Kenya to take up the position, and since August 2021 has been based in India. They previously worked for International Water Management Institute (IWMI), International Livestock Research Institute (ILRI) and World Fish CGIAR Centers. The EM is focused on synthesizing, generating, and communicating relevant evidence, identifying emergent issues, and closing data gaps surrounding gender in agricultural and food systems to support transformation towards more equitable and inclusive food systems.

The EM aims to identify and fill priority evidence gaps and improve the quantity and quality of gender-related evidence in topics of global interest, and to promote the development of scalable intentional technologies and strategies to achieve gender-equitable development outcomes. For example, the EM highlighted evidence gaps in gender and labor in agriculture, value chains, seed systems, nutrition-sensitive agriculture, financial inclusion, and entrepreneurship in agri-food systems. The EM aims to position the CG GP as the go-to-place for high-quality evidence and knowledge on equitable and sustainable food systems.

The EM's two objectives stated in the GP's results-based management framework are:

1. To support the development of a diverse gender research portfolio and contribute to filling evidence gaps, in alignment with the priorities set in the CG Strategy and Results Framework (SRF), by other multilateral bodies, such as Sustainable Development Goals, and by other regional frameworks, such as the Comprehensive Africa Agriculture Development Program (CAADP) in Africa and the Association of Southeast Asian Nations (ASEAN)'s 2025 Framework in Southeast Asia.
2. To facilitate the identification and implementation of strategic research on emerging issues to generate evidence on global gender gaps and on the empowerment of women in agriculture, and to develop effective ways of addressing such gaps (CGIAR GENDER Platform, 2019, p. 44).

The EM began with a process of mapping the evidence gaps and synthesizing the existing evidence, followed by commissioning strategic research to address priority research gaps on women's empowerment that aimed to identify solutions and trajectories to reduce gender inequalities.

The EM works with a wide variety of partners who share mutual interests to achieve their intended outcomes. These partners include researchers from across the different CG Centers and beyond, development partners, the private sector, and think tanks. In addition, the module aims to engage with the Methods Module (MEM), which provides cutting-edge methods and tools to generate evidence, and the Alliances Module (AM), which builds impactful alliances through capacity development, as well as supports researchers to engage in strategic communication and partnerships to influence policy and investment priorities. Highlights of the EM's progress reported in the GP's 2020 and 2021 annual reports are shown in Table 1. The draft 2022 annual report was not yet available.

***Table 1. Highlights of the EM's reported Progress***

| Year | Highlights of the EM's reported Progress |
|---|---|
| **2020** | • Key research themes for evidence synthesis identified in July 2020 via a CG researchers' workshop and used to inform evidence gap-mapping exercise.<br>• Developed evidence gap-mapping protocol.<br>• Developed meta-analysis/evidence synthesis methodology for priority evidence areas.<br>• Documented good practices for evidence hub structuring used to inform GENDER resource hub.<br>• Identified emerging evidence and evidence gaps on COVID-19 and gender via a review.<br>• Initiated four projects on COVID-19 and gender initiated in early 2021.<br>• Initiated stocktaking of COVID-19 and gender responsive policy measures in Senegal, Ethiopia, and Zambia in collaboration with FAO.<br>• Approved proposal to test gender transformative strategies in the context of climate change and gender inequality hotspots by IDRC and conducted rapid review of methods.<br>• Initiated research on climate-smart agriculture and gender to produce a hotspot map, situational analysis and learning agenda by 2022, funded by BMGF. |
| **2021** | • Published evidence gap map identifying critical gaps in available evidence on gender in agriculture and food systems.<br>• Commissioned five GENDER-led projects to fill evidence gaps under three key themes.<br>• Completed four research projects on COVID-19 and gender.<br>• Harnessed big datasets (RHoMIS and DHS[2]) in four projects, for evidence generation-around gendered labor dynamics, gendered control over incomes and resources, and the relationship with nutrition and dietary diversity of rural households.<br>• Co-developed methodology to identify and list climate-agriculture-gender-inequity hotspots by EM, IDRC, and other experts.<br>• Commissioned two studies in sub-national hotspot areas in Bangladesh and Zambia involving situation analysis and identification of interventions to test the Gender Transformative Food System Framework.<br>• Co-created climate-smart agriculture and gender ToC to support development of a learning agenda, developed Evidence Resource Library, and identified key learning gaps. |

*Source: GENDER Platform Annual Reports (2020, 2021)*

[2]Rural Household Multi-Indicator Survey (RHoMIS) and the Demographic and Health Surveys (DHS)

# 2. Key Findings

## 2.1 PROGRESS: To What Extent did the Evidence Module Achieve Progress Toward Intended Outcomes?

The GP began in early 2020 just prior to the start of the COVID-19 pandemic. In January 2020, a meeting in Rome brought together all CG gender research coordinators, which included the two CG gender researcher teams that had each submitted a proposal to develop and lead a CG Platform focused on gender and agri-food systems. The two teams' gender research coordinators discussed the proposals, (GENDER and ENGENDER), combined their ideas, and co-developed a way forward. The proposed Platform was structured around three interconnecting modules: Evidence, Methods, and Alliances. A call for applications to lead the modules was issued. Researchers from four CG Centers applied to lead the EM. The Platform selected IRRI to lead the EM, and Dr. Ranjitha Puskur became the EM lead in October 2020. The EM was allocated a budget in November 2020, and the EM lead then hired an associate researcher to work with them.

### *2.1.1 Findings with Key Examples*

Since then, the EM team has co-designed, contracted, and provided a total value of more than **USD 3.36 million in grants for 37 gender and agri-food system evidence-related projects** from a wide range of different organizations, some covering a focus on global or a low-middle income countries (LMICs), others specific to a particular geographical location. A visual overview of the EM's evolving activities, activity linkages, timeframes, and source of demand and/or funds is shown in Figure 2.1.1. The following paragraphs provide a brief narrative of the EM's process and projects.

In July 2020, the GP supported a virtual workshop to finalize the GP's and thus the EM's research agenda and focal themes. In December 2020, the EM initiated its first research activity, which was to develop an **evidence gap map (EGM) on gender in agriculture and food systems** (see Annex 5 Case study 2), led by a Leveraging Evidence for Access and Development (LEAD) team at Krea University in India. The EGM report is available online here.

Shortly thereafter, the EM identified another important knowledge gap and a topic of emerging interest on which to focus and issued an internal CG call for research **into the gendered impacts of national COVID-19 policies** within agri-food systems. As a result, four COVID-19 projects were initiated in April 2021 covering water crises in Egypt, environment impacts in Vietnam, agri-businesses in Asia, and cross-border fish value chains in southern Africa. The EGM also highlighted the availability of evidence on several key topics and the EM realized the need for making this accessible to a wider audience. Therefore, the EM and GP's communication team began identifying interesting, relevant, and important gender agri-food system papers and studies. The team contacted their authors and asked them to develop an 800-word plain language **Evidence Explainer**. See an example here. To date, that effort has led to a total of 18 Evidence Explainers which are available on the GP website (see Annex 4.1 for a list of the titles). At the end of 2020, the initial EM research associate left to start an MSc, and by February 2021, two new research associates (based in India) and a post-doctoral fellow (based in Nairobi) joined the EM team.

Through the EGM, the EM realized the need to synthesize and make sense of the available evidence on some key themes and identify further evidence gaps. The EM team scouted for partners with experience in robust evidence synthesis and interacted with several including 3ie and Campbell Collaboration. By mid-2021, discussions between the EM and Campbell Collaboration lead to the development of five **SRs** to investigate gendered dimensions of financial inclusion, agricultural mechanization, value chain interventions, climate-smart agricultural practices, and gender transformative approaches, which are currently being concluded. The same organization also began work on an **EGM** of interventions promoting women's entrepreneurship in agri-business.

When the GP was initiated, three other CG Platforms already existed (Big Data, Excellence in Breeding, and Genebank). Between January and March 2022, the GP was inspired by the Big Data Platform's work and initiated a set of seven projects to understand whether useful gendered data and analysis could be **harnessed from existing big datasets** (e.g., RHoMIS, DHS). The topics covered labor dynamics, nutrition, income and resource control, crop incomes, and perceptions of climate risks. A range of CG and non-CG partners worked with the EM on these BDH projects. Some are already completed while others are in the process of completing their final reports.

Two donors, BMGF and IDRC, contacted the GP team directly to ask them to initiate climate and gender-related work. The BMGF funds supported, amongst other areas, the development of a **climate-smart agriculture (CSA) learning agenda and resource library** under the EM. The IDRC funds supported the development of the **climate-agriculture-gender-inequity hotspots** related activities, which included a specific **mapping methodology** to highlight areas which saw the EM, International Maize and Wheat Improvement Center (CIMMYT) and International Food Policy Research Institute (IFPRI) researchers adding further dimensions to earlier hotspot mapping work done by CG's Climate Change Agriculture and Food Security (CCAFS) CRP. Based on the mapping, the EM issued a request to CG Centers for Expression of Interest (EoI) to conduct a situation analysis followed by identification and testing of innovative interventions as part of a gender transformative food system framework in the hotspots within Bangladesh and Zambia. The EoI attracted a poor response reportedly due to existing heavy workloads of CG gender researchers. Ultimately International Institute of Tropical Agriculture (IITA) and International Centre for Diarrhoeal Disease Research, Bangladesh (ICDDRB) were approached and contracted by the EM for this work in Zambia and Bangladesh. This was followed by an impact assessment of the work, which the EM approached and contracted World Fish and ICDDRB to conduct in Zambia and Bangladesh, which is currently underway.

In early 2022, the EM addressed five more gaps identified in the initial EGM and GP research agenda development process through funding a series of five **evidence generation** projects covering water governance, peri-urban livability, downstream aspects of rice value chains, sustainable livelihoods, and climate smart solutions for cocoa. These projects were all led by CG researchers. The projects ´involved field work and covered a range of countries including Bangladesh, Madagascar, Senegal, Papua New Guinea, Cambodia, and Ghana. These projects are all complete as of February 2023.

By mid-2022, the EM identified the need for a **SR on effective agricultural extension methods**. The EM lead scouted for external organizations with experience in the methodology or the topic, and reported contacting three to six organizations per topic, some of which were asked to provide budgeted proposals. The EM team used these proposals to select which organization to contract. A researcher at University of California Davis (UCD) was contacted and contracted to co-design and conduct the agricultural extension methods SR study by the EM. In October 2022, the EM co-designed and funded **five gender-related scoping reviews** covering topics ranging from climate finance, climate smart data, climate mitigation, climate resilience framework, CSA, and the private sector. These reviews are planned to end in February/March 2023.

In November 2022, following many months of discussion and concept development, **three projects in Odisha state**, India were initiated in close partnership with the local government and other local stakeholders. The first project focused on developing simple-to-track indicators of women's resilience and empowerment along with a dashboard and resource hub in response to requests from the local government for evidence and related tools. The second study focuses on the impacts of male outmigration. The third study is a participatory foresight analysis around transforming food systems and cultures (see Annex 5 Case Study 3). All three projects are projected to be completed before the end of 2023.

As with many projects that use adaptive management styles, the EM has evolved dynamically as learning developed, and in response to changing or emerging needs. An enormous volume of evidence on gender and women's empowerment in agri-food systems has been synthesized and/or generated by the EM. The

EM's results-based management framework is shown in Annex 4.2. An additional column has been added by the EMET which summarizes progress against each output and outcome. In several cases, the data sources of verification (e.g., yearly surveys) listed in the Results Framework that support an evaluation, do not exist, rendering it difficult to measure these parameters.

The EM achieved progress, to some extent, towards Intermediate Outcome 1.1 "Utilize the evidence on what works for women's empowerment in agriculture to inform strategic investments". This was done through uptake of, or stated plans for uptake, of the climate-agriculture-gender-inequity hotspots mapping work by a range of African governments and development organizations, and the near completion of 37 projects (EGMs, SRs, scoping reviews, or gendered analyses of big data sets) (Output 1.1.1). This is a considerable achievement in the context of the COVID-19 pandemic and the early stage of the GP (two years). However, communication about the EGMs, SRs, scoping reviews, and involvement of wider stakeholders in shaping, supporting, and validating them to ensure relevance, has been limited. This is a priority going forward if the stakeholders of Outcome 1.1 (e.g., CG Centers, CG CRPs Initiatives, governments, regional bodies, donors, and multilateral agencies) are to utilize this evidence.

There was some progress towards evidence for gender theory development and testing. Some Evidence Explainers addressed relevant gender theory, and the hotspots work includes a review of gender transformative approaches (Output 1.1.2). Progress was made to a limited extent towards Intermediate Outcome 1.2: "CRPs, CGIAR Centers, and NARES test and evaluate innovations and pro-poor, transformative approaches developed from the evidence base before going to scale". Some progress is considered given the limited attention by the EM to further work on and monitoring of the integration of gender concerns in technological products developed by CG and partners (Output 1.2.1). Progress was achieved to a good extent towards Intermediate Outcome 1.3: "CRPs, CGIAR Centers, and NARES improve the quality of gender research evidence generated". This is due to how two EGMs, six systematic reviews and four scoping reviews following protocols, were generated by organizations and advisory committees with relevant expertise to synthesize the available evidence. Evidence Explainers have been created on 18 topics to date (Output 1.3.1), albeit not in one of the forms intended (policy briefs). The SRs and the second EGM are not yet finalized.

The Results Framework describes the originally planned outputs and outcomes and the associated indicators, targets, and sources of verification. Revisions to the Results Framework and ToC were not found to have been undertaken. In the 2019 CGIAR GP Proposal, the ToC for the GP (Annex 4.3) and the EM (Annex 4.4) were described. The EM's ToC shows the Results Framework without mentioning assumptions and risks. The EM's ToC also cites Hivos (2014), explaining that the various outcomes of a ToC process can be used not only for learning purposes, but also to regularly monitor and reflect on the constantly changing process. This enables researchers, and other stakeholders to adapt strategies, review and modify assumptions, and learn. No documented evidence of this having occurred was found, neither the Plan of Work and Budget 2020 or 2021 reports document any changes needed to the EM's ToC (although both reports contain sections for documenting changes to the ToC). However, changes and extensions to some of the EM's planned milestones were noted in the 2020 Annual Report Table 5 covering the initial COVID-19 pandemic period and start-up of the GP. The EM ToC states the EM will "spearhead the integration of gender theory in the overall work implemented in CGIAR and help set the priorities for technology research and development". No data sources for this are being tracked yet. In general, the EM team recognized that their monitoring and tracking systems were not sufficient, which is an area they aim to improve.

### *2.1.2 Conclusion*

As with many projects that use adaptive management styles, the EM has evolved dynamically as learning developed and in response to changing or emerging needs, and thus some divergence from the Results Framework is expected. The EM evaluation findings suggest that although the COVID-19 pandemic affected the envisaged activities, the EM Results Framework was over-ambitious and not well-used to date. However, reflection and revisions to the Results Framework were not found to have been undertaken. The absence of the specified "data sources for verification" rendered it difficult to measure these parameters. Notwithstanding, the EMET has provided indication of the EM's progress.

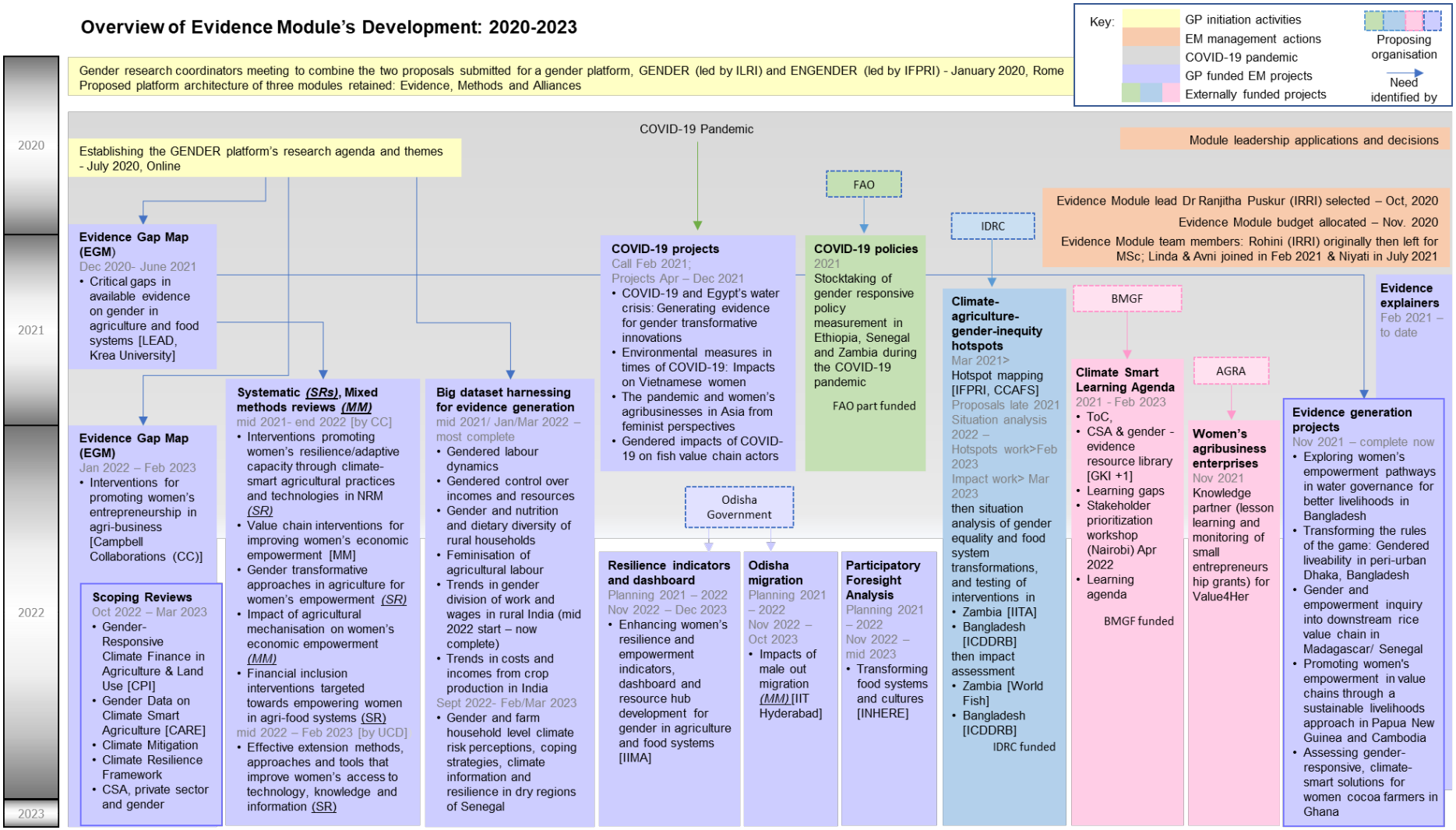
First, the EM achieved progress towards Intermediate Outcome 1.1 "Utilize the evidence on what works for women's empowerment in agriculture to inform strategic investments" to some extent, through uptake by African governments of the climate-agriculture-gender-inequity hotspots mapping work and the near completion of 37 projects (EGMs, SRs, scoping reviews, or gendered analyses of big datasets) (Output 1.1.1). However, communication about the existence of, and results of, the EGMs, SRs, scoping reviews or involvement of wider stakeholders in shaping, supporting and validating them has been limited, which is a priority going forward if the stated stakeholders for Outcome 1.1 (CG Centers, CG CRPs Initiatives, governments, regional bodies, donors, and multilateral agencies) are to utilize this evidence. There was some progress towards evidence for gender theory development and testing, with some Evidence Explainers addressing relevant gender theory. The hotspots work also includes a review of gender transformative approaches (Output 1.1.2). Progress towards Intermediate Outcome 1.2 "CRPs, CGIAR Centers, and NARES test and evaluate innovations and pro-poor, transformative approaches developed from the evidence base before going to scale" was achieved to a limited extent given the limited progress on the integration of gender concerns in technological products developed by CG and partners (Output 1.2.1). Progress towards Intermediate Outcome 1.3 "CRPs, CGIAR Centers, and NARES improve the quality of gender research evidence generated" was achieved to a good extent, given that two EGMs, six systematic and four scoping reviews following protocols have been generated by organizations. Advisory committees with relevant expertise to synthesize the available evidence were created, and Evidence Explainers have also been created on 18 topics to date (Output 1.3.1), albeit not in one of the forms intended (policy briefs). The SRs and the second EGM are not yet finalized.

### *2.1.3 Recommended Actions*

(1) Establishment of **stronger project management systems** are needed by the EM.[3] This should include regular use of, reflection on, and adaptation (as required) of the EM's Results Framework and ToC. Given the current focus on finalizing the substantial volume of gender and agri-food system evidence synthesized or generated by the EM, strategic thought and design is required around how use of this evidence by the different target stakeholder groups will be tracked.

[3]For related GP recommendation, see CGIAR GENDER Platform: Evaluation Report.

***Figure 2.1.1. Evolution of the Evidence Module's Portfolio of Projects, their Linkages, Timeframes and Source of Demand/and or Funds***




Source: Authors' & EM Lead's creation

## 2.2 RELEVANCE: How did the Evidence Module Support CGIAR's Continued Relevance to Deliver on Gender Equality?

The relevance section is based on the position that for **evidence to be relevant for AR4D, the pathway from the generation and synthesis of evidence to its uptake requires a need for that evidence among stakeholders**. However, the problematic nature of needs for gendered evidence is recognized (e.g., needs can be contested, some people and/or institutions may not be aware of their needs or be resistant to having gender evidence needs). Therefore, there is a continual tension in gender research regarding how much effort, in the context of limited resources, should be given to an advocacy role, that would help raise awareness among stakeholders of their gender-related needs. This distinction is important in gender research and for the Platform. This tension highlights the EM and GP's daily reality in their attempt to address gender evidence needs and at the same time calls attention to the EM and GP's sphere of control. The relevance of the EM's efforts in responding to need is therefore assessed (and valued) based on this understanding, and weight is given to the views of its own experts for this reason.

### 2.2.1 Findings with Key Examples

1.1 What were the evolving needs of CG, partners, and funders for gender research evidence in the context of global megatrends and grand challenges?

The previous section (2.1) demonstrates the significant amount of evidence generated by the EM, including its response to emerging demand. Gender evidence needs were determined by the EM during the start of the Platform and during the COVID-19 pandemic. Evidence needs at the proposal stage were left open as research was required for the systematic identification of gaps. The GP convened CG gender researchers with some external partners in a research agenda workshop and a virtual workshop in 2020 (CGIAR GENDER Platform, 2021b), which identified and prioritized seven themes as important for CG priorities and to gender and food systems transformation, along with needs that couldn't be addressed by CG Centers. The first and foundational EGM was then commissioned around these themes (see Annex 5 Case Study 2). The EGM determined the extent of the evidence gaps and identified new gaps along 11 themes and four outcomes. The gaps were discussed among the GP, and an agreement was made about what gaps to address. These gaps were then the subject of research calls. As such, the EGM reflects work that was emerging from CG gender researchers and their understanding of evidence gaps and needs in CG, as opposed to undertaking a needs assessment involving other stakeholders in the broader AR4D landscape to assess needs.

The EM delivered on three[4] of the five areas identified as evidence gaps that aligned with the gaps[5] identified in the EGM (food systems transformation for gender equality and women's empowerment), which is a great achievement. Environmental outcomes are a remaining evidence gap. Gender, seed systems, and breeding were also identified as gaps; however, the EM was aware that it was a new area of work being addressed by several efforts as part of the Root Tubers and Bananas (RTB) CRP and by several bilateral projects funded by BMGF in IRRI, CIMMYT and International Crops Research Institute for the Semi-Arid Tropics (ICRISAT). The EMET recognizes and agrees with the EM lead that not all gaps were possible to address in the short timeframe of the project.

The EM addressed needs that were unforeseen at the GP proposal stage and while the EGM was being conducted, given interactions with donors and emerging issues, such as during the COVID-19 pandemic. Examples of how the EM responded to emerging issues and evidence needs of the global community within the short timeframe of the program are identified by theme below.

[4]Exploring women's empowerment pathways in water governance for better livelihoods in Bangladesh; Gender and empowerment inquiry into downstream rice value chain in Madagascar/Senegal; Promoting women's empowerment in value chains through a sustainable livelihoods approach in Papua New Guinea and Cambodia.

[5]Gaps defined as subjects that had less than half the number of studies compared to other reviewed gender themes.

**(1) COVID-19 pandemic:** Following the onset of the pandemic, the EM published a call for research proposals within CG on gendered impacts of COVID-19 in agri-food systems. Once the GP and the allocations were approved, activities started in February 2021. The EM lead stated that the call documents included a requirement that grantees include national/local partners, which is a route for projects to be more responsive to need. An interview with one grantee confirmed that they had involved individuals from the Ministry of Fisheries in Malawi, who they had worked with before. EV-Intv-73

*"It was becoming evident that women were being affected more than men, and so we did a scan about what kind of research was being generated about COVID-19 and saw there was little at the start on food systems and agriculture, so we put out a call to CG Centers asking for proposals."* EV-Intv-216

**(2) Climate change:** Donor's such as BMGF and IDRC brought a strong demand for research on gender and climate change, specifically for CSA and hotspot mapping. These donors wanted an emphasis on the collection of evidence for monitoring and tracking the gendered impacts of climate change which was not currently in place. The hotspot mapping has generated new demand from both national governments e.g., Rwanda, Uganda, Kenya, Botswana, and international/regional organizations, e.g., AGRA, the African Development Bank (AfDB), the Asian Development Bank (ADB), and African Group of Negotiators Experts (AGNES). An indication of the quality and usefulness of the work is demonstrated by FAO, referencing the Hotspots working paper in their State of Food and Agriculture and Food (SOFA) report.

**(3) Country demand for gender-related monitoring and evaluation (M&E):** This demand was emerging through late 2021 and 2022. Initiatives were developed in 2022 because of continuous formal and informal interaction with the government stakeholders. Examples of research activities included: developing practical resilience and empowerment indicators and creating a dashboard for gender in agriculture and food systems-Indian Institute of Management, Ahmedabad (IIMA) and impacts of male outmigration-Indian Institute of Technology, Hyderabad (IIT) 2022–23.

**(4) United Nations FAO partnership with the EM to review gender responsive policies:** A review of gender responsiveness of policy measures in Ethiopia, Senegal, and Zambia during the COVID-19 pandemic was conducted at the request of FAO. Projects were initiated in sub-Saharan Africa which reviewed secondary data and collected primary data, concluding with a policy dialogue.

**(5) Partnership with AGRA for their Value4Her program**: Providing lesson learning and monitoring of small pilot grants on women-women supply network development.

However, interview data suggested that **progress towards identifying and addressing the needs of non-gender specialists within and beyond CG by the EM were not sufficient.** This would have achieved output 1.2.1 by 2025. It should be noted that the transition to One CGIAR also impacted all research agendas at this time. The EM leadership acknowledges that the needs of non-gender researchers were not fully addressed, as their strategy was to focus on areas where they could achieve results quickly. At the same time, there were attempts to address the needs of this group. A survey was conducted and a report developed, albeit by the AM, that identified gender needs within CG gender and non-gender researchers (Zaremba et al., 2022, p. 28). The EM, however, developed Evidence Explainers available on the GP website to meet an existing need that the EM team knew non-gender researchers had: the need for evidence synthesis in a reader-friendly format on a variety of topics understandable to non-gender specialists. Given the broader context where the value of gender research is often disputed, the strategy of the EM to focus on producing evidence where there is clear demand and supportive partners to deliver quick wins is indeed strategic. Furthermore, several interviews suggested difficulty in engaging with internal partners, particularly those who may not be aware of their needs or want to admit they have needs, as demonstrated in the quote below. While changing hearts and minds is also an important need in and of itself for gender research, working with "flow" and addressing demand for gender research still contributes to the relevancy of research for a specific group of stakeholders.

*"It can feel like a supply push—how many more years of pushing?... I have seen it is a lot easier to engage with external partners, but it is engaging with internal partners that has been a challenge."* EV-Intv-82

Interviews indicated that engagement with NARES was limited, which would indicate that the relevance of the EM evidence to this stakeholder group is limited. Working in collaboration was a requirement of grants, including with national/local partners; however, in practice, there were challenges, e.g., in prioritizing which NARES to engage (at a Platform level), the limited capacity of NARES to deliver high-quality research in some instances, and staff changes which disrupted those relationships. At the same time, when NARES, universities, and other institutes were contacted during this evaluation, the EM products (Evidence Explainers and topics of the SR) were found to pique interest, suggesting the relevance of the EM's outputs to their needs.

1.2 What are the indications that the EM has and will address gender research evidence needs within the broader AR4D ecosystem? How are the needs for evidence being communicated and connected to the EM of the GP?

Several examples drawn from interview data suggest the perceived value of the EM's outputs among people outside CG, and its responsiveness to needs in the broader AR4D ecosystem. Some key outputs mentioned by interviewees described as highly valuable to their work were the Evidence Explainers, topics of the SR, and EGM. For example, a gender researcher from a regional African organization stated:

*"As you were showing me that work, I was looking at it through [our organizational] lens it was really exciting for me [as] we have been talking about evidence-based decisions and policy making. And when you go to the Continental technical arm of [organization name] we really need to have this evidence for processes, programs, initiatives… [Our] issue is being able to capture qualitative data…. The topics that you showed have been posted in the Evidence module helps to explain and give some clear indicators in terms of how women are impacted – in different topical issues. Emerging issues like climate change, I can see financial inclusion which is really in line with what we do. It is definitely something I would want to pick up after this. Thank you for bringing this up."* EV-Intv-239

Another example, a gender consultant at a regional African organization stated:

*"From what you have shared, it looks very important especially on EGMs… Currently under the [platform name] platform we are going for the gender equality seal, but we are also bidding for a [name of funding body] concept, and they want an innovative concept on gender equality and so this evidence is all very critical for us, because they want an innovative concept. But that site is very important, and I will take a look at it again… With the GENDER platforms permission, we could actually use some of those materials you showed during our trainings. We are soon conducting the [organization name] gender training that we are scheduling."* EV-Intv-49

***Additional Evidence Gaps***

It is recognized that the EM cannot address all gender evidence gaps in the 11 areas identified by the first EGM. However, some gaps that interviews with CG staff in Centers and survey data indicated that they would like to see the following themes be addressed: (i) the feminization of agriculture[6] in the Middle East and North Africa (MENA); (ii) food loss and waste; (iii) green transitions; (iv) gender-just transitions (livestock and water governance were also mentioned but technically under the remit of Centers); (v) further analysis of large datasets; (vi) global assessments/meta-analysis of the gender and empowerment landscape; and (vii) practical evidence to inform activity implementation. Evidence from the MENA region was also identified as a gap. While this gap was not addressed by the EM (as few proposals were received from the MENA region for the EM to consider), the GP funded a MENA strategy that included the evidence needs for the region. Interview data drawn from gender researchers located in various Centers stated that the lack of funding for gender research from Centers limits their capacity to address these areas.

[6]Comment from the EM: many research grants were given on this topic when the Platform's predecessor was under PIM CRP at IFPRI. Therefore, it was a deliberate choice to not focus on this area due to previous investments.

Some interview data highlighted the trade-offs that were made in selecting what gaps to address and where. For example, that thematic or content needs were addressed while needs were not necessarily met geographically, as demonstrated in the quote below:

*"I think we moved a lot more on the content filling of the EGM than on the geographic gap filling."* EV-Intv-146

The EMET's consultation with external stakeholders raised some illustrative examples of the types and diversity of gender research needs. For example: research to inform policy change (e.g., the Minimum Support Price in India paid into men's bank accounts); actions to address the exclusion of women from food systems due to commercialization; understanding the impact of disasters and disaster resilience on women; and demographic information on women farmers and entrepreneurs. The diversity and range of needs garnered through several interviews highlight the need to engage with stakeholders systematically, to group needs thematically, and to prioritize.[7]

1.2b How are the needs for evidence being communicated and connected to the EM of the GP?

The needs for evidence are being communicated and connected to the EM through both formal and informal channels. The former relates to the series of meetings among gender specialists and some external stakeholders early in the GP development where research themes were agreed. Interviews with CG staff indicate that these events were participatory. Informal communication of needs was also facilitated through conversations during events within CG (e.g., Cultivating Equality) and GP meetings. The involvement of external partners to bring a non-CG perspective to evidence needs was limited in the EGM and SR.

There were several interviews that suggested a lack of engagement with some important regional bodies (in the context of the short time span of the EM) and lack of feedback loop with internal CG grantees who were unaware of how their information/thinking was used to inform decision- making. However, all grantees were required to indicate on their proposals their evidence communication and dissemination plans to engage with stakeholders.

1.3 How did the design, inputs, implementation processes and outputs of the EM meet the gender research evidence needs of CG's non-gender specialists, partners, and funders?

***Design***

The EM was designed to address gaps in evidence that align with the priorities of stakeholders on empowerment of women in agriculture (CG GENDER Platform, 2019, p. 44). The operating mechanism defined in the GP proposal states under work package two that "priority gender equality research initiatives identified" (p. 36) and this was to be followed by the development of an EGM based on the prioritized themes by gender researchers.

However, the EM design lacked a mechanism beyond workshops with mainly the CG gender research community to identify needs. Alternatively, a participatory needs assessment of the AR4D sector could have been undertaken to inform activities; however, the difficulties of this in the context of COVID-19 are recognized.

***Implementation Processes***

The GP identified seven initial themes as being important to gender and food systems transformation, through a research agenda workshop and a virtual workshop in 2020 (CGIAR GENDER Platform, 2021b). The GP leadership described these themes as important areas of CG priorities and gender and food systems transformation. These are needs that could not be addressed by CG Centers.

Ongoing engagement with donors who were supportive of gender research, such as BMGF, United States Agency for International Development (USAID), Gesellschaft für Internationale Zusammenarbeit (GIZ), and IDRC, enabled the EM to address evidence needs from these organizations. This demonstrates the

[7]See first recommendation in section 2.2.3.

perceived importance, legitimacy, and relevance of the EM and GP among international donors as their expertise is sought in non-competitive arrangements. At the same time, donor-driven agendas may reflect a bias[8] as they can mirror priorities and interests for some subjects, types of evidence or regional focus. It could also risk commitment to planned work and national agendas in the countries where the research is taking place. However, the importance of resources/funding from donors is clear.

As discussed above, the process of identifying research priorities or themes took place in participatory workshops with CG gender researchers and some external partners. Interview data suggested the research agenda workshop and the virtual workshops were participatory and inclusive, and the MENA region and Francophone countries were represented. A gender researcher stated:

*"I felt all of our voices were heard, not just the senior ones."* EV-Intv-176

The GP and EM then commissioned the EGM based on 11 themes to identify gaps, following which CG and non-CG researchers were commissioned to address some of these gaps through competitive and non-competitive funding. However, the criteria for prioritization in relation to evidence needs in the AR4D landscape (NGOs, grassroots organizations, regional bodies) within these consultations is unclear. This is a limitation given the paucity of gender evidence in some areas related to the food system.

***Inputs***

The GP leadership and CG gender researchers' expertise, many of whom have been in the gender and the AR4D space for many years and geographically situated within the Global South, have aided the relevance of the EM's work. Furthermore, it was often the same individuals involved in different GP activities, such as the proposal, advisory for the EGMs, and SRs, who maintained consistency and expertise. The EM leadership invited gender researchers from CG Centers and some partner organizations to participate in various events.

The EM's two funding modalities, competitive funding for internal CG research and non-competitive funding with external researchers, both maintained rather insular partnerships. In the case of the non-competitive funds, the EM lead relied on their networks or scouting activities. While the EM lead describes adding elements of rigor to the non-competitive process (e.g., for one SR, proposals were invited from two organizations who were assessed based on the quality of work, value for money, costs, timely delivery and capacity of the organization/team,) these processes can pose the risk of groupthink, potentially restricting access to external needs and experiences that could be more relevant, impactful and transformative.

***Outputs***

Several interviews with external stakeholders found that the EM outputs—namely the Evidence Explainers, EGM and the hotspots mapping—were useful and relevant to their work, both in terms of themes and the design (note that most written outputs are not yet publicly available/complete at the time of the evaluation). While it cannot be substantiated by the EMET if these were based on a clear need, it does indicate that it has the potential. Below are five examples highlighting the usefulness of the EM outputs.[9]

**(1) EGMs in the AR4D landscape (LEAD and Campbell Collaboration)**. The maps were intended to provide direction for the EM. Interview data from the GP and EM indicated that the usefulness was having the maps, as this gender research data in food systems had previously not been collated in such a way that would present a broader overview of trends from different studies. External partners interviewed found the maps important references to advocate for future research funding.

[8]Hanafi, S (2015).
An example from the health sector: Sridhar, D. (2012).
An example from the aid sector: Neumayer, E. (2005).

[9]The EMET uses the Cambridge Dictionary definition of "need": "to have to have something, or to want something very much", in contrast to "useful": "effective; helping you to do or achieve something."

**(2) BDH for evidence generation**. These activities were funded based on suggestions from CG gender specialists and non-specialists. An interview with an organization's Global Research Hub based in India found that the EM's focus on labor dynamics and quantitative data is important for their advocacy work:

*"We need to be evidence based. They [government] want numbers so they can make changes and provide a budget."* EV-Intv-56

**(3) Evidence Explainers.** Interview data identified these as useful for internal and external lobbying to create space and budgets for gender research (e.g., SEWA, AGRA, FARA). External grantees also valued Evidence Explainers citing uses for teaching and other uses.

**(4) Hotspots.** According to interviews with EM team, the survey and document review, the visual mapping exercise created interest from national governments (e.g., Rwanda, Uganda, Botswana, Kenya) and international organizations (i.e., AGRA, ADB, AfDB, AGNES, FAO).

**(5) GP website.** Including EM outputs, the website was also valued and addressed a need for a "one-stop-shop" for gender research evidence and tools (see AM evaluation report):

*"One thing I like, there are no other places where gender-related things are collated so the Evidence module is very nice it's a one-stop-shop where you can go and get everything in one place, otherwise it was very scattered. So, the evidence module has filled a gap in some ways."* EV-Intv-117

*"I think it's a great repository of publications and resources that researchers like us can access to inform our own research and also stay updated."* EV-Intv-260

### 1.4 What does CG, its partners and funders consider, if anything, needs to change? How can these changes be made to meet the new expectations of CG and the Platform regarding gender research evidence for the expanded Platform (particularly around youth and social inclusion)?

Several suggestions were identified in the interviews and survey regarding the new expectations for gender evidence for the expanded Platform. These were collated and grouped into the following themes:

**More strategic and high-level research**

- Develop meta-analysis of evidence; consolidate, assess, and translate evidence.
- Develop flagship reports that inform and shape current policy debates.

**Stakeholder engagement and GP culture**

- Create a common vision with purpose, moving beyond diagnostic work. This was the vision of the EM leadership. Feedback indicates this should continue to be strengthened.
- Develop stronger interaction between consortiums and with practitioners dealing with "real life" challenges, combining efforts on shared initiatives to contribute to a larger, shared vision (external interview, partner).
- Establish continual engagement with stakeholders and integrate their perspectives. Seek feedback from Platform users (external interview, partner).
- Hold more webinars and interaction between grantees. Interaction facilitated by the EM was appreciated, and the feedback indicated that this to be continued and increased.

**Youth and social inclusion**

- Based on the results of the position papers on youth and social inclusion, develop a clear vision and plan of work with Centers, based on an EGM, to address this impact area.
- Strengthen research for advocacy and policy influence purposes to shift attitudes, mindsets, and perceptions towards gender and youth inclusion, particularly in AR4D employment. For the EM, this will involve ensuring research is addressing clear needs with defined uptake pathways.
- Promote youth leadership and youth positions such as through internships, with EM management drawing on digital innovations.

**Budgets**

- Develop greater certainty in resources and the timing of its release.
- Improve governance, transparency, and equity in the way funds are distributed (referencing the GP in general).

### *2.2.2 Conclusion*

There were several indications that the EM supported CG's relevance in delivering on gender equality. These included the EM's ability to address the evidence needs of the following: (i) international organizations and donors for gender evidence on climate change (BMGF, IDRC); (ii) COVID-19 (FAO, COVID-19 research grants); and (iii) regional and national bodies call for support in Odisha, India and with AGRA Value4Her. The evidence needs were identified thematically drawing on the expertise of the gender research coordinators. However, the lack of a needs assessment of the AR4D landscape with representation of these stakeholder groups, which could have drawn on AM activities, somewhat limited the ability of the EM to identify need as expressed in the Results Framework.

The strategy of the EM lead was to focus on producing results quickly and respond to demand from supportive partners. Given the broader context where the value of gender research is often disputed, the focus on where there is clear demand and supportive partners to deliver quick wins is indeed strategic.

The EM's design enabled participation and inclusion of gender researchers from diverse Centers, building on their expertise and knowledge of evidence needs, and the flexibility of the EM enabled responsiveness to emerging needs. However, there are also perceptions and indications that although the Evidence Explainers produced by the EM were developed with the needs of non-gender specialists in mind, they had limited engagement with non-gender specialists within CG overall, as well as limited engagement with NARES and regional organizations that would potentially address their gender research evidence needs and ensure relevance of outputs. The constraints of COVID-19 and the strategy of focusing on "quick wins" is recognized and valuable in the latter case.

Interview data suggested that the needs of non-gender specialists within and beyond CG were not sufficiently identified or addressed by the EM, which was a commitment in the Results Framework Output 1.2.1. However, a survey was conducted, and a report developed by the AM to identify gender needs of CG researchers (Zaremba et al., 2022, p. 28).

### *2.2.3 Recommended Actions*

(1) The current EM strategy of focusing on areas of "flow" (working with willing partners with clear demand, also providing "quick wins") as opposed to "resistance" or obliviousness to gender research (encouraging people to see the need to demonstrate its potential) helps build momentum and productivity in outputs and outcomes. However, it directs focus away from areas where there are needs for gender research among other stakeholder groups, particularly those who may not have the interest or see its relevance. Strategically, the next phase of the GP could **consider if and how the EM should focus on addressing areas where there are needs but perhaps resistance or obliviousness to these needs.** These types of evidence needs could be identified through a needs assessment, as they may be challenging to determine.

(2) **Establish processes for ongoing engagement and prioritization process of evidence needs** with representatives from the AR4D environment (e.g., regional organizations, NARES, grassroots women's organizations). Draw on the engagement activities of other modules, with the aim to facilitate greater dynamic exchange on research evidence needs and relevance throughout the research cycle and at the macro level. This will help the relevance of the hybrid approach used by the EM to address planned evidence gaps and arising demand. The EM strategy and plan of work should anticipate these areas and use foresight in planning. Building in more conversational and multi-way communication through the GP listserv and/or Platform are ways to strengthen EM relevance.

(3) **Lead the development of more strategic, high-level critique and position on the current state of play for gender in AR4D using gender evidence**. With stronger support from CG, the GP should prioritize time and resources (within the constraints of day-to-day demands) to establish itself as a leader and convenor towards shaping agendas based on the evidence it has co-created, collated, and assessed.

(4) **Improve monitoring and tracking the use and impact of evidence products.** Opportunities for building greater project management and project monitoring, evaluation and learning (MEL) skills and experience among researchers who transition from research-focused positions to project, module or Platform leadership roles could be well received and supportive (e.g., complex budget management, negotiation skills, basic monitoring and evaluation skills and tools).

## 2.3 EFFECTIVENESS: Across the Evidence Module, What Strategies, Internal and External Mechanisms, and Factors Contributed to, or Inhibited, Timely and Cost-Effective Achievement of Outputs and Outcomes, Intended and Unintended?

### 2.3.1 Findings with Key Examples

2.1 How have the activities and outputs of the EM been used—specifically in relation to informing strategic investments and scalable gender-intentional innovations and approaches to enable greater gender equality and inclusion in food systems (Outcome 1.1)?

Given that the GP is still in its early days, it is unrealistic to expect sweeping evidence of influence. As such, the EMET aimed to identify pathways with the potential to inform strategic investments and scalable gender-intentional innovations. Influence through evidence is also an area the EM plans to strengthen their capacity in for the next phase according to interviews with EM leadership. This is a crucial and important part of impactful research that the GP and EM look forward to expanding.

**One area for high potential of evidence use is hotspot mapping** that enables targeting of national and subnational gender transformative activities. Since development, the method has been requested and used by the Government of Rwanda and requested by several other governments (Uganda, Botswana, and Kenya) and regional/international organizations (AGRA, FAO, ADB, AfDB, AGNES), indicating a strong likelihood of widespread potential influence and contribution to the GPs mission as being the "go-to-place for high quality research evidence". Interview data from within and external to CG suggested that the **Evidence Explainers** and the **GP Resource Hub** were potentially helpful when interviewees were taken through the GP website during three external interviews.

The EM activities were considered in some interviews to contribute to coalition building for gender research in AR4D landscape with the AM, which can have considerable potential for greater influence on strategic investments and scalable innovations. The AM activities in convening global conferences, workshops, and the EM's research commissioning itself has contributed to *"developing coalitions, people of similar interest coming together and that is also a big impact from a gender perspective… I see more and more actors are getting involved not just people within the CG institutes but in different countries and contexts we see people coming in from different institutions and I think that will add more voice to the work."* EV-Intv-177

Expanded external relationships to CG would benefit the EM and GP even more, while balancing support to gender researchers within CG.

Interview data suggested some potential for change at the national level where engagement with national stakeholders was occurring through research team networks/existing or previous partnerships. For example, findings from one of the COVID-19 papers were presented to the Zambian government, where the meeting was taking place. The research team took the opportunity to showcase their work. Presentations were also given to the Department of Fisheries in Malawi (where a research team member was employed) and regional networks. Engagement with the Department of Fisheries and the NEPAD Regional Fish Node in

the research design and research planning helped to ensure engagement with the government in Malawi and its relevance. Another example is the Odisha case. The change in government staff posed a challenge in this regard, as demonstrated in the quote below:

*"Then the government changed in [country name]. Now we are starting again to build these relationships… With the previous government we presented findings and were enthusiastic and now feeling like we have to start again, and this is affecting all work programming."* EV-Intv-287

The extent to which national linkages were made with other activities is unclear as the EMET was unable to review all projects due to the limited scope of the evaluation.

A limitation in understanding the influence of the EM is that the EM, and the GP in general, does not track how evidence products are used, even though this was specified in the Results Framework. One interview highlighted that the EM needed to track not only use of products and impact, but also changes among research practices. Another interview highlighted the need for grantee support to track their national level impact. Several interviews found that grantees and gender researchers want more feedback from the GP on the use and influence of their products, and the achievements of other grantees. However, the EM lead stated that outreach and uptake plans were a criterion for selection of grantee proposals.

*"It would be good if the evidence module sent a letter to all of us to say [what] the grants achieved and did, but I don't know what happened with others [grants]."* EV-Intv-73

*"That sort of planning was missing. I think that can be significantly improved, engaging with the people who are going to use our work."* EV-Intv-152

The survey also confirmed this finding: of the 27 individuals who completed the survey and who had completed a piece of work for the EM, 78% (21 individuals) felt that the EM had not given sufficient attention for the uptake of their work by potential next stage users (Figure 2.3.1). However, the EM lead had stated that the evidence generation grants involved grantees developing a specific outreach and uptake plan in their proposals.

Within the context that individuals may not be aware of outputs of specific modules like the EM, along with the fact that the majority of EM project outputs are not yet publicly available, the online survey found that 18 of 27 respondents who stated they had closely engaged with the EM said they were not aware of any examples where the EM's activities and outputs have the potential to, or have been used to, inform strategic investments and scalable gender intentional innovations and approaches. However, nine respondents said they were aware of examples, which within the context, is an achievement. Examples included the GPs involvement in integrating gender and inclusion aspects in the CGs Initiatives, and uptake of the climate-agriculture-gender-inequality-hotspot mapping methodology by a few African countries to help their countries target climate investments.

### 2.2 How has the EM balanced the demands of existing plans with meeting new opportunities?

As described in Relevance Section sub-question 1.3, the EM was designed to identify and address evidence gaps, with the primary modality being the EGM. The EM also took advantage of emerging demand from international donors and organizations, which was mainly around climate change and has become high profile. While meeting new opportunities has benefits, the EMET would have liked to see the EM empowered to set donors agendas. However, the EMET recognizes that this is a process. The approach of the EM to initially focus on demonstrating their capability in generating new evidence before they build relationships and credibility with donors is supported by the EMET. In this way, donor resources can be used to address the priorities of the EM based on robust expert analysis of the AR4D landscape. One survey respondent noted that there is a concern that the focus on meeting donor demand means "a delay in responding to emerging areas of work" along with "proactively responding to new developments and producing fast-turnaround work." However, the EM lead suggests that donor resources were used to address emerging areas of work. For example, the COVID-19 research shows the EM's ability to respond to new developments.

*"If we are responding to a demand, you have higher chances of that being used and outcomes can be tracked."* EV-Intv-218

2.3 To what extent was the quality and quantity of the research supported by the EM sufficient or strengthened (design, inputs, implementation process and outputs)? How could the quality of the module's outputs be improved going forward?

***Design***

The first objective of the GP was to "generate the high-quality research evidence needed to influence the broader AR4D ecosystem and to integrate gender to achieve gender-equality outcomes from AR4D". This is the responsibility of the GP, as the logic is that evidence, methods, and alliances all contributed to high quality research. The sphere of control in the EM design regarding quality included the process of internal and external peer-review of research that it commissioned, as well as the experienced leadership team conducting research itself. The involvement of the new Science Officer also helped the quality assurance process. However, the EMET noted that the EM does not have responsibility for the quality of gender research in CG in general but is "*encouraging and facilitating*" EV-Intv-235 and amplifying the research undertaken by Centers, as this is part of the Centers' responsibility. Centers also receive a budget dedicated for this.

***Inputs***

The **funds and timeline of the research grants** were not considered of sufficient quantity by grantees or EM leadership. Grants offered for COVID-19 research were USD 100,000 each and generation grants were USD 150,000 each. Applicants were encouraged to find complementary funding; however, the funding amounts varied by project types. Two interviews with internal grantees suggested that the timeline affected the quality of their work; however, both achieved working papers and peer-reviewed journal articles as outputs. Moreover, the grants resulted in "quick wins", demonstrating the EM's effectiveness related in particular to COVID-19 and hotspots studies. Those quick wins were strategic and helpful according to the EM lead. The success of the hotspots work, in particular, and the extent that it has been a source of interest for regional and global stakeholders, is a validation of this.

Several interviews indicated that the grants **facilitated research** that would not have been conducted otherwise. This involved more robust and deeper critical gender research that is often lacking in the gender and AR4D sector, which has tended to overly focus on "diagnostics" (phrase of the EM lead and gender researchers) without connection to action. The funding tranches were also valued.

*"[Without the funds] we would just be working with interdisciplinary teams. It is easy to convince an economist that you want to do gender with them. [To them, this means] you are collecting data on men and women. They ask, what more do you want? I even have to convince the economist I am working with… to also have this qualitative part where we are probing further and further. That's an opportunity with the grant. The resources help to enter into areas I am really interested in. I think it's good to have these resources to push further."* EV-Intv-135

The **expertise and experience** of the leadership team and their extensive networks is a primary reason for the effective delivery of research and contributing to its quality. The **capacity strengthening efforts** of the EM to work with gender researchers at the Center level, was valued and gender researchers would like more support.

*"I feel like I don't have skills, but I have a team and I am not alone."* EV-Intv-83

***Implementation Process***

Research grants were distributed through **competitive and non-competitive processes,** depending largely on pragmatic issues: the delay in funding to the EM resulted in the need for quick distribution and minimal risk. According to one interview, these may have been less risky in terms of obtaining poor quality given that the organizations were known/reputable, and trust and relationships are likely already

established. The EM lead also describes a systematic screening process having been used, although it was non-competitive, as described in section 2.1. **The lack of competitive grants open to researchers outside CG** restricted applicants to EM networks and scouting results, with the potential for overlooking new approaches, views and methods which could contribute to high-quality outputs. In contrast, however, several interviews found that the competitive approach used for grants within CG would negatively impact the quality of CG research in the long run. This was argued to be due to the tendency of competitive processes for awarding grants to Centers with high capacity. As such, this would block opportunities for strengthening capacity in Centers where gender researchers had little support in terms of funding and learning, thereby not strengthening quality of Centers over time. The EM lead stated, however, that grantees were asked to partner with individuals and organizations to strengthen capacity given the challenge of the EM to engage with capacity strengthening in a more concerted way with Centers.

*"We have provided the supply [of research] out there but it's based on good knowledge of a core group of gender researchers who've had, you know, years of experience on that."* EV-Intv-103

*"I think the Platform needs to have a different system and for it to be clear on the funds and have equitable principles for sharing the funds."* EV-Intv-67

Quality measures for **competitive grant applications** were reviewed by an external panel, GP leader and Science Officer against set criteria regarding their approach, timeline, and budget. The proposal reviewers provided **feedback** to successful and non-successful applicants, such as the need to include national organizations, potentially contributing to quality improvement in the long run and for successful grantees. According to the EM lead, the reviewers were non-CG researchers and academics. This involved researchers and university academics with relevant topic expertise and did not include representation from the spectrum of potential evidence users. Outputs from the EM were closely reviewed and tracked by EM leadership and the Science Officer, with the aim of assuring quality. The feedback, **engagement** and **clear expectations** of the research were highly valued by grantees, enhancing the quality of their outputs. One interviewee commented that the review process should be strengthened and formalized e.g., how many reviews there can be and who can review.

*"It was very clear their expectations for this systematic review and they provided samples of protocols they had developed before and they evaluated our proposal and then our subsequent protocol we developed. That was very timely always and full of a lot of wisdom; the activity management worked really well."* EV-Intv-94

Interviews indicated that what did **support high quality research** was activities that facilitated **interaction between grantees** of the COVID-19 grant, the development of larger and more diverse research teams and encouraging **learning-by-doing.** However, interviews suggested that interactions among grant recipients in other funding calls were limited.

*"For COVID [projects] there were opportunities to meet with the six Centers [who were] awarded grants that were operating in different places. It was online. This opportunity to meet and present and have colleagues present was very helpful."* EV-Intv-189

***Outputs***

The **range of outputs supported by the EM increased the quantity of evidence and the potential for uptake**. Outputs included peer-reviewed publications, which represent a particular aspect of quality assurance, as well as the Evidence Explainers, working papers, blogs, and webinars. The online survey responses showed strong agreement that the Platform had increased the visibility of CG gender research, although there was less agreement that sufficient attention has been given to uptake by next stage users (Figure 2.3.1). The EM helped support dissemination and design of outputs for maximum impact, including EM-funded workshops with policy makers, which is a key aspect of the quality of research. However, the **tight timeline and multiple outputs required of grantees** may have been unrealistic and likely put teams under pressure with the potential to impact quality. The EM may also want to advise researchers on where to publish their research.

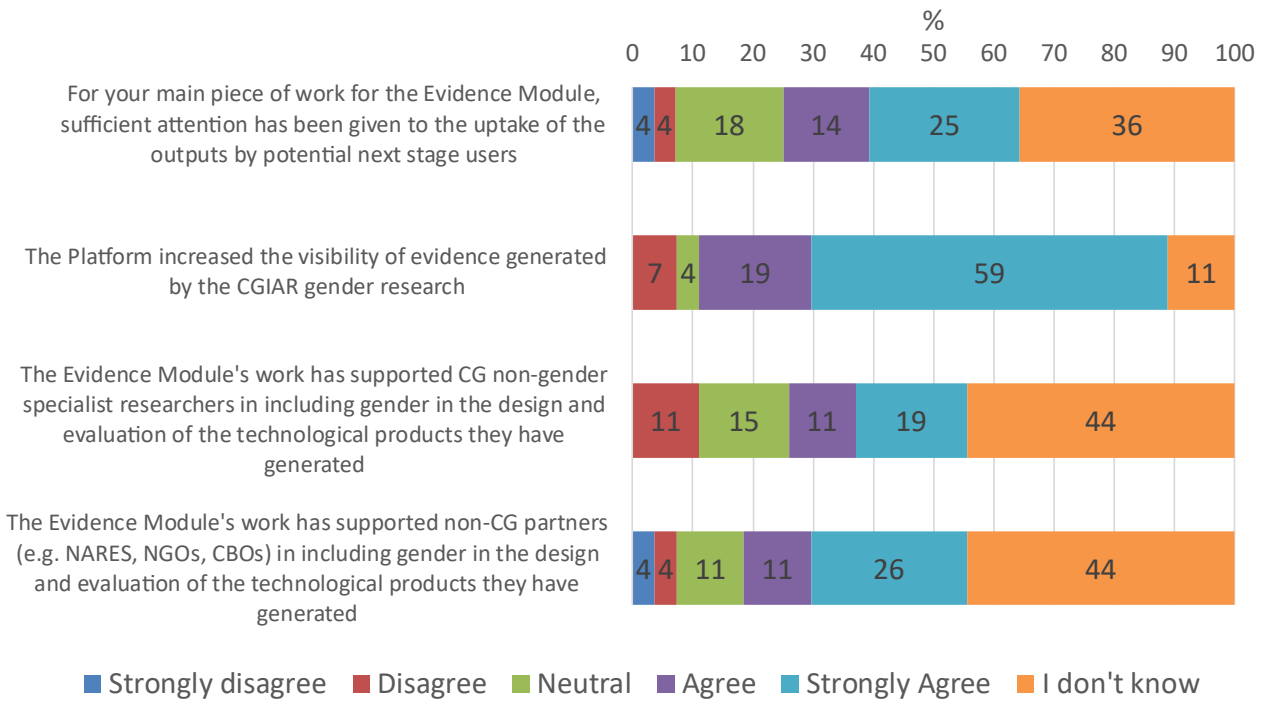
The contestation in the research community on what counts as evidence also impacts how SRs are perceived as contributing to quality. Five of the six systematic review outputs (two published) supported by the EM were conducted by the Campbell Collaboration who use a standard, replicable methodology, with registered protocols, and external peer-review. While these can indicate high-quality and robust evidence, these methods are limited in their exclusion of grey literature, which is particularly important when examining what works and for including evidence from grassroots organizations and NGOs. Search engines such as Google Scholar will change search algorithms according to previous searches that may exclude some evidence from review if it is used as the only means to identify literature. Furthermore, in practice, the reviews missed non-English publications and some search terms are not easily translated. These are the kind of factors that can impact the quality of SRs.

The quality of research was also supported by the encouragement of the EM and GP leadership for gender research outputs to **move beyond diagnostic work**, towards more in-depth research into causes and effective methods to address it.

### 2.4 To what extent has the EM supported CG researchers and partners in including gender concerns in the design and evaluation of the technological products they have generated (Output 1.2.1)?

The EMs support to CG researchers (non-gender researchers) and partners in including gender concerns in the design and assessment of the technological products they have generated was reported to be limited during interviews, which was recognized by EM leadership and researchers: *"It's still gender for gender researchers".* [EV-Intv-53] This was related to the short timeframe of the activity, and its focus on evidence gaps (cross reference to relevance section introduction).

***Figure 2.3.1. Online Survey Responses to the Four Effectiveness Questions Above***




Source: online survey (n=27)

The online survey responses also highlighted that 30% of respondents agreed or strongly agreed that the EM's work had supported CG non-gender specialist researchers and partners in including gender dimensions in their technological products design and evaluation. Meanwhile, 44% did not know, 11% disagreed and 15% gave a neutral response. In addition, 37% of the 27 respondents agreed or strongly agreed that the EM had supported non-CG partners in including gender in their technological products (Figure 2.3.1). Some **linkages with policymakers and other non-gender specialist researchers** were made

by grantees (COVID-19 and hotspots) and the EM leadership in the design, implementation, and delivery of research. Interviews with several gender researchers found that their research in gender integration and/or gender transformative research, in addition to their writing skills, improved through the output review process. **These improvements supported engagement with the EM and GP leadership and the communications team**. The leadership are keenly aware of the importance of engagement activities with and external to CG in the next phase.

2.5 To what extent have the evidence syntheses and policy briefs generated by the EM improved the quality of the gender research evidence generated by CRPs, CG Centers, and NARES (Outcome 1.3, Output 1.3.1)?

The planned outputs of the evidence synthesis and policy briefs (Outcome 1.3, Output 1.3.1) evolved to SRs and Evidence Explainers. Two of the six SRs have been published, and their use at this early stage is unknown, particularly given the early stage of the GP and thus its impact on the quality of gender research evidence is limited. However, **in theory, it will lead to more effective research targeted to addressing evidence gaps**. Several interviews indicated that the Evidence Explainers were useful, particularly for partners, in terms of teaching material and advocacy work. Since content summarizes evidence, it has the potential to inform the quality of work stemming from the work of its users (see also 2.1.1, sub-question 1.2). The EMET could not review all outputs, but it is hoped that plural understandings of research evidence and knowledge (e.g., indigenous ways of knowledge) are explored and possibly used in the development of these materials to improve the quality of work from users.

2.6 To what extent has the EM been able to support the Platform in fulfilling its identified role of meeting gender research evidence gaps not met at Center level? What value has it added, e.g., in co-funding research? How effective has the EM been in strengthening capacities and partnerships supporting gender integration and gender transformative research for CG and its partner organizations?

The EM has contributed to the GP progressing in its role in **meeting gender research evidence gaps,** that the Centers or Initiatives are unable to do or are not covered by them. The EM lead described this as a way to focus research on gaps instead of areas that people may want to "stick to." Furthermore, as described in section 2.3.1 (sub-question 2.3), several interviews indicated that the small grants **facilitated research that would not have been conducted otherwise**. This involved more robust (e.g., such as including qualitative methods), deeper and more critical gender research that is often lacking in the gender and AR4D sector.

In terms of the EM effectiveness strengthening capacities and partnerships within CG and partners, as described in this section (sub-question 2.4), interviews with several gender researchers found that their research in gender integration and/or gender transformative research and writing **skills improved through the output review process.** Their skill improvement happened primarily through continuous engagement during the research process with the EM and GP leadership and communications team. The CoP on gender transformative approaches situated in the GP (including some external organizations, but mainly CG), in addition to the Global Conferences, also contributes to strengthening capacity in this area through exchange between gender researchers. Gender researchers however wanted more engagement and capacity strengthening activities. However, it is recognized that the EM ran a training for 32 NARS PhD students and early career researchers to introduce them to systematic review and EGM methodologies in India.

3.1 What were the Platform-specific, Center-specific, and CG-system wide enabling factors and constraints, to the EM's outputs and outcomes, if any?

The interviews found several factors that contributed to and inhibited achievements. These are:

**(1) Contributed to achievements:** Increasing engagement between CG gender researchers and external partners and input into research (four individuals): "*having different Centers from CG connected and different people from every Center coming forward and providing crucial inputs in the work was really appreciated.*" EV-Intv-100

**(2) Inhibited achievements**: The transformation with One CGIAR created uncertainty and confusion and was resource-intensive: *"No one had any time to engage even if you wanted to engage."* [EV-Intv-272] Other issues included:

- Grants were not provided to grantees in a timely fashion, adding further delay and compression to already short activities carried out by overstretched staff (four individuals)
- Pressure to use funds within a short budget window (one individual)
- Lack of interaction between other grantees (one individual)
- Outputs were not relevant (thematically) to their work (one individual).

### *2.2.2 Conclusion*

The EMET found several pathways indicating the **potential of the EM to inform strategic investments and scalable gender-intentional innovations,** given the short time span of the program. This is related to the high-profile demand-led research linked with national policy makers and regional bodies. The challenge for the EM is to anticipate and plan for these needs in the future so it can be included in planning and strategy from the onset. Examples of effective linkages with policy makers and other non-gender specialists were found but could be enhanced moving forward, which is important for the relevancy of evidence, its use and impact. The Evidence Explainers also has potential for **gradual and subtle influence** in the day-to-day practices of researchers, practitioners and beyond. Contributions to coalition building for gender research in the AR4D landscape has been valuable within CG and beyond. However, **co-creation with stakeholders**, **research uptake, the continuation of building new partnerships, further encouraging national and sub-national relationships, and the tracking of impact,** together with the AM and GP, will be key in the next phase for the EM.

EM grants were highly valued by gender researchers, as they facilitated gender research that would not have been conducted otherwise. Peer-review and support, interaction between grantees, and learning-by-doing activities were considered to have **positively impacted the quality and quantity** of evidence funded by the EM. More interactions were requested. However, input constraints on grantees, in particular the timing of funding and how late funds shortened research timelines, are likely to have affect, or will impact future quality of outputs.

The non-competitive and competitive CG grants processes tend to restrict opportunities to the same small pool of candidates and inhibit alternative views and voices and miss opportunities for capacity strengthening. However, partnerships external to CG have increased.

In terms of outputs and their impact on quality and quantity of evidence, the **range of outputs supported by the EM increased quantity of evidence and the potential for uptake**, whereby the SR could be argued to be a high-quality output. However, this is likely to restrict important learning from grey literature (as well as non-English languages in practice). The EM is also encouraging CG gender researchers to move beyond diagnostic work to enhance the value, use, and impact of evidence in challenging systemic inequalities.

### *2.3.2 Recommended Actions*

(1) Include planning for future gender evidence needs within the AR4D landscape as part of planning from the start (e.g., through workshops and interviews with key stakeholders, surveys where appropriate). **Develop a model of co-creation with stakeholders and a range of evidence users**, including but not limited to grassroots organizations, to integrate needs throughout the research process (e.g., call for proposals, terms of reference, evaluating proposals, tool development, outputs).

(2) **Reduce the scope of major evidence gaps related to gender and food systems** that the EM is addressing (see also recommendations in Relevance). To plan sufficiently for emerging needs, focus on the identification of key areas the GP and partners want to influence, from the long term and serious dedication of financial and human resources, to stakeholder engagement and foresight analysis.

(3) The strategy for the next phase should r**evisit the grant process and its impact on short-term and long-term capacity building and quality**. The strategy should plan for when, how, and why competitive and non-competitive grant systems are used. Actions could be designed to address negative consequences, e.g., co-designed grants with external partners, a non-CG decisionmakers advisory committee/with key decision-making stakeholders in a relevant region to ensure credibility and coordination.

(4) Grants should **facilitate partnerships between CG and non-CG stakeholders**, for capacity strengthening and sharing. Opportunities for creating teams involving both CG gender or non-gender experts and researchers from the external organizations whose specific method or topic expertise was scouted for, could have exciting capacity and partnership development opportunities for all involved. For example, bringing opportunities for involvement in rigorous evidence synthesis methods to CG research teams through collaboration with the Campbell Collaboration.

(5) The **development of M&E systems which include indicators on gender transformative research** would help identify and track this area that the GP is working towards.

## 2.4 EFFICIENCY: How did Resource Allocation (Funds, Human Resources, Time, Expertise) Support the Achievement of the Evidence Module Outputs and Outcomes?

### 2.4.1 Findings with Key Examples

Since December 2020, the EM team and a grant budget of USD 3.4 million supported the implementation of 37 gender-related evidence projects. This is a significant number of projects to have been designed, contracted, implemented, and reviewed during a two-year period, which overlapped with COVID-19-related lockdowns and illnesses.

4.1 To what extent have the inputs and processes supported the delivery of the EM outputs and outcomes?

***Leadership, Research Teams, and Project Initiation Processes***

The EM team is led by Dr. Ranjitha Puskur. Originally an economist focused on agricultural innovation systems, they completed their PhD and then worked with the Indian Council of Agricultural Research (ICAR). They joined CG more than 20 years ago. Despite their quantitative data background, they found themself increasingly drawn to participatory research approaches. Their research on gender and HIV/AIDS in Ethiopia commenced their gender research journey. They have worked for four CG Centers, namely IWMI, ILRI, World Fish and IRRI in various countries. Last year, they relocated from Nairobi to Delhi.

Dr. Puskur identified several tasks that needed to be implemented for delivery of the EMs research agenda. These tasks included, but were not limited to: (i) identifying researchers with appropriate expertise for each focal topic (e.g., mechanization, extension, financial inclusion, fish value chains) and activity type (e.g., SRs, big data set management, geospatial mapping, situation analyses); (ii) issuing calls for grants; (iii) screening grant proposals; (iv) applying the EM team's thematic gender expertise in reviewing protocols and draft working papers; (v) monitoring progress of the grants and the working papers; and (vi) co-developing dissemination outputs and (vii) related financial/program management tasks. Taking these tasks into consideration, the EM lead allocated sufficient resources to cover 60–70% of their time as well as two, and for some periods three, full-time research associates.

The EM's projects can be clustered into different types (e.g., EGMs, SRs, scoping review, COVID-19, evidence generation, hotspots) and are led by researchers from a range of organizations. The EM team explained that for the externally led projects they were looking for teams where experienced senior researchers would themselves be heavily involved in the research as opposed to delegating it all to junior staff. The project leads needed a track record of expertise in the topic (e.g., participatory foresight analysis, migration impacts) or method (e.g., SRs, big data set analysis manipulation). For the CG-led grants, the inclusion of

early career researchers within teams alongside senior researchers with enough time to guide and mentor them was encouraged to support capacity development. The EM team selected the project implementation teams using three main methods.

***Identifying and Selecting Project Teams***

- Networking and literature reviews: The EM team identified organizations through existing networks or through literature reviews. This was the case for the initial EGM led by LEAD, Krea University in India, who following discussions about the envisaged EGM, were asked to prepare a budget. The EM team subsequently used their networks combined with a literature review to identify Campbell Collaborations and 3ie for in-depth SRs. Once identified, the EM team discussed the topics with the Campbell Collaboration and 3ie and asked them to prepare budgeted proposals for the five SRs and an EGM. Based on the proposals, the team selected the Campbell Collaboration. A similar approach was taken with other organizations for the five scoping review themes identified, and the extension methods SR. The EM team found it helpful, effective, and efficient to be able to rely on subcontracting external partners as CG gender researchers were reported not to have sufficient time nor sufficient expertise to cover all methods and topics. Additionally, contracting arrangements between CG Centers were reported to be cumbersome and slow.
- Networking: The EM team contacted the research leads of BDH, Climate Hotspots, Climate Smart Agriculture Learning Agenda and three Odisha state projects and asked them to prepare budgeted proposals for specific pieces of work they had discussed and agreed would be valuable. The team contracted seven BDH projects in mid-2021, and the Climate Hotspot situation analyses in early 2022, followed by the impact assessments. The three Odisha state projects were contracted at the end of 2022, although they had been under development since 2021.
- Open calls to CG gender experts: In February 2021, the EM team used an open call to all CG gender researchers to solicit proposals exploring the gendered impacts of COVID-19, and in early 2022 issued a similar call for evidence generation proposals. Both sets of proposals were assessed by external review panels, who selected four COVID-19 and five evidence generation projects.

An overview showing all the EM projects is provided in Figure 2.1.1.

***Experience Range, Gender, and Age Profiles of EM Project Researchers***

Of the 37 EM projects, at least 70% of the leads were female and 20 (54%) were led by external (non-CG) researchers. At least 60% of the externally led projects were led by organizations based in India. Campbell Collaboration chose their South Asia team based in India to lead the five SRs and the second EGM. The three Indian Odisha state-focused projects commissioned in response to demand by the Odisha state Government, needed to be led by Indian organizations familiar with the context.

Although highly experienced researchers usually led the externally led EM projects, teams of less experienced colleagues, and at times students, often assisted them. For example, in one of the SRs, eight students (under and postgraduate) were hired to help with screening and analysis. The lead researcher explained that the screening and analysis involved was a useful capacity building opportunity for the students who were taking courses in the focal topic. Most of the projects were led by female researchers, and most of their team members were female.

Two CG researchers explained that while they had a relatively small EM grant, the grant enabled them to explore gender-specific aspects in more depth than their normal Center-linked work allowed. However, many young scientists, including gender researchers, were reported to have left CG recently. One CG researcher remarked that part of the GPs role was to support CG gender researchers who struggle to access funds through their Centers and have limited managerial or senior scientist support. While Centers are responsible for hiring gender researchers within CG, the GP team offers support in developing role descriptions, screening, and interviewing to help attract strong gender researchers. However, to date, limited uptake of this offer of support by the GP is reported.

***Management of the Grants***

Most interviewees stated that the EM team were very helpful and timely in reviewing the draft proposals and reports. Once the projects commenced, the interviewees noted that the team provided valuable insights and suggestions, communicated with them regularly and were understanding and supportive regarding delays beyond their control.

*"I really appreciated the approach … It was very clear their expectations for this [project] and they provided samples of protocols they had developed before and they evaluated our proposal and then our subsequent protocol we developed. That was very timely always and full of a lot of wisdom, and then project management that worked really well. It is a contract and the deliverables release tranches of funding that works really well for us."* EV-Intv-297

Several externally led projects had small advisory panels from across CG that provided inputs. External partners suggested that the advisory panels were helpful and encouraged a collaborative effort. In the CG gender researcher-led projects, the involvement of local partner organizations in research was a requirement.

***Infrastructure and Technology***

The respondents did not describe any infrastructure or technology-related issues or constraints.

***Funding Modalities, Amounts, Predictability, Stability and Timeliness***

In addition to the budget the GP receives via the CG, the GP has also attracted additional donor funding for EM projects in specific work areas—gender dimensions of climate-smart agriculture, and climate inequity hotspot mapping—from two donors: the BMGF and IDRC.

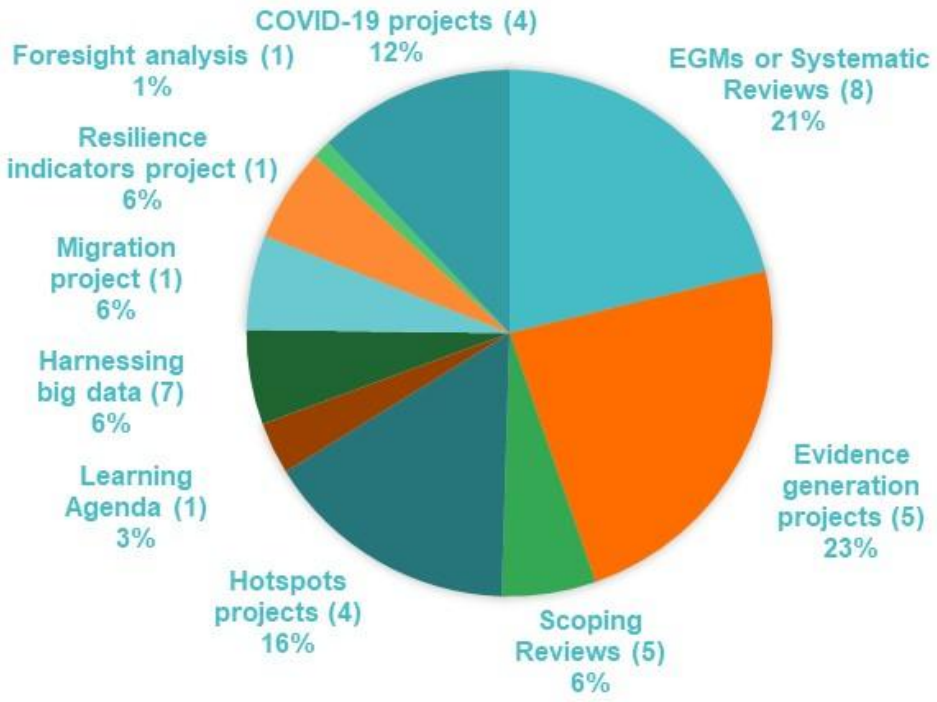
The EM lead and EM project leads perceive the EM and the EM projects to be well resourced financially. From 2020–22, total expenditure on grants by the EM was USD 3,366,980 with the per project type and per organization breakdowns shown in Figures 2.4.1–2.4.3. This financial data does not include the cost of the time inputs spent by the EM team on each of these projects. Funding amounts for the SRs ranged from USD 80,000–105,000; scoping studies from USD 50,000–80,000; COVID-19 policy impact studies from USD 75,000–100,000; and evidence generation projects USD 150,000. External partners received 50.8% of the total grant expenditure to date.

Funds are released to EM project leads on completion of contractually agreed deliverables. However, significant challenges have been experienced by the EM and EM project teams due to serious delays by CG confirming the budget amounts each year and dispersal timing uncertainties (further explored under constraints section below). Additionally, contracting between CG Centers was extremely slow, cumbersome, and much more difficult than contracting external partners. This seriously impacted start times, activities, and timeframes. Although the BMGF and IDRC funded projects' activities can span three-year timeframes, all other EM projects financed through CG pooled funding were tied by having to complete their activities and fund use within each calendar year without opportunities for carryover, and with seriously delayed and uncertain start dates leading to short implementation time periods. Timeframes of up to eight months were anticipated for scoping reviews, and one year for EGMs, SRs, and most of the other projects. In the online survey, 62% of respondents agreed or strongly agreed that the inputs were adequate and sufficient to deliver the planned outputs and outcomes (Figure 2.4.4).

***Figure 2.4.1. Evidence Module Expenditure by Type and Number of Projects from 2020-22***

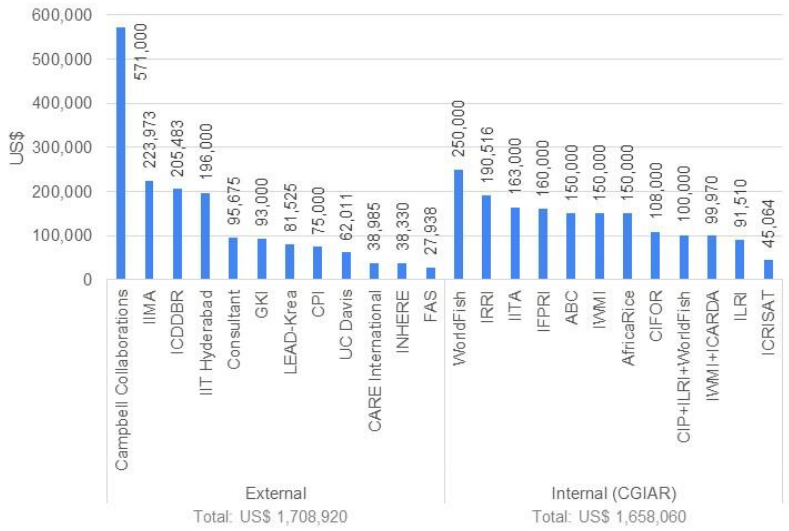

Data source: Evidence Module lead

***Figure 2.4.2. Proportion of Evidence Module Grant Expenditure by Project Type from 2020-22***



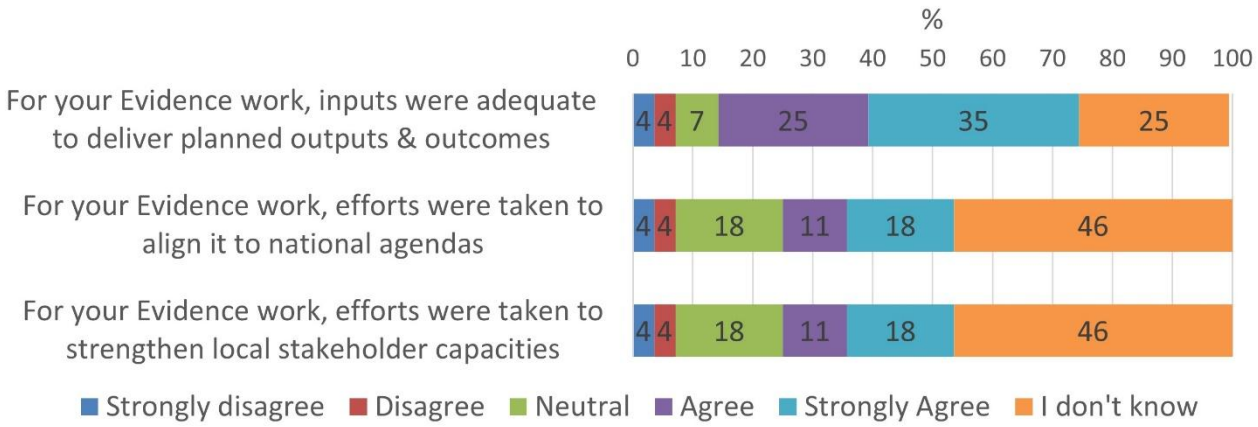

Data source: Evidence Module lead

***Figure 2.4.3. Evidence Module Project Grant Expenditure by Organization from 2020-22***




Data source: Evidence Module lead

***Figure 2.4.4. Survey Responses to Efficiency and Coherence Related Questions***




Source: online survey (n=27)

### 4.2 What constraints exist, if any, with regards to human resources, time and timeliness, financial resources, and equipment, that have hampered the EM towards achieving its outputs and outcomes?

The EM experienced serious funding constraints due to uncertainties each year regarding the budget amount and release timing, which only gets confirmed by CG mid-year, typically between April and July, and often following a series of contradictory communications from CG on the funding amounts. A further constraint facing the GP and EM was the lack of clarity on carryover, implying that all funding had to be used within that same calendar year. A one-year time frame is extremely short for complex research projects, especially those involving the co-learning processes necessary for transformative equitable and sustainable food systems work. When funding dispersal delays result in that one-year timeframe contracting to become just six months, this causes serious problems especially for agricultural projects which need to align to seasonal activities dictated by the timing of the rains. The funding delays have had enormously negative impacts on the contracting, planning, and implementation of the research projects as evidenced during our interviews. Below are just a few of the statements regarding this.

*"Challenge with the project was that disbursement of the money took long, the project was supposed to start in February, but [we] only got funding in July and then had to start putting the team in place."* EV-Intv-176

*"It has been a challenge running these grants because of the funding systems and the changing CG and the complexity of how do you work across CG Centers, etc., but I am a fan of encouraging new and innovative research at the frontiers."* EV-Intv-099

*"On a very practical level, the whole budgeting is still a mess and a constraint. We can't invest long term, because we are told we can only invest every year, whereas the GP should be able to invest in long-term things."* EV-Intv-055

Similar issues are affecting the GP's other modules, e.g., due to uncertainties around the budget amount and release time, the AM could not hire staff. The one-year budgets also affect the EM's ability to issue EM staff contracts of longer than one or two years in length due to the uncertainty around whether sufficient funds will be available to retain the staff the following year. This can make it challenging to attract and retain talented research assistants. CG's Initiatives are also reported to face similar uncertainties around budget amounts and release times, although they are allowed to plan and budget work that runs over three-year timeframes. The GP's one-year implementation timeframes and the uncertainties, impacts on the design, the implementation processes, engagement and uptake opportunities and strategies of the work and on long-term partnerships. Early on the EM organized webinars between EM project teams. These were appreciated as a way of understanding what other work the EM was doing and networking, however they stopped. There are clear opportunities for restarting these sharing and learning meetings between EM project teams and finding ways of communicating to other stakeholders about the EM activities currently in progress, as no visibility regarding this exists on the GP website currently.

The time period overlaps with the COVID-19 pandemic and cost of living crisis meant the EM team and EM projects also faced challenges linked to higher sickness levels, mobility challenges, and strikes.

### *2.4.2 Conclusion*

Although the EM's funding amounts have been adequate, the extreme and repeated uncertainty around the funding amounts available that year through the SMO and expected dispersal timing negatively impacts on many quality dimensions of the EM projects. Despite these constraints, the large number of EM projects have managed to cover a very wide and important range of topics, involved a diverse range of non-CG organizations and CG researchers and Centers, and were well supported by the EM team. The EM team strategically identified expertise suitable for many of their projects. Although this has clearly enabled them to work efficiently in an unpredictable funding environment with a range of organizations and individuals to complete many projects, risks including around bias and research quality exist with the process of directly approaching perceived experts as opposed to using competitive open call processes.

### *2.4.3 Recommended Actions*

(1) CG management, donors, and advisory board should recognize the negative impacts of the uncertainties around funding amounts, carryover rules and one-year only research timeframes on the GP and EM's ability to operate. It also impacts the GP and EM's reputation and quality of research. Support should be given to **urgently implement practical solutions to reduce or remove these constraints** which are wasting research time, expertise, and funds.

(2) EM team should solicit proposals from at least two teams of experts for all future calls for proposals, and ideally to **use open call arrangements** for both internal and external calls and ensure the call details are **widely distributed** and **shared well in advance** of submission deadlines.

(3) EM and GP communications team should **increase opportunities for sharing activities and learning between EM project teams** and update their website to inform all interested parties what areas of gender evidence work are currently being investigated, by whom, where and when findings and outputs can be expected.

## 2.5 INTERNAL COHERENCE: How has the Research, Evidence, and Capacity Agenda of the Evidence Module Complemented and Strengthened Related Gender Focused Work in CGIAR, including the New Initiatives?

### 2.5.1 Findings with Key Examples

5.1 What work of the EM has been adequately translated into the Gender Equality, Youth and Social Inclusion Impact Area? Why or why not?

As the GP has only been given the mandate to include youth and social inclusion since October 2021, there is limited data that speaks to how the EM's work was translated into the new Gender, Equality, Youth and Social Inclusion (GYSI) Impact Area. This is likely because the Impact Areas are still in their early days (one year) and there is still uncertainty around the One CGIAR transition. This year has also been intense for the EM given their management of 37 projects and budget uncertainty. Yet, the high performance of the EM considering these constraints provide a solid foundation for moving forward.

Some gaps for the EM to address given the expanded scope of GYSI Impact Area are as follows:

- **Research skills in intersectionality** is an area that is recognized as being a capacity gap in the EM and GP in general. However, an avenue where this is being addressed currently is the Gender-Transformative Research Methodologies Community of Practice (GTRM-CoP) which is a highly active group aiming to exchange knowledge and experience with regards to intersectionality, and representing a potential synergy across the EM and MM. *"We are learning how to do this, and, in my opinion, we don't know how to do that properly."* EV-Intv-160

- Efforts for the EM to focus on **youth and social inclusion** in the past two years were limited. However, emphasis on social differences among women was part of the call documents. It's also important to be mindful that a youth focus was only asked of the EM and GP at the end of 2021. The GP has commissioned position papers that aim to assist the direction of the GP with its new mandate and promote a clarified focus.

*"I think a few social inclusion dimensions [in addition to gender] might have come out in some of the work, e.g., the evidence, generation pieces, or some of the big data analysis pieces. But there was no conscious attempt [to examine youth]."* EV-Intv-272

*"In the CG, everyone just lumps gender and youth as though they are the same thing … [but] no, the issues are different, the frameworks are different."* EV-Intv-218

- Skills and strategy for program design for impact, and how to assess impact is another gap. In one interview, a gender researcher suggested that "a *common theory of change is needed."* EV-Intv-67

The survey responses to "what would you like to see CGIAR do to advance gender equality, youth and social inclusion?" found interesting responses regarding the new impact area. Some comments suggested greater engagement with grassroots organizations and NGOs, more research on marginalized groups-particularly since the exit of Center for International Forestry Research (CIFOR)-and capacity building of staff. Several suggestions linked progress in this area to breaking down the natural science/social science division, challenging/addressing power dynamics within CG and NARES, conducting meta-analysis of gender and the AR4D landscape, and developing more global thought leadership.

5.2 How did the design, inputs, processes, and outputs of the EM complement and strengthen gender-focused work in CG, including what is planned in the new Initiatives?

***Design***

The design of the EM has both **complemented and strengthened gender-focused work** in CG through the provision of grants to conduct gender research, which was accompanied by support by the leadership team, as discussed in (2.3.1, sub-question 2.3). The Initiatives are also in the early days. However, GP leadership did report that there is interest among the Initiatives to work with the EM and GP. It is unclear what this will mean for impact and how expectations of others within CG will be managed given the number of Initiatives (33). Regarding the hotspots work, working with "flow"—working with willing and supportive partners in gender research—can be very effective and highly motivating and affirming for researchers, and thus strengthen existing work. Otherwise, gender researchers can be limited in contexts where funding and support for gender research is lacking.

***Inputs***

The EM grants contributed to **new and existing resources to conduct gender research**, along with the expertise and support provided by the EM, GP, and Science Officer. These details are provided in previous sections. Feedback on successful and unsuccessful proposals was also stated to be supplied to applicants in (2.3.1, sub-question 2.3).

***Implementation Processes***

**Collaboration between gender researchers, grantees, and partners, with valuable guidance from experienced and committed leadership teams** was a major factor to strengthening the gender-focused work in CG. However, one criticism mentioned was the lack of integration or complementarity with existing CCAFS gender and climate change work. In contrast, another person reported that CCAFS gender researchers were involved in the Learning Agenda and CCAFS publications were included in the reviews wherever relevant. Interviews with gender researchers found that the competitive grant system worked against gender researchers with lower capacity who also had a lack of support from their institutions (see recommendation on this in the Effectiveness chapter). Some individuals saw it as part of the role of the EM and the GP more generally to support these individuals (2.3.1, sub-question 2.3). This is a challenge as gender researchers are not hired or managed by the GP but by the Centers; nevertheless, it is reflective of a feeling of isolation for some within their Centers.

***Outputs***

**The outputs from the EM helped complement and strengthen gender evidence within CG.** For example, the grantees received funding and technical support, and non-grantees were provided technical support, to translate their research into Evidence Explainers, blogs, and/or webinars for the broader community. The EGM also supported researchers in working towards a common agenda and the ability to prioritize addressing evidence gaps. The EM efforts can be further strengthened. Two interviewees thought a meta-analysis—or consolidation of global research and an analysis of its implications—would have been strategic for the EM. The EM lead confirmed that this is the intention.

*"Not all Centers have the capacity to do that because they don't have senior staff, they don't have the management support and so on. And again, I would see that as an important function of the platform to raise the level."* EV-Intv-127

However, GP leadership express that they use their (limited) soft power to encourage CG management to hire senior gender research staff and express these recommendations to Center Boards.

5.3 What were the design, input, and process dimensions used to support coordination and coherence of the EM with the remaining modules of the GP? In what ways did this enhance the quality of any of the outputs, which outputs, and how?

***Design***

The design of the EM entailed that it responded to the evidence needs of diverse stakeholders, including working with CG Centers and non-gender specialists. However, during the evolution of the EM and the GP, there was a shift to work towards addressing emerging demand. This was largely driven by the need to perform and produce high-quality evidence, and is particularly important for gender-research, which is often undervalued in the AR4D landscape. The AM being more 'outward' facing, is suggested by interviewees to naturally have more of the remit of *"changing minds within the CG."* EV-Intv-146

The EM was also initially planning to operate more closely with the activities of the AM to ensure that research evidence was used and to track use and impact. However, in practice, activities of the modules were separate except for activities like the annual conferences and events which included EM outputs. This may also limit opportunities for more coherence and amplification between the EM and AM (e.g., use of EM material in GREAT and AWARD activities; stakeholder engagement activities and need identification), as well as the GTRM-CoP.

In practice, the design was much more fluid than on paper and regular town halls were facilitated to share exchange on the activities of the modules. The distinction between the modules was not always made by gender researchers, others within CG or external organizations. From the perspective of one gender researcher, they would like the grant that they received to facilitate interaction and cross-learning between the modules, in ways perhaps not fulfilled by the town halls:

*"We were put in research areas and then nothing happened. My hope is that things change. How do I interact with the other modules and what are the exchanges happening? What am I learning? I don't want to be confined in a module. Maybe my present thinking can help someone else."* EV-Intv-200

***Inputs***

The expertise and experience of the GP leadership team, along with the personal and professional relationships developed over years, has helped support coordination and coherence with the other modules.

**Processes**

The GP leadership team held regular interactions through weekly discussions between module leaders to exchange information on their activities, contributing to coordination and coherence internally. However, the interactions may not have offered time to consider the "*bigger picture*" and what would help to facilitate more synergies between the modules. It is recognized by leadership that the vision and its implementation required more strategizing at the onset of the program; however, given the uncertainty over budgets and the COVID-19 pandemic, planning and the development of a shared vision was limited.

### *2.5.2 Conclusion*

There was limited data that provided detail on how the EM work was translated into the new GYSI Impact Area, likely due to the relative newness of the transition. Data suggests that there are several gaps in capacity regarding the GP's provision of support to CG in the new Impact Area, particularly intersectionality, social inclusion and youth and designing for impact, in addition to a broader issue of the lack of clear logic and direction of these different aspects and approaches within one platform.

There were several features of design, inputs, processes, and outputs of the EM that complemented and strengthened gender focused work in CG, particularly around research collaboration between the Centers and the research. There was also a lack of clarity on whether influencing demand (or supply-push) should be part of which module's mandate. This will be important when working with the Initiatives in the future,

along with the need for more meta-analysis of gender research and time for the GP to establish its position and become a leader and convenor to shape the agendas of others (which is different from a more meso-micro level efforts of supply push approach).

The design of the modules offered focus. The link to other platforms was facilitated through regular positive engagement with module leaders to discuss activities and progress. However, strategic coordination and exploitation of the overlaps and synergies between the modules were limited. Leadership recognized that the vision and its implementation required more strategizing at the onset of the program; however, given the uncertainty over budgets, planning, and the development of a shared vision throughout, implementation was limited.

### *2.5.3 Recommended Actions*

(1) In moving towards working with the new Impact Areas and Initiatives, the EM should consider reaching out to stakeholders and partners within the AR4D landscape to revise its mandate to **develop a coherent strategy and approach, and to address capacity gaps** to deliver on that revised mandate. The EM should look to results from the paper commissioned on Research Initiative on Gender, Social Inclusion, and Youth, before they begin to invest in research gaps pertaining to Social Inclusion and Youth.

(2) Allocate **more time for reflection and strategic coordination** between the modules (e.g., how EM outputs can be used in the AM).

(3) After the first three-year phase of the Research Initiatives, the GP could consider an **internal systematic review of gender research and analysis** in Research Initiatives for opportunities for interaction with the Platform's three modules.

(4) **Invest time in discussions** of how the EM activities and outputs can be used and amplified in the MEM and the AM if the structure is to be maintained going forward.

## *2.6 EXTERNAL COHERENCE: How has the Evidence Module Filled a Gap and/or Engaged in Vital Linkages with Key External Organizations and Relevant Policy Discourses?*

### *2.6.1 Findings with Key Examples*

6.1 What are the specific policy discourse gaps identified by and filled by the EM? How? What remains?

***Vital Linkages with Key External Organizations***

Interview data suggests that the GP is well known among some donors (e.g., BMGF, IDRC, GIZ, FCDO) and multi-lateral organizations (e.g., FAO, ADB). Interview data further indicates that these connections led to several organizations actively approaching the EM and GP offering non-competitive funding to support work on specific topics or collaboration opportunities.

For example, the IDRC approached the GP asking what work the IDRC could support with regards to gendered impacts of climate. That led to the EM's work on climate-agriculture-gender-inequity hotspots mapping analysis, which was followed by ground truthing projects in Bangladesh and Zambia.

Another investment guidance example was the BMGF approaching the GP to support gender and climate-related work, which led to the CSA learning agenda projects.

Other organizations involved the GP and EM teams to contribute knowledge/evidence to their own advocacy efforts. For example, AGRA approached the GP to act as the knowledge partner for its Value4Her initiative. Additionally, FAO approached the GP to implement a stock-taking exercise of gender-responsive COVID-19 policies in Africa, and more recently to co-author chapters of its forthcoming SOFA report around gender and agri-food systems.

However, the GP has not made strategic linkages between the GP and continental African umbrella agri-food system organizations such as FARA[10] and AFAAS.[11] Gender experts in both FARA and AFAAS were not aware of the GP nor its website and resources. When the EMET described the GP and EM's activities and outputs, these two groups confirmed that many of these activities sounded highly relevant for their work. Both FARA and AFAAS have been linked to the CGs AWARD scheme for many years and value that partnership immensely but had not heard about the GP prior to our interviews.

Of particular interest to FARA were the EM's participatory foresight analysis, gender, and finance scoping review, and the Evidence Explainer exploring how climate change interactions with gender and inequity affect nutrition. FARA has supported similar foresight work in Malawi in partnership with one of the universities, the Ministry of Agriculture, and private sector players. Such work has included mapping trends, exploring scenarios and possible futures and associated gender dynamics around farmers shifting from tobacco to other value chains. This work has triggered demand for deeper foresight analysis. FARA hosts the African Foresight Academy, and works with the Foresight4Food initiative. FARA is about to launch country-level foresight clubs. Other suggested partnership opportunities included support sensitizing forum members on how gender issues are affecting trade, markets, and turnovers.

The EM has identified external researchers involved in gender-related or evidence synthesis or big data work and contacted them asking for proposals on specific topics or plain language Evidence Explainers of their work. Using this approach, the EM awarded grants for EGMs, SRs and other projects to Krea University, Campbell Collaboration South Asia, IIMA, Indian Institute of Himalayan Environmental Research and Education (INHERE), IIT, and the Foundation for Agrarian Studies—all based in India. Beyond India, grants were awarded to ICDDRB, UC Davis, Climate Policy Initiative (CPI), and CARE. CG gender experts led the COVID-19 and Evidence generation projects. The BDH studies were led by a mix of CG and external researchers. Many CG gender researchers did not have time to take on these studies. However, where CG researchers were interested and able to take on the studies, it was reportedly very time consuming and slow to contract colleagues from other CG Centers, resulting in implementation delays. It was much simpler for the EM to contract external partners.

***Policy Discourse Gaps Identified and Filled by the EM***

The GP aims to catalyze targeted research on gender equality in agriculture and food systems and through collaboration with decision-makers to achieve a new normal: "a world in which gender equality drives a transformation towards equitable, sustainable, productive, and climate-resilient food systems" (LEAD, 2021). The gaps were identified and/or addressed in different ways.

***Online Workshop to Develop CG Gender Research Agenda***

In July 2020, a professionally facilitated three-day online workshop of CG gender experts was held. This workshop aimed to develop the CG Gender Research Agenda which the GP EM would subsequently use to identify and structure its evidence synthesis and generation work contributing to key knowledge and policy gaps. Key research areas affecting gender equality within food systems that were focused on included: (i) gendered labor dynamics; (ii) gender inequities in land and water management; (iii) elements of rural women's economic empowerment; (iv) links between gender and nutrition; and (v) how to facilitate gender transformative change at scale (CGIAR GENDER Platform, 2020c). During the workshop, one person suggested, "Rather than start with 'what topics' what if we start with the GP-scale theory of change: Who do we want to influence? Influence in what way? What kinds of research and evidence is needed to do that?" (CGIAR GENDER Platform, 2020c, slide 20).

[10]FARA is the apex continental organization responsible for coordinating and advocating for AR4D. FARA serves as the technical arm of the Africa Union Commission on matters concerning agriculture science, technology, and innovation.

[11]AFAAS is a continental platform for mutual learning and innovation among agricultural extension and advisory services providers across Africa. The AFAAS' goal is to enhance utilization of improved knowledge and innovations for improving productivity oriented towards individual and national development objectives. AFAAS operates through multi-stakeholder country fora that embrace public and private actors in the national agricultural innovation systems.

Validation and discussion of these research areas and themes with external national and regional stakeholders is not reported to have happened. The pandemic-related lockdowns made such opportunities more difficult to arrange. A presentation at AGRF and discussions with donors had been suggested during the research agenda workshop.

***EGM to Close Knowledge Gaps***

Closing the knowledge gaps in gender and agriculture and food systems was considered a crucial step towards achieving the GP's vision. To consolidate and integrate the available evidence and help prioritize research needs, an EGM analysis began in December 2020 (see Figure 2.1.1). This EGM was structured to provide an overview of the evidence landscape across the 11 themes[12] identified during the July 2020 CG Gender Research Agenda workshop and focused on four outcomes (agricultural knowledge and behavior, economic, social, environmental). The EGM (see Annex 5 Case study 2) provided a macro-level exercise that geographically covered Asia, Africa, MENA, and Latin America. The interactive evidence map's filters enable the evidence to be viewed by theme, methodology type, outcome and either for all included geographies or separately by each region. The related Excel datasheet enables country-level viewing.

The fourth research question the EGM aimed to answer was: Where are the major evidence gaps? What are the implications of these gaps for research and policy? The EGM study found the Latin America and MENA regions were especially deficient in evidence across many of the themes, although exclusion of non-English language publications may explain some of this gap. The themes of food systems transformation for gender equality and women's empowerment, gender and seed systems, and gender and breeding had less than half the number of studies compared to other themes. Environmental outcome was the least reported outcome across studies. The EGM report suggests further research to fill evidence gaps and inform policies. However, in response to the EGMs findings and with support from the GP (not specifically the EM), a gender strategy for the MENA region was developed. Those involved in developing this strategy report it being influential in understanding and highlighting previously concealed linkages between climate change, land rights, gender wage gap and labelling of women farmers as housewives on their national identification cards in the region, alongside highlighting the gap between gendered policies and practices.

***Using Evidence Synthesis to Deepen Understanding***

The EM team subsequently commissioned a further series of evidence syntheses. This included six SRs, four scoping studies and an EGM. These are more aligned to the 11 themes from the GP research agenda than the findings and recommendations of the initial EGM.

Interviewees explained that while in the health sector, SRs are well understood and viewed as important, that is not the case for social aspects where the role and practice of using SRs to inform decisions is not common. The EM team was identified as an exception to this. The grantees involved expressed hope that as these SRs were completed, they can be used to show how SRs are important in decision-making. Campbell Collaboration presented their draft EM SR findings at both their global and regional conferences in late 2022, evidence users are part of these platforms. While user education or engagement type activities are not stipulated in the EM SR contracts, which emphasize working paper, journal publications, and Evidence Explainer outputs, the contracts do mention dissemination activities which could be used to help inform and influence policy discourse.

"*Those working on and with social issues tend to be more used to basing decisions on primary research. I am not saying primary research is not useful, [but some] are not able to come out of the primary*

[12]Theme 1: Food systems transformation for gender equality and women's empowerment; 2: Agriculture, gender, risk and resilience to shocks and stressors; 3: Institutions and governance for sustainable food system transformation; 4: Impact of agricultural technologies and innovation on gender equality and women's empowerment; 5: Gender-responsive design and dissemination of crops, livestock, and sustainable production technologies and practices for gender equality and women's empowerment; 6: Gendered labor dynamics and time use; 7: Gender equality and women's empowerment in agricultural value chains, markets, and entrepreneurship; 8: Transforming gender norms; 9: Gender and breeding; 10: Gender and seed systems; 11: Nutrition and health.

*research and be more open to understanding the importance of SRs or EGMs, which would allow them not to duplicate research that's already happened. This is a struggle we are facing to have researchers and social sciences understand the importance of systematic reviews."* [EV-Intv-224]

***Finding a Focus Within the Many Interconnecting Policy Discourse Gaps***

Due to the complexity of inequality, sustainability, productivity, climate change, resilience and food systems, and the range of interconnected influential contexts, drivers, and policies of global to local relevance, vast numbers of evidence, research, and/or policy discourse gaps exist and influence transformation towards equitable, sustainable, productive, and climate-resilient food systems. The EM has contributed by analyzing the available evidence and data on an extremely wide range of gaps, including: (i) agri-food system financial inclusion interventions; (ii) agricultural mechanization and value chain interventions and women's economic empowerment; (iii) interventions promoting women's climate-resilience; (iv) gender transformative approaches; (v) extension approaches that improve women's access to information, knowledge and technology; (vi) feminization of agricultural labor and; (vii) gender, nutrition and dietary diversity.

The Evidence Explainers on the EM's website also address key policy discourse gaps, such as male outmigration and women's empowerment, financial inclusion program impacts, and seed systems that impact women's empowerment.

***Gender and Climate Interactions and Opportunities***

Gendered climate change impacts, mitigation and adaptation is recognized as an important GP theme and became a focus of the EM's work (from late 2021 to date), overlapping with the interests and funding support of both IDRC and BMGF. Governments and development organizations' spontaneous interest in the hotspot mapping work once they see it presented is indicative of the importance of the climate vulnerability targeting role it offers and policy discourse gap it helps fill. However, interviewees felt there should be greater involvement of the host governments during the testing and impact assessment of the tools, to also make the work more credible.

*"If we want someone to use our work it is important to include them from the very first step to help scale it in the future. So, for example, in the analysis in [Country name] it would have been good to include the government in it or keep them appraised about the work we have been doing, what we are doing, how they can use it, etc.*

*Also does the situation analysis make sense to them, and if it does make sense how to involve them. That sort of planning was missing. I think that can be significantly improved, engaging with the people who are going to use our work.*

*Having the government with us and doing analysis in their own countries on different teams would have made a huge difference."* [EV-Intv-091]

***Gender and COVID-19-Related Impacts***

During the COVID-19 pandemic, FAO approached the GP to implement a stock-taking exercise to understand the gender-responsiveness of COVID-19 policies in three African countries (Ethiopia, Senegal, and Zambia). The EM team led this work for the GP and using their findings, supported a policy dialogue around the topic with high-level stakeholders from the three countries and the region together with FAO. A short video was produced summarizing their findings on how to make COVID-19 mitigation policies gender-responsive.

The EM then initiated a suite of four projects investigating gendered impacts of national COVID-19 pandemic policies targeting gaps in understanding around: cross-border fish trade between Malawi and Mozambique; innovations addressing the water crisis in Egypt; environmental measures in Vietnam; and on women's agribusiness in Asia. Uncertainty exists as to whether work on these topics will continue beyond the initial investigations. The level of involvement of national policy decision-makers in the work,

their understanding, and beliefs on the importance of gender equitable policy and the resources they have available are all likely to influence to what extent these knowledge generation projects help fill this policy discourse gap.

***Deepening and Tracking Gender Equality Understanding and Action in Odisha State, India***

In contrast to the majority of the EM's projects which have scoped, mapped, synthesized, and analyzed existing bodies of data and evidence, some of the more recently started EM projects focus on engaging multiple stakeholders in action learning processes (see Lamboll et al., 2021). These aim to facilitate joint analysis and action learning recognizing the plural understandings and visions of transformation towards equitable, sustainable, productive, and climate-resilient food systems. This includes, for example, exploration of projected trends and drivers, future imaginaries, gender and power dimensions, structural dimensions, uncertainties, and incremental versus transformative change. Such an approach can help ensure local relevance, building ownership and sustained use into the work. The active engagement of investment and policy decision-makers which is occurring in these facilitated multi-stakeholder dialogues and action-learning cycles is expected to ensure that learning informs effective policy and investment processes.

### 6.2 How was it ensured that the research agenda of the EM aligned with the relevant national agendas, and amplified local capacities?

The EM's climate-agriculture-gender-inequity hotspots work has already caught the eye of several African governments and organizations, e.g., Rwanda has used it and AGRA, Kenya, and Uganda are interested in doing so. Although no intentional engagement or communication process has yet been designed, interest in the work has increased. This is thought to be related to the timing aligning with growing interest around gender and climate, a communications piece, and the showcasing of the planned work at the Commission on the Status of Women and AGRF during 2022. It was also presented during COP27 and among the African group of negotiators. Following which Rwanda decided to use it.

Beyond Africa, ADB is starting to explore how the hotspots approach could help them in their community partnership program supported by UKAID and Nordic development partners. One interviewee suggested that the visual mapping and use of big data for various dimensions which enabled people to see which countries and which areas of countries need more attention was of key interest in the approach. The hotspot mapping provides for national and subnational targeting of activities which is an issue many development programs grapple with. The tool needs to be accompanied by a clear explanation, and there is still demand for it to go deeper at the local level.

In general, engagement and alignment with national agendas was viewed as an aspect of the EM's (and much of the wider CG's) work that needs more attention. The EM does not have priority focal countries. Many of the evidence syntheses and harnessing of gendered information from big dataset studies to date have a global focus or a focus on LMICs, but opportunities to unpack the findings with and for national level stakeholders do exist. The geographic focus of the grants is decided on by the team invited to develop the proposal. However, for the hotspot gender transformative framework and impact assessment work, the earlier hotspot mapping guided the geographical focus alongside perceived ease of operations and collaboration with governments. The EM was recognized as having built important relationships through collaboration with partners outside CG. Twenty of the EM's 37 projects are led by organizations external to CG. One respondent explained that having a NARES partner who receives some of the budget was a criterion for all internal CG calls but recognized that this did not necessarily translate to the work aligning with national agendas or amplifying local capacity.

In India, some of the EM's more recent work is aligned to Odisha state government agendas, designed in response to their demands, and aims to boost their capacity. In India, agriculture is a state subject and agricultural policy is designed by the state with some central government involvement. The states get some funding from the central government through specific schemes and programs.

The suite of projects understanding socially differentiated impacts of COVID-19 national policies were not necessarily recognized by governments as national priority areas. For example, the gap in understanding around impacts on the fisheries trade was identified by gender experts aware of the key roles that women play in this trade. During the proposal writing, the Malawi Department of Fisheries team were involved and decided on the focal places for the research, but beyond that they were not significantly involved. Elsewhere, the COVID-19 national impacts project was co-written by a NARES gender expert, but due to time pressures resulting in rushing to start the interviews, the NARES expert did not participate in them, limiting local ownership of the work. However, in subsequent work, the NARES gender expert co-wrote the proposal and is fully involved, as are university staff and intern students helping build their capacity in gender. Qualitative research was a stated aim of the grant. Another interviewee reported problems when the Ministry sends different people each time, reducing continuity and ownership.

Limited inclusion of external players in the GTRM-CoP has been occurring to date. One interviewee suggested most of engagement with NARES players has been through the capacity development programs-mostly through the GREAT and AWARD programs. NARES players are also invited to the GP's conferences and other open events and can be part of the Dgroups membership.[13]

One CG researcher said although they did not consider it their role, they could have engaged more with policy leaders to help bridge the gap between policies and the reality on the ground, especially in locations where nicely worded policies were suggestive of the existence of women's equality and empowerment while women's experiences told a different story.

*"Ground truthing is required as such countries may, alongside their nicely worded policies be simultaneously invalidating women's contribution to society and viewing women's roles as only within the domestic sphere and thus providing support only for processing, cooking, embroidery, soap-making type activities, while women are planting, irrigating, and fattening livestock. For example, water programs in which women get taught not to wash dishes in or drink from the river, while the irrigation training is only provided to men, even though women are irrigating."* *[EV-Intv-270]*

The online survey found 46% of the 27 respondents to the EM question sets did not know whether efforts had been taken to align their EM evidence work to the national agenda, while 28% agreed or strongly agreed it had, and 8% disagreed or strongly disagreed that it had (Figure 2.4.4). The responses were also identical to this for whether efforts had been taken to strengthen local stakeholder capacity (Figure 2.4.4).

### *2.6.2 Conclusion*

The EM's 37 projects have addressed a diverse range of gender equality and agri-food system related themes and policy discourse gaps, including for example, gendered climate impacts and adaptation opportunities, financial inclusion, and male outmigration and women's empowerment. Most of the EM's 37 projects are now submitting their final reports. Many of these studies are desk-based EGMs, SRs, scoping reviews, or gendered analyses of big datasets. If shared strategically, the emerging findings of these studies hold significant opportunity to fill crucial policy discourse gaps helping to inform and meet gender equality policy objectives. Achieving these objectives will require careful unpacking of the findings and conversion of these analyses into context-specific, locally owned action plans. Careful strategizing, tracking, and co-learning with policy and investment decision-makers is needed around the uptake and impact of the evidence and evidence-informed outputs. This dimension of the EM's work has not yet received sufficient attention, leaving the significant investments made, and the findings of the evidence mapping, synthesis and generation, at risk of remaining unknown.

The EM appears to have strong linkages with a large number of external (non-CG) gender experts which have implemented the evidence studies and some donors, but linkages to regional organizations (e.g., FARA and AFAAS for Africa) appear to be missing and linkages to NARES, national governments, NGOs, and private sector appear to be under developed with the notable exception of Odisha state in India where

[13]Dgroups is an online platform for groups and communities in international development.

strong long-term relationships exist and exciting demand for gender-related evidence-based work is emerging. The extreme funding delays and uncertainties experienced by the EM can and do impact on activity planning and timeframes and wider engagement and ownership often suffer as a result.

While the majority of the EM's projects have scoped, mapped, synthesized, and analyzed existing bodies of data and evidence, some of the more recent EM projects contrast sharply with a focus on engaging multiple stakeholders in action-learning processes to facilitate joint analysis and action-learning with plural understandings and visions of transformation towards equitable, sustainable, productive, and climate-resilient food systems. This approach will ensure local relevance and help build ownership, sustained use, and effective policy and investment processes into the work. Using desk-based evidence analyses will further strengthen the approach.

#### *2.6.3 Recommended Actions*

(1) The EM team should **focus more on ensuring the relevance of engagement in, and co-ownership of, their work by national stakeholders,** which will be best achieved through co-design of research and use of multi-stakeholder action learning processes. The EM team should also develop relationships with regional agri-food system related organizations in the regions it works in, as they are likely to be key elements of uptake pathways, for example several in Africa have expressed significant interest in the EM's focal themes. Increased cross-learning between the EM's projects and project teams should be encouraged through, for example, webinars or regional meetings.

(2) The EM team should **invest significant time in understanding the findings of and potential uptake pathways** for the enormous amount of evidence that has been synthesized, analyzed, and generated during the past two years. The EM team should develop, implement and monitor action plans **to optimize the understanding, uptake and tracking of the use of the evidence by stakeholders.**

(3) The EM team should **undertake a strategic reflection process to determine which knowledge gaps to prioritize for continued exploration and action, and what new needs are emerging**. Fewer, longer duration studies with stronger local engagement from the conception stage onwards should be prioritized going forward, much like some of the projects recently started in Odisha.

## *2.7 SUSTAINABILITY & LEARNING: What Learning Mechanisms have been Built into the Evidence Module and its Strategy to Facilitate the Potential Sustainability of Positive Gender Outcomes?*

The extent of evidence gaps around sustainable equitable gender outcomes in food systems is well recognized. Evaluation data presented in earlier sections strongly suggest that the EM made a strong start to address those gaps with its wide portfolio of projects. This section focuses on the learning mechanisms built into the EM that will support the sustainability of the positive gender outcomes of the EM's projects.

#### *2.7.1 Findings with Key Examples*

7.1 Describe if and how the design, inputs, processes, and outputs within the EM have (or could have better) supported pathways to sustainable, equitable gender outcomes in food systems. What is needed in addition for future efforts?

The EM has supported 37 projects since 2021 (see Figure 2.1.1). These include a wide range of types of activities, which typically have different contextual framings, are led by unique teams, and operationalized in different ways. This heterogeneity can be viewed as a strength and encourages a discussion around the different examples as opposed to a generalized finding. Most EM grants initiated in late 2021 or during 2022 are just ending. These grants are therefore only now providing working papers, and published protocols or

journal articles are not yet publicly available. Therefore, this section focuses mostly on the design, processes, and structures in place.

Regardless of the heterogeneity, many EM grants appear to have some similar challenges. In the EM, pairs of CG gender experts fulfil the content advisor role for each EGM or SR team. Typically, these pairs engage in the study's design, provide comments on draft findings, and review and sometimes co-author reports and papers. However, the process, which was reported to follow the Campbell Collaboration method, does not engage a wider group of stakeholders.

Interview data suggests challenges with project timeframes (i.e., a maximum of one-year long projects). For example, while the interview data identified that the amount of funding is often adequate, the uncertainty around whether the funding will be available or not and when it will be released, and the requirement to spend all funds within one calendar year, has negative impacts. This is especially true when fund dispersal is delayed, thereby shortening the project lifespan to six months. Interview data suggested that spending money in a short timeframe impacts research processes, such as what to prioritize and research quality, including whether and which stakeholders are engaged. Furthermore, the short timeframe does not allow for further exploration of themes and questions that emerge during the process or from the findings, an exploration that would likely lead to richer findings. Additionally, the seemingly constant change and internal refocusing (e.g., from CRPs to Initiatives) within CG has been unsettling and time-consuming for CG researchers and their projects.

In regions such as MENA, which currently have a very limited gender and food systems evidence base, there is a perceived relative wealth within the region, although significant inequality does exist. The EM's EGMs and SRs cover the MENA region, helping synthesize what evidence does exist and highlight the need for increased evidence and understanding to support pathways toward sustainable and equitable gender outcomes in MENA.

A criticism of the EM process in terms of promoting sustainability of its outcomes, is the lack of engagement with the food-system actors beyond the researchers implementing and managing each project. For example, beyond the research team, food system actors (such as staff from NGOs, policy-making and implementation, extension, national research institutes and universities, traders, regulators, financial institutions, and private sector companies), were not engaged in the identification, design or implementation process of the EM's EGMs, SRs, or BDH grants. While the short timeframes, financial uncertainty and COVID pandemic would not have helped the stakeholder engagement process, additional challenges are recognized. The lack of involvement in the research design and process means that the EM needs to retrospectively build engagement and ownership of its outcomes (e.g., policy briefs). While the broader literature review and interview data identified similar situations across many AR4D projects, the question is still pertinent to the EM, raising questions around the purpose of the work, if the grants are maximizing their value, and how/if the EM is avoiding non-usage of research inputs (i.e., the outputs and outcomes are not accessible, useful or used by the intended user groups). The following quotes illustrate associated issues:

"*We wanted to draft a policy brief but there were not enough funds and expenditure was not allowed after 31 December. We needed communications help with the brief and editing etc., so we couldn't do anything. So, you just move onto the next new thing, you know.*" [EV-Intv-230].

"*We want to continue this work but that hasn't been discussed yet. We first wanted to get the paper out and the Evidence Explainer. Then from there of course also with the new [CG] Initiatives starting up everything is thrown upside down. But there is interest.*" [EV-Intv-133]

Yet the three most recently funded EM grants, which are focused on the Indian state of Odisha (formerly Orissa), provide a stark contrast to the earlier EM grants, in their design, process, and expected outputs. One grant was designed based on the direct demands from the Odisha state government. The government requested the development of "simple-to-operate and track" women's empowerment and resilience indicators and a dashboard. Another grant, a participatory foresight analysis, is being co-

designed and co-investigated by wide groups of stakeholders (see Annex 5: Case Study 3). The third grant was designed in response to the state government's need to better understand the multi-dimensional impacts of male migration (see Annex 5: Case Study 3). The government identified huge knowledge gaps with regards to this theme when migrant workers returned home just prior to and after COVID-19 lockdowns. The EM team, academic researchers leading the study, and local-level state government officials are designing the study and shaping the questions that will gather the data to fill that gap.

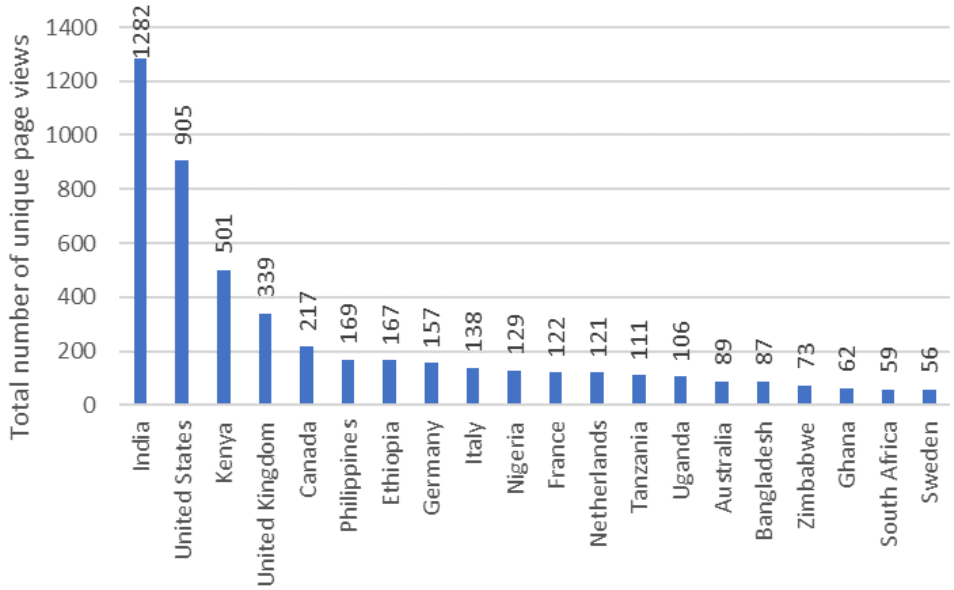
7.2 What processes and/or mechanisms are in place to support the sustainability and use of the EM's outputs (e.g., effectiveness of systems to track the use of and demand for outputs, processes for updating of outputs such as gap maps, evidence syntheses)? What works well and what could be strengthened?

***Understanding Use of the EM's Outputs***

While a process to track uptake of the EM's outputs currently does not exist, the Results Framework does suggest such a mechanism. The EM team recognizes the challenge and the need to track the uptake of their work.

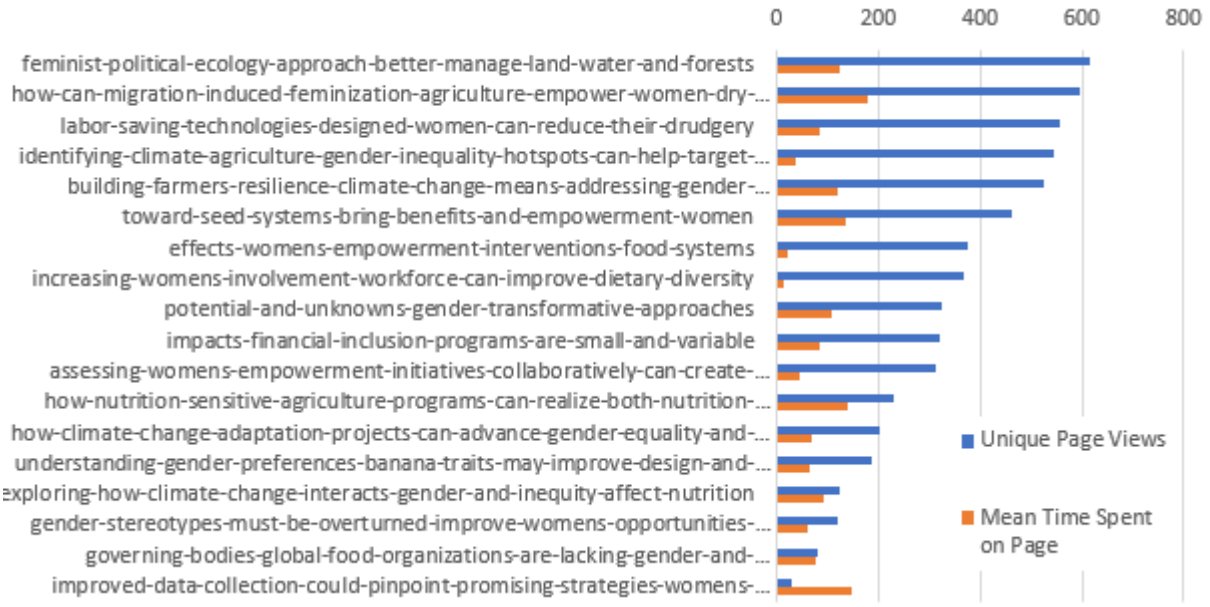
The GP website currently displays the Evidence Explainers as the main EM output. While these plain language summaries were conceived and produced through the EM, their content is not necessarily based on evidence synthesized or generated by the EM. However, Evidence Explainers summarizing the evidence generated through the EM's studies are also planned. The Evidence Explainers present digestible summaries of findings from interesting gender-related publications. Several external and CG respondents talked about the usefulness of the Evidence Explainers, noting that they are well synthesized, simply written, and easy-to-find resources. One respondent noted that they had used the Evidence Explainers to inform their higher education teaching or integrate the actual Evidence Explainer into their syllabus. Others explained they had used them for understanding context during wider literature reviews and SRs. While page views and downloads are not synonymous with use, they are an indication of interest. The per country visits for the top 20 visiting countries are shown in Figure 2.7.1, highlighting the breadth of geographical interest. Visits per Evidence Explainer and average view are shown in Figure 2.7.2. Note that some Evidence Explainers have been online much longer than others.

***Figure 2.7.1. Top 20 Countries with the Highest Number of Unique Views of the Evidence Explainer Website between March 2021 and February 2023***




Source: Authors' creation using GP communication team's data. NB. Evidence explainers have been online for different time periods.

***Figure 2.7.2. Total Number of Unique Views and Mean Time spent per Evidence Explainer Title between March 2021 and February 2023***




Source: Authors' creation using GP communication team's data. NB. Evidence Explainers have been online for different time periods.

***A Need to Focus on Outputs and Their Use***

The EM's focus has been on mapping the evidence, filling evidence gaps, and producing outputs. The EM's focus has not been on conceptualizing how outcomes and their effects can be initiated, enhanced, and sustained, or how to measure or assess the usage of the outputs. CG Initiatives can facilitate work with slightly longer timeframes (e.g., three years) than the one-year long GP module's projects are currently able to. The current short timeframes of the GP activities are problematic for many reasons already discussed in this report and will influence use of outputs. To support policy engagement and sustainability of outcomes, it is important that stable structures with longer-term timeframes evolve.

Some respondents had practical suggestions with regards to validating findings and identifying their usefulness. For instance, one respondent spoke about the harnessing of big datasets for extraction of gendered evidence, and opportunities to ground-truth findings through in-depth qualitative and quantitative field studies in contrasting situations to systematically see how generic issues hold up. They suggested this could be a powerful way of understanding the validity of the big dataset findings and their opportunities for use as metrics. It could also be used to engage stakeholders.

However, even within the EM, it appeared the few outputs that do exist were not being sufficiently communicated. This reduces the opportunity for them to be used as inputs to inform the design, processes, and outputs of subsequent EM projects. For example, although information on the EGM was apparently communicated through the GP's townhall meetings and newsletters, no EM grantees beyond the EGM author team reported being aware of the initial EGM, although the final report and the interactive EGM were published in July 2021, long before any of the other EM projects were initiated (with the exception of the four COVID-19 projects and the CSA learning agenda). No awareness by EM grantees about the suite of different EM projects currently underway, beyond their own studies, was reported during interviews.

***Regular Updating of Evidence Syntheses and Maps***

The idea of revisiting EGMs, SRs and Scoping Reviews at regular intervals (e.g., every five or 10 years) to understand how knowledge, knowledge gaps, and practice had changed over time, was viewed as important and of interest by the grantees. The need for creating metrics to track changes that are occurring and the use of EM outputs by stakeholders, will also help to build understanding of how the

audiences are utilizing EM and GP's outputs. Evidence synthesis protocols detailing search strings and strategies, inclusion and exclusion criteria, issues faced and other aspects alongside ringfenced resources is important for supporting periodic updating of evidence work. This would in turn track trends and learning and highlight important gaps in changing food system contexts at different scales.

Opportunities to also expand the geographical focus of the EGMs and SRs and look comparatively between regions and beyond LMICs were suggested and may provide useful cross-learning opportunities.

***Integration and Synthesis of Findings***

Opportunities exist for synthesizing findings from the different and diverse EM projects. This would be complex but could be valuable in providing a further dimension of the analysis. Plans for this were not described.

Activity-level interaction between the modules appears limited, although the module leads meet each week. Information about the ongoing EM's work is not yet being shared through either the AM or the MEM.

***Supporting Policy Makers to Track Progress in Gender and Agri-Food Systems***

The opportunity of supporting policymakers in identifying metrics and interventions and then measuring their own progress over time was also highlighted. This is the focus of one of the EM's projects just starting in Odisha state around co-creating usable indicators of resilience and women's empowerment with and for government officers.

7.3 In what ways has the EM's work involved reflective co-learning opportunities and built the capacity of: i) CG gender specialists; ii) CG non-gender specialists; iii) NARES partners; and iv) other partners, to generate and/or use gender agri-food system evidence? How could these learning opportunities be enhanced or done differently going forward? Who has been involved in this work?

***Platform Level Reflection and Re-Strategizing***

The Platform Management Unit (PMU[14]) engages in several processes that encourage reflecting and re-strategizing, as appropriate. For example, the PMU reflects weekly on what is and what is not working and identifies needed changes. In 2022, the PMU had a three-day externally facilitated reflection meeting and then engaged with the Gender Researcher Coordinators from across CG for a two-day reflection meeting, to gather their experiences and perspectives. Greater synergies between the modules have been a focus of this strategic thinking to date. In 2023, the PMU reported that they are using these past reflections and all their experiences to strengthen the GP and will actively engage with the evaluation findings and position paper the PMU commissioned on youth and social inclusion.

As one respondent explained,

"*The first year is often a time when you spread yourself wide and thin, talking to everyone ensuring they see and start to reflect on and integrate the topic, and only then are you able to start to figure out which aspects you are going to prioritize.*" EV-Intv-103

The PMU reported that it will meet in April 2023 to discuss a new strategy which they aim to complete by November 2023. When asked about stakeholder engagement, the PMU spoke about the likely complex challenge of balancing broad stakeholder engagement, managing their expectations, and setting feasible priorities. The PMU plans to share their draft strategy with a wider audience for review and critique before finalizing it.

Several PMU respondents spoke about how the high volume of reporting, the reporting not being supportive of reflective thinking, and extensive logistics involved in operationalizing and monitoring the grants all negatively influence the much-needed reflection time. A specific example is the GP Annual Report, which PMU members do not consider to be useful in its contribution to reflective thinking and

[14]Includes module leads.

strategizing. It does not ask for sufficient reflection or require any process descriptions; rather there is a strong focus on lists of activities and outputs. More generally, interviewees spoke about the pressures felt from uncertain funding, shortened timeframes, and the huge number of EM grants that cover a diverse range of topics. These grants require the EM to provide substantial time to, for instance, review numerous drafts.

***Expert Review and Co-Learning within the EM's Portfolio***

The EM's projects are diverse, ranging from desk-based studies (e.g., EGM, SRs), to multi-stakeholder action learning processes. Various opportunities for shared shaping, reflection, and learning are intentionally built into the projects. For example, specialist advisory teams comprised of gender and food system experts are engaged in the EGM and SR design and method development. Throughout the studies, these experts "sense-check", help to structure the emerging findings, and review drafts. The grantees valued the diverse perspectives brought by the gender and food system experts, reporting that their feedback made the studies more robust.

Gender experts built on their learning alliance and network discussions from the last five years to launch activities for integrating gender into participatory foresight analyses (PFA) focused on agriculture and food systems. The PFA is being implemented in India (see Annex 5 Case Study 3). While the PFA activity concept came from the gender experts, a range of food system local stakeholders together with the EM gender researcher grantee and EM lead are co-designing and implementing it.

While these provide some examples of collaboration and learning, collaborative approaches do add time and costs to research processes. Interviews with several grantees reported that the short timeframes available to conduct the studies (due to the one-year maximum duration of EM projects, which are then reduced sometimes to just six months due to the delays in funding confirmation and dispersal by CG) negatively impacted envisaged collaborative approaches.

***Capacity Building and Strengthening***

Interview data suggested that, in general, the GP's focus has been more on capacity building of the CG's gender researchers as opposed to other CG external researchers. Funded research projects clearly provide extensive on-the-job learning-by-doing capacity building opportunities for all those involved whether external or internal to CG. In a recent retreat, the GP team reportedly decided that changing minds within CG should fit within the AM's activities. Although not an intentional goal of the EM, involvement of non-gender specialists in activities within multi-disciplinary teams is recognized to naturally build capacity and increase gender awareness and knowledge of non-gender specialists (and vice-versa). However, challenges for CG gender experts working with technical experts exist. These include:

- Working with researchers for whom the role of people (let alone roles of men and women) is not explored.
- Working with researchers who automatically assume that they should be first author on any related article produced.
- Needing to be present to help highlight how some of the research challenges may be gender related.
- Feeling as though one is constantly supplying gender push as opposed to supporting gender demands.
- Overcoming historically entrenched negative attitudes towards social sciences.

Within the EM, the EGM and SRs have typically (and particularly so because of the short timeframes) involved assistance by early career researchers within the grantees' organizations, and in one project assistance by under and postgraduates. This closely supervised learning-by-doing builds capacity of researchers, which can then be accessed by their organizations.

EM grantees reported opportunities for cross-learning through sharing their findings at country and global levels through small workshops for scholars and wider workshops for those interested in concepts or tools

for their own or their organization's evidence work. The EM had organized a few periodic research-knowledge exchange webinars for grantees to share what they were doing and their emerging findings. Some of the grantees remarked how helpful they had found those meetings. While the COVID-19 pandemic affected interaction opportunities, the timing of the CSA and gender learning agenda meant members of those projects did meet physically to identify the learning gaps and develop the learning questions together.

In September 2022, the EM organized a three-day capacity building workshop in Delhi on SR and EGM methodologies for 32 NARES researchers and PhD students from across India. The workshop content was delivered by Campbell Collaboration. The participants were all new to SR and EGMs and follow-up will be required to learn how they have been using this new knowledge.

The GTRM-CoP leads felt significant peer learning was occurring through the groups and through presentations on specific topics and small group discussions, but they were not integrating the EM's work. Given that rich outputs such as the EGM has been available since mid-2021, and groups of experts have been working together on SRs and gender impacts of policy activities, this would appear to be a missed opportunity.

### 7.4 What potential risks and challenges lie ahead for the GP and the EM, and how may they be addressed?

***Uptake of Evidence***

As described earlier in the report, to date there are few examples of tracking to understand and support uptake of the EM evidence.

***Expanding the Mandates and Number of CG Platforms***

The GP, as the first of the CG's Impact Platforms, has attracted attention including additional funding from two donors (BMGF and IDRC). Now there are four additional platforms. Some interview data suggests that internally within CG there are "struggles and politics-at-play", with some feeling other topics are more important than gender. As one interviewee explained:

*"There is something about gender, everybody wants to just get rid of it, if they can."* [EV-Intv-276]

Interviews found that within CG, there has been a suggestion that all platforms should have equal and uniform funding amounts. If that suggestion were actioned, the GP could reportedly be left with a fifth of its current funding. Simultaneously, the CG leadership has requested the GP expand their scope to include youth and social inclusion together, but these changes put the GP's existence, relevance, and effectiveness at risk. Meeting the expanded scope requires additional expertise and resources, complicates prioritization of activities, and puts research at risk of isolating each part as opposed to engaging in intersectionality.

*"Expanding to include youth isn't just throwing age into the regression equation. Social inclusion is not just throwing caste and race into the regression equation. It's a whole other ball game, if you want to do it well and do it seriously and do something meaningful."* [EV-Intv-203]

***Declining Expertise and Growing Responsibility***

There are several challenges identified with regards to expertise and the GP's perceived responsibility. For example, several respondents raised the concern that some within CG perceive that because the GP exists, CG Centers no longer need to do any gender research. Rather, their perception is that the GP will do all the gender research. Some respondents further noted that some Centers are already "letting their gender work go."

The reportedly high turnover of gender researchers in the Centers in the last few years, and burnout of remaining experts, are two additional challenges. Concerns about how to stop this depletion of CG's gender research capacity were expressed, especially as some Centers do not consider replacing their gender researchers because they assume that the GP will do the gender work.

*A fourth challenge is how others within CG perceived gender researchers. While physically having a cadre of gender-aware researchers is important, the related challenge is providing the gender researchers with an enabling environment in which they have a voice within their organizations without "being labelled as only knowing about women."[EV-Intv-98]*

These four concerns combined to give rise to a higher-level concern: how to provide a sustainable, supportive environment within Centers for the bright young gender researcher to grow, and to ensure that there is a cadre of highly experienced gender researchers to support them. While the GP enables gender-aware researchers within CG to have a stronger, collective voice and for their work to be more visible, how to then protect that space is worrisome.

***Platform Identity and Brand***

The GP must navigate a complex balance between not wanting to overshadow Centers in terms of attribution of work, but also ensuring the GP's relevance and role is clear. The understanding of the EM's and GP's work and achievements is obscured when EM grantees refer to the work they are doing for the EM as "we are working with and for IRRI on…" as opposed to explaining they are working with and for the GP's EM. This misunderstanding may be occurring due to grantee's contracts being issued by Centers as opposed to by the module or the Platform. Additionally, as the module leads are associated with a module, a Platform, and a Center, this could be causing confusion. The CRPs experienced similar challenges around brand identity, and the new Initiatives may, while the CRP directors understood the new CG leadership may be less aware. The suggested jettisoning of Centers within One CGIAR and subsequent reversal of the decision has not helped.

***Dwindling Enthusiasm for Virtual Interaction***

The GP's and EM's wide geo-focus necessitates virtual interaction. Some data suggests that enthusiasm for virtual seminars and conferences may be dwindling, which could impact the GP and the EM's reach.

7.5 What good practice of the EM, in terms of mechanisms, tools, and/or approaches, can be used in the new Impact Platform, and why?

***Resource Hub***

Interview data with a range of stakeholders indicates that the GP's current online resources (e.g., Evidence Explainers, training courses, and tools) are highly valued. The phrase, "one-stop shop" was voiced by several interviewees internal and external to CG.

***Partnerships and Interaction***

Data strongly suggests that partnerships worked well. The interaction between the different grantees working on connected themes, between grantees and the advisory teams, between grantees and the EM team for follow up and content inputs, and joint writing of working papers was valued by researchers. Further, interviewees commented that these partnerships and interactions helped to ensure quality. The EM worked with multiple external partners, who brought necessary skills or expertise. New partnerships specifically generated fresh perspectives and discussions which stimulated reflective learning.

***EGMs and SRs***

The GP commissioned position papers on social inclusion and on youth. These papers will be used to take stock on the current knowledge and thinking which, together with learning from the last two years regarding their ToC and uptake pathways, will inform the EM's way forward.

### *2.7.2 Conclusion*

Building on the broad research agenda, the EM has during the last two years supported 37 projects to screen, analyze, synthesize, map, and interrogate the available gender and agri-food systems evidence and to generate-evidence in response to emerging issues such as COVID-19 policy impacts. Although lead experts and organizations were identified for these projects, their team members varied in their

backgrounds and experience. These projects therefore provided all kinds of opportunities for capacity development particularly for the students and early career researchers working on the EGMs, SRs, and scoping reviews. Facilitated interaction between the different project teams and between the teams and their advisory committees (set up by the EM) provided rich and appreciated learning and interaction opportunities for all involved.

Several reflection events have been organized at the GP PMU level. Within the EM, similar reflection space has not been prioritized to date and the EM team recognizes the need for it. They see the current year as an opportunity to both take stock of the findings now emerging from their 37 projects, and to strategize their directions going forward.

The EM lead is clear about the need for an enhanced focus on the uptake and use of the evidence they have collated, particularly through the use of action-learning processes with key investment and policy decision-making stakeholders. No process for tracking use of the enormous volume of evidence that has been collated by the EM yet exists. Limited involvement of a wider range of stakeholders than the research team members has occurred in most of the EM projects to date, although the most recently contracted EM projects are supporting a co-design and co-learning approach with key stakeholders. Currently, the interaction and value addition between the three GP modules seems insufficient from the perspective of the evidence work, information about the evidence studies has not been shared through the GP's learning alliances or CoPs. A focus on evidence synthesis or mapping methods has not yet been included in the MEM.

Various operational factors within the CG have seriously impacted on the EM's activities, e.g., repeated uncertainty around funding amounts and dispersal times, high leaving rates of young gender experts and loss of capacity. The GP offers CG gender-experts—who may find themselves rather isolated disciplinary-wise as a sole gender-expert in a CG Center—a collective space to discuss, share, learn with and from each other, and a collective voice all of which benefit the CG.

Further risks and challenges include (i) sufficient expertise and resources for supporting the GP's expanding mandate and CGs expanding number of Platforms; (ii) continued loss of gender experts from CG; and (iii) confusion by stakeholders in distinguishing between the GP, the modules and the Centers resulting in reduced visibility and insufficient attribution of the GP's work.

### *2.7.3 Recommended Actions*

(1) The EM urgently needs to **focus on understanding the uptake and use pathways for the vast amount of gender and agri-food system evidence** they have been collating and generating, particularly while the evidence is still viewed as being current, novel, and exciting. A vast amount of evidence has been synthesized or generated by the EM's activities and needs to be strategically communicated to support its integration by and uptake into practice. **Stronger stakeholder engagement and multi-stakeholder co-learning actions** are needed to support the relevance and sustainability of this work.

(2) Analysis of the evidence uptake and use pathways will require the EM to **select just a few of their focal topics** (including some topics where the demand and need for the evidence may not be well-recognized, and others where the evidence is being actively sought by decision-makers). It will also require the EM to **select just a few of their locations and to work closely with the key stakeholders** in discovering, developing, and testing different evidence uptake pathways and their needs. **Capturing the process and the learning associated with the exploration and use of different evidence uptake** pathways would be of value beyond the EM in informing practice within evidence uptake-related and gender equality-driven ToCs.

(3) **Demonstrating how the evidence that has now been synthesized or generated through the EM** is being or can better be integrated into strategic decision-making has not received sufficient strategic thought. The EM must actively address this going forward or critical questions around the relevance, effectiveness, efficiency, coherence, and quality of the EM's work may arise and put continued support for

evidence work at risk. Understanding how AR4D alongside other drivers contributes to societal impacts is complex. **Planning and tracking** of this needs to be given more prominence. **There is a need to show that outputs exist, are of high quality, and contribute to outcomes.** That flow should form a key part of the ToC and include how progress within it may be validated.

(4) Clear **opportunities for increased stakeholder engagement and co-ownership in the design, implementation, uptake pathway development, and tracking processes of the evidence work** exist. For example, for the EGMs and SRs this could be in terms of shaping the research questions, frameworks and inclusion and exclusion criteria, questioning, or validating draft findings at key stages in the review process, or sharing on how they have incorporated evidence-based practice and with what outcomes. Such **partnerships will require support and resourcing**.

(5) The EM's newly expanded mandate offers opportunities for **building wider ownership of the evidence** from the initial research design stages onwards, by involving a broader group of stakeholders in identifying the research agenda and clear criteria for prioritization of evidence needs, activities, and approaches. Such engagement would be expected to establish sustained demands for gendered evidence in governance and decision-making processes. Mapping of the youth and social-inclusion agri-food system related evidence-base could be used to inform the prioritization process alongside a much deeper and more participatory ToC analysis regarding pathways from evidence outputs to outcomes.

(6) As the findings from the 37 evidence studies emerge, so do several further opportunities. For example, an opportunity exists for **greater interaction between the modules**, such as clear communication and sharing of evidence synthesis and mapping tools through the MEM and evidence findings, through the learning alliances, and through other uptake pathways and processes. These opportunities would see the GP joining its activities and further utilizing its potential as a Platform to increase opportunities for the evidence to reach and inform pathways to sustainable, equitable gender outcomes in food systems.

(7) Given the multi-faceted nature of livelihoods and complexities of inequality and food systems, stakeholders will be looking to understand and support equality and sustainability outcomes across a range of the focal topics (e.g., financial inclusion, climate-smart practices, dietary diversity, agricultural extension approaches, mechanization). **Synthesis of findings between different evidence studies** could add significant value to the EM's work and portfolio.

(8) As the EM's mandate expands, **time needs to be ringfenced for strategic reflective learning processes to support sustained relevance and uptake of the EM's work.** Due to the sheer volume of emerging evidence, the need to focus on uptake processes and the GP's expanded mandate driving demand for synthesis of new bodies of evidence trade-offs will occur. A **focus on fewer themes and activities** than during the last two years, alongside **stable membership within the EM team**, would release time and energy for strategic activities.

(9) Looking further ahead, processes for updating the evidence sets and tracking change over time and between topics and regions would sustain the relevance of the EM's work and be a useful progress monitoring tool. However, to justify the resources involved, **greater understanding and validated examples of how and where the evidence is being used in supporting pathways to sustainable, equitable gender outcomes in food systems** will be needed.

(10) One-year planning and research timeframes are too short for the complex studies the EM is supporting. This is particularly the case when funding delays repeatedly lead to one-year operational periods shrinking to become six months. This is also the case for seasonally linked agricultural research, in which uncertainties and shortened and delayed timeframes can have unmanageable consequences. The **CG Initiatives have three-year planning and operational timeframes, and the GP's activities should also**. Additionally, there is an **urgent need for CG leadership to find solutions to the damaging uncertainty surrounding funding amounts and dispersal timings**. It is recognized that many of these issues arise because of uncertainties and delays outside of CG. Open discussion with CG advisory committees and

multi-lateral donor partners about the problems and impacts associated with these funding uncertainties and delays is urgently needed followed by the testing of a range of mechanisms for overcoming them.

(11) In addition to the extensive volume of evidence synthesis and generation projects that the EM has supported over the last two years—many of which involve external partners—the interaction and partnership process has been appreciated. Demand for increased interaction between EM grantees and with other GP stakeholders through webinars and scholarly workshops was voiced. Such **relationship building and support is vital for sustained evidence work and uptake** and should be continued as the EM adapts to meet its newly enhanced mandate.

# 3. Conclusions by Key Evaluation Questions and Lessons Learned

**The EM has achieved progress towards the intended outcomes to some extent (Section 2.1).** As with many projects that use adaptive management styles, the EM has evolved dynamically as learning has developed, in response to changing or emerging needs. Therefore, some divergence from the Results Framework is expected. The EM evaluation findings suggest that although the COVID-19 pandemic affected the envisaged activities, the EM Results Framework was overambitious and not well used. However, reflection and revisions to the Results Framework were not found to have been undertaken. The absence of the specified "data sources for verification" rendered it difficult to measure these parameters. Notwithstanding, the EMET has provided indication of the EM's progress.

First, the EM achieved progress, to some extent, towards Intermediate Outcome 1.1 "Utilize the evidence on what works for women's empowerment in agriculture to inform strategic investments". This was done through uptake of the climate-agriculture-gender-inequity hotspots mapping work by a range of African governments and development organizations, and the near completion of 37 projects (EGMs, SRs, scoping reviews, or gendered analyses of big data sets) (Output 1.1.1). However, communication about the existence and results of the EGMs, SRs, scoping reviews or involvement of wider stakeholders in shaping, supporting and validating them has been limited. This will be a priority going forward if the stakeholders for Outcome 1.1 (i.e., CG Centers, CG CRPs (Initiatives), governments, regional bodies, donors, and multilateral agencies) are to utilize this evidence.

There was some progress towards evidence for gender theory development and testing with some Evidence Explainers addressing relevant gender theory. The hotspots work includes review of gender transformative approaches (Output 1.1.2).

Progress towards Intermediate Outcome 1.2 "CRPs, CGIAR Centers, and NARES test and evaluate innovations and pro-poor, transformative approaches developed from the evidence base before going to scale" was achieved to a limited extent, given the limited progress on the integration of gender concerns in technological products developed by CG and partners (Output 1.2.1).

Progress towards Intermediate Outcome 1.3 "CRPs, CGIAR Centers, and NARES improve the quality of gender research evidence generated" was achieved to a good extent. Two EGMs, six SRs and four scoping reviews following agreed protocols have been generated by organizations and advisory committees with relevant expertise to synthesize the available evidence. Plain language Evidence Explainers have been created on 18 topics to date (Outputs 1.3.1), albeit not in one of the forms intended (policy briefs). The SRs and the second EGM are not yet finalized.

**The EM has supported CG's achievement of relevance in delivering on gender equality to a good extent (Section 2.2).** The EM met emerging demands from international organizations and donors. However, donor-driven agendas can also bring risks, including regarding national demand, ownership, and uptake of research, and increasing concentration of research in a few select countries or states. Several studies aligned with the EGM and addressed Global Gender Knowledge Gaps. Interview data suggested that the EM outputs were considered relevant to the work of external organizations. The EM's design enabled participation of CG gender specialists, building on their expertise and knowledge of evidence needs. Its flexibility enabled responsiveness to emerging needs (e.g., gendered impacts of COVID-19 related national policies, gendered climate change adaptation opportunities). There were opportunities for stronger alignment with, use and awareness of the EGM and for the EGM process to have engaged stakeholders in the broader AR4D landscape, including NARES. However, the difficulty of this during the height of COVID-19 is recognized.

**The EM has achieved effectiveness to some extent (Section 2.3)**. There is strong potential of the EM to inform strategic investments and scalable gender-intentional innovations in the future. Anticipating future needs, co-creation with stakeholders, research uptake, the continuation of building new partnerships,

further encouraging national and sub-national relationships and the tracking of impact will be key areas to work on in the next phase for the EM. EM grants facilitated gender research that would not have been conducted otherwise among CG Centers. Peer-review and support and learning-by-doing activities were considered to have positively impacted on the quality and quantity of evidence. However, the input constraints of grantees (e.g., uncertainty around funding amounts and dispersal times) are likely to have negatively impacted quality. The non-competitive and competitive grants process involved implications for the quality of research and inclusion of gender researchers in CG and beyond.

**The EM has achieved efficiency to some extent (Section 2.4).** Although funding amounts have been adequate, the extreme and repeated uncertainty around the funding amounts and expected dispersal timing negatively impacts many quality dimensions of the EM projects. Despite these constraints, the large number of EM projects have covered a wide and important range of topics, involved a diverse range of non-CG organizations and CG researchers and Centers, and were supported by the EM team. The EM team strategically identified expertise suitable for many of their projects. Although this has enabled them to work efficiently in an unpredictable funding environment with a range of external organizations and trusted individuals, risks around bias and research quality exist given the process of directly approaching perceived experts as opposed to using competitive open-call processes. The EM projects led by CG staff were awarded following competitive open-call processes, followed by proposal review by external parties. This was perceived to have led to high-quality projects, although also to have favored high-capacity Centers and missed opportunities for capacity strengthening. Interview data suggested grantees found the EM team's support in designing, reviewing, and managing their draft proposals and reports very timely, insightful, and helpful.

**The EM has achieved coherence to some extent (Section 2.5 & 2.6).** The EM complemented and strengthened gender-focused work in CG through funding modalities that contributed to funding deeper gender work that could not have been achieved otherwise. However, several interviews and the survey described the need for more meta-analysis of gender research and position papers for more strategic gender leadership by CG within the AR4D landscape. There was positive engagement between module leaders; however, more synergies could be explored, particularly with the AM around research uptake. More support and interaction with gender specialists in CG Centers was found to be needed. There was limited data on how the EM's work was translated into the new GYSI Impact Area, given the newness of the transition. Capacity gaps are likely to include intersectionality, social inclusion and youth, and designing for impact. There is also a broader issue of the lack of clear logic and direction of these different aspects and the methodologies to address them within one Platform, and how the EM would work with the Initiatives in the future.

In terms of external coherence, the EM's 37 projects have addressed a diverse range of gender equality and agri-food system-related themes and policy discourse gaps. But most are only now submitting their final reports. If shared strategically and converted into context-specific, locally owned plans, the emerging findings could fill crucial policy discourse gaps helping to inform and meet gender equality policy objectives. This dimension and the tracking of uptake and impact of the EM's work has not yet received sufficient attention, leaving the EM's investments at risk of remaining unknown. The EM appears to have strong linkages with many external (non-CG) gender experts and some donors, but linkages to regional organizations (e.g., FARA and AFAAS for Africa) appear to be missing. Linkages to NARES, national governments, NGOs, and the private sector appear to be underdeveloped with the notable exception of Odisha state in India where strong long-term relationships exist and exciting demand for gender-related evidence-based work is emerging. The majority of the EM's projects have scoped, mapped, synthesized, and analyzed existing bodies of data and evidence; however, some of the more recent EM projects focus on engaging multiple stakeholders in co-learning processes to facilitate joint analysis and action learning. This is carried out with plural understandings and visions of transformation towards equitable, sustainable, productive, and climate-resilient food systems.

**The EM has achieved sustainability and learning to some extent (Section 2.7).** Limited tracking of progress, evidence uptake, and strategic reflection has occurred within the EM so far. However, the EM lead sees this year as an opportunity to take stock of the emerging findings from the EM's 37 projects and to strategically plan the EM's future direction. The EMET found limited involvement of a wider range of stakeholders in most of the EM projects to date, although several recently contracted EM projects are supporting a co-design and co-learning approach with key stakeholders. Information about the evidence studies has not been shared through the GP's learning alliances or CoPs, and the evidence synthesis or mapping methods are not yet included in the MEM. This highlights opportunities for greater interaction and added value between the GP's modules. The research team members and advisory committees in the EM projects have a range of backgrounds and experience. The EM projects have provided opportunities for shared learning and capacity development which was highly valued by those involved, particularly so for early career researchers or students working on the EGMs, SRs, and scoping reviews. The GP offers CG gender-experts (who may find themselves rather isolated as a sole gender-expert in a CG Center) a collective space to discuss and share, as well as learn with and from each other. The GP also offers a collective voice which benefits CG and helps address the high turnover rates of young gender experts and loss of capacity. Perceived risks to the sustainability of the EM and GP included: (i) continuation of the uncertainty around funding amounts and dispersal timing; (ii) potential sub-division of resources as the number of CG Impact Platform's increase; (iii) loss of gender experts and expertise from CG; (iv) insufficient expertise to cover the expansion to a youth and social inclusion mandate; and (v) confusion by external parties in differentiating between the GP, the modules, and the Centers affecting visibility and recognition of the GP.

# 4. Recommended Actions

1. **ADDRESS FUNDING UNCERTAINTIES, DELAYS, AND INEFFICIENCIES: CG management, donors, and advisory board should recognize the negative impacts of the uncertainties around funding amounts, carryover rules, and one-year only research timeframes on the GP and EM's ability to operate, their reputation and the quality of research supported, and to urgently implement practical solutions to reduce or remove these constraints which are wasting research time, expertise, and funds [Efficiency, Sustainability and Learning]**
   One-year planning and research timeframes are too short for the complex studies the EM is supporting. This is particularly the case when funding delays repeatedly lead to squeezing one-year operational periods into six months. For seasonally linked agricultural research, these uncertainties and shortened and delayed timeframes can have unmanageable consequences. CG Initiatives have three-year planning and operational timeframes, so the GP's activities should as well. Additionally, there is an urgent need for CG leadership to find solutions to the damaging repeated uncertainty surrounding funding amounts and dispersal timings. It is recognized that many of these issues arise because of uncertainties and delays outside of CG. Open discussion with CG advisory committees and donor partners about the problems and impacts associated with these funding uncertainties and delays is urgently needed followed by the testing of a range of mechanisms for overcoming them.

2. **STRATEGICALLY ENGAGE STAKEHOLDERS: Develop a strategy for broad and continual stakeholder engagement within the AR4D landscape (e.g., regional organizations, NARES, grassroots women's organizations) for greater relevance, effectiveness, ownership, research quality, and sustainability [Relevance, Effectiveness, Quality of Research, Coherence, Sustainability and Learning]**
   - Undertake a stakeholder mapping exercise to identify the stakeholders to engage with, within CG and throughout the AR4D landscape.
   - Establish processes for ongoing and dynamic stakeholder engagement for identifying, prioritizing, and addressing gender evidence needs. This will need to consider if and how to foster new demand, and the use of foresight methods to anticipate emerging interests for informing planning of action on these new areas of demand.
   - Establish clear criteria for prioritization of existing and emerging evidence needs, activities, and approaches with stakeholders and through strategic reflection within the EM and GP. This will narrow the focus and help identify key areas. Fewer, longer duration studies with stronger local engagement from the conception stage onwards should be prioritized going forward to support uptake, use, and impact.
   - Co-create research with AR4D stakeholders, in particular national stakeholders, e.g., in terms of shaping the research questions, frameworks and inclusion and exclusion criteria, questioning, or validating draft findings, and sharing. This can be best facilitated through multi-stakeholder action-learning processes.
   - Create inclusive, high-quality and capacity-strengthening grant awarding processes through, for example: (i) co-designing grants with external partners; (ii) including non-CG decision-makers in a relevant region to ensure credibility and coordination; (iii) recruiting at least two teams of experts for calls for proposals; (iv) using open-call arrangements for both internal and external calls; (v) ensuring wide and timely distribution of call documents; (vi) and seeking opportunities to facilitate partnerships between CG and non-CG stakeholders for capacity strengthening and sharing. The latter can be done for example by creating teams involving staff from both sectors (e.g., involving CG gender researchers in rigorous evidence synthesis methods through collaboration with specialist organizations, such as Campbell Collaboration).

3. **EXPLORE AND UNDERSTAND EVIDENCE UPTAKE AND USE PATHWAYS: The EM urgently needs to focus on understanding, and strategizing for, research uptake and use pathways for past, present, and future gender and agri-food system evidence to be strategically communicated to support its integration by and uptake into practice [External Coherence, Sustainability and Learning]**
    - Unless the EM actively addresses how their research evidence is communicated, shared, and integrated into strategic decision making going forward, critical questions around the relevance, effectiveness, efficiency, coherence, and quality of the EM's work may arise and put continued support for evidence work at risk. Understanding how AR4D, alongside other drivers, contributes to societal impacts is complex. Planning and tracking of this needs to be given more prominence. There is a need to show that outputs do exist, are of high quality, and contribute to outcomes. That flow should form a key part of the ToC and include how progress within it may be validated. Synthesis of findings between different evidence studies could add significant value to the EM's work and portfolio.
    - The EM should focus efforts on research uptake of the significant volume of emerging evidence, drawing on relationships with regional agri-food system related organizations. Action plans to optimize the understanding of use of and tracking of the use of evidence by stakeholders needs to be designed and implemented (external coherence).
    - The EM team should invest significant time in understanding the findings of, and potential uptake pathways for, the enormous amount of evidence that has been synthesized, analyzed, and generated during the past two years (external coherence). The EM could select a few focal topics and locations and work closely with the key stakeholders in discovering, developing, and testing different evidence uptake pathways and their needs (sustainability and learning).

4. **MONITOR AND TRACK EVIDENCE USE AND IMPACT: Linked to research uptake is the need for the EM and GP to create a monitoring and tracking system on the use and impact of evidence products [Sustainability and Learning]**
    - Looking further ahead, processes for updating the evidence sets and tracking change over time and between topics and regions would sustain the relevance of the EM's work and be a useful progress monitoring tool. However, to justify the resources involved, greater understanding and validated examples of how and where the evidence is being used in supporting pathways to sustainable, equitable gender outcomes in food systems will be needed.
    - Opportunities for building greater project management and project MEL skills and experience among researchers who transition from research-focused positions to project, module or Platform leadership roles could be well received and supportive (e.g., complex budget management, negotiation skills, basic M&E skills and tools).
    - The development of M&E systems, which includes indicators on gender transformative research, would help identify and track this area that the GP is working towards.

5. **TAKE STRATEGIC LEADERSHIP IN AGENDA SETTING: Lead the development of more strategic, high-level critique and position on the current state of play for gender in AR4D using gender evidence [Relevance]**
    With stronger support from CG, the GP needs to prioritize time, resources, and "headspace" (within the constraints of day-to-day demands) to establish itself as a leader and convenor towards shaping agendas based on the evidence it has co-created, collated, and assessed.

6. **PRACTICE LEARNING, REFLECTION AND SHARING WITHIN THE GP AND EM: Enhance and strengthen engagement, alignment and learning within the EM and GP, and external partners [Internal and External Coherence, Sustainability and Learning]**
    - Increase cross-learning between the EM's projects and project teams through, for example, webinars or regional meetings through learning alliances, and relationship building to support sustained evidence work and uptake. Cross-learning should be continued as the EM adapts to meet its newly enhanced mandate. These opportunities would see the GP connecting its activities and further utilizing its potential as a Platform to increase opportunities for the evidence to reach and inform pathways toward sustainable and equitable gender outcomes in food systems (internal, external coherence).
    - Allocate more time for reflection and strategic coordination between the modules of how the EM activities and outputs can be used and amplified in the MEM and AM.

7. **LEARNING FOR EXPANDED YOUTH AND SOCIAL INCLUSION PLATFORM MANDATE**
    - All the above recommendations are relevant to the newly expanded mandate of the Platform.
    - After the first three-year phase of the Research Initiatives, the GP could consider a rigorous internal review of gender research and analysis in Research Initiatives for interaction opportunities with the Platform's three modules.
    - Map the youth and social-inclusion agri-food system related evidence-base to inform the evidence needs, and gap prioritization process alongside a much deeper and more participatory ToC analysis regarding pathways from evidence outputs to outcomes.

# Annexes

## Annex 1: Evidence Module Methodology

***Background***

The EM is one of CGIAR GP's three modules (Evidence, Methods, Alliances). The evaluation of the overall GP had three main objectives: assess the GP's progress, document lessons learned and best practices that can be used to inform other impact platforms and provide forward-looking recommendations for the GYSI Impact platform.

This report focuses on the evaluation of the EM, which aimed to contribute to the overall GP evaluation objectives through in-depth rigorous independent analysis of the EM's process and performance between 2020-22, including identifying challenges and opportunities. The EM evaluation used a mixed-methods approach involving the review of documents and other media, semi-structured virtual interviews with relevant stakeholders, and an online survey. The evaluation period ran from November 2022 to May 2023, with specified time-bound phases. The EMET was composed of two researchers Lora Forsythe and Tanya Stathers, who work for the Natural Resources Institute (NRI) of the University of Greenwich. Lora is a gender and social difference expert and both Tanya and Lora have long-track records of agri-food systems research in LMIC's, and experience in evaluation of research for development and of working with CG researchers and research projects.

***Document Review***

The evaluation began with a review of documents, starting with resources collated by the IAES team, and subsequently various other research reports and data relevant to the EM, including that available on the GP website. Continued exploration of, and referral back to, project documentation occurred throughout the evaluation.

***Engagement with the EM Lead and Visualization of the EM Project Portfolio Evolution***

A virtual introductory meeting with the GP PMU team provided an opportunity for the PMU to present the GP and for a brief discussion with Q&A. A subsequent meeting allowed the EM lead and EMET to introduce themselves, and learn about the EM's history, portfolio of projects and planned use for the evaluation's findings.

During the evaluation, the EMET met and emailed regularly with the EM lead to clarify issues, deepen understanding of aspects and decision-making processes, and request specific documentation. This was necessary as at the time of the evaluation, most of the EM projects were not yet completed. At the time of the evaluation, only one finished report (the EGM) and the 18 Evidence Explainers were publicly available outputs.

***EM Evaluation Question Matrix***

The specific EM evaluation sub-questions and EM evaluation question matrix (see Annex 1.1) were developed linking to the overall key evaluation question matrix framework (see CGIAR GENDER Platform Evaluation, 2020-22: Inception Report), the EM's results framework (see Annex 4.2), and the CGIAR Quality of Research for Development framework to process and performance evaluations and guidelines, which IAES were shortly to launch. The data sources and collection methods/tools aligning with the participatory, feminist, utilization and theory-driven approaches adopted by the overall evaluation were identified. The EM evaluation question matrix was then reviewed by the GP team and external reviewers and amendments made in response prior to finalizing it. The GP PMU had specifically asked that the Quality of Science and Impact CG evaluation criteria not be included in this GP evaluation. Therefore, the focus of the EMET's work was on assessing the progress towards outcomes, the relevance, effectiveness and efficiency, the internal and external coherence, and the sustainability and learning evaluation criteria. However, this was done using the four dimensions of evaluating quality of science (research design, inputs, processes, and

outputs) and mapping to the focal evaluation criteria (relevance, effectiveness, efficiency, internal and external coherence, and sustainability and learning).

***Stakeholder Interviews***

The EM evaluation matrix sub-questions were converted into an interview guide (Annex 1.2). A list of key partners and other stakeholders involved in the EM's work was developed. Contact details and other relevant information on them were collated.

A set of criteria was used for the selection of interviewees from the list of under 80 potential interviewees. Criteria included coverage of a range of types of EM projects (e.g., evidence syntheses, BDH, COVID-19 projects, climate-inequity hotspots), geographical foci of the work (e.g., Asia, MENA, sub-Saharan Africa, global or LMICs), CG and non-CG staff, men, and women. Additionally, names were added via a snowballing process used during interviews to identify other relevant stakeholders and were based on the EMET's evolving understanding of other potential key stakeholders.

A total of 27 stakeholders were contacted and interviewed mainly via Microsoft Teams, two in person, and one interaction was made via emailed questions at their request. Two further stakeholders did not respond to email requests for an interview which were sent three times. The list of roles, organizations, CG/non-CG status, and gender of interviewees is provided in Annex 3. Of those consulted: 24 are female; 4 are male; 16 are non-CG; 12 are CG; 10 are in Asia; 9 are in SSA; 1 is in MENA; 1 is in Latin America; 3 are in North America; and 4 are in Europe.

The length of each interview varied from 35 minutes to two hours in length, with the longer interviews tending to occur with the GP team. Due to time constraints, particular questions were highlighted in advance to ensure these were covered. All interviews followed informed consent protocol prior to the interview and explicit permission was requested for the EMET to transcribe the interview. The auto-transcription was subsequently activated. The interviewer(s) also took notes during the interview to correct errors from the transcription program. For most interviews, only one member of the EMET was present, but for four interviews, both EMET members participated. A final version of the transcript was prepared by the EMET interviewer and shared within the EMET via the secured MS Teams space. All the final transcripts were given a unique ID number.

***Online Survey***

A set of 26 predominantly closed EM online survey questions and several open-ended questions to help qualify responses, were developed 19 January 2022. The questions were subsequently reduced to under ten due to survey length concerns and the need to include many general gender-related questions as well as the module specific questions from all three modules. Programming of the questions into the survey software was delayed, and following several rounds of checking and correction, the survey was sent out to potential respondents on 2 March 2023.

The absence of CG-wide and CG partner-wide email lists hindered sharing of the survey. The GP shared it via their listserv membership (predominantly CG staff and gender experts) and asked recipients to forward it to their partners. A further reminder was sent during the period the survey was open for completion. The survey was also sent to several CG Centers for circulation within their global staff lists. The survey closed on 17 March 2023 and the data was then shared with the evaluation team for interpretation.

Just 109 respondents completed the online survey, and only 27 of these completed the EM questions–which was due to filtering design as only 27 of the respondents had worked with the EM. The responses were graphed and integrated into the evaluation report.

***Analysis and Report***

The interview responses were transferred to an excel database to facilitate cross-comparative analysis on all topics across all interviews. Analysis and drafting of the different report sections was divided between the EMET members. Drafts were shared internally for review, discussion, and improvement. The report combined the interview findings with those from the literature, other documents, and the online survey.

The draft EM evaluation report was shared with and reviewed by the GPET lead on 24 March 2023. The EMET's revised draft report was then shared by IAES with ten reviewers internal and external to the CG and the GP on 29 March 2023. The synthesized conclusions and recommendations from the EM, AM and MEM evaluations were presented and discussed with the GP during the validation workshop on 17 April 2023. The comments of the reviewers were addressed, and the final version of the EM evaluation report was submitted to IAES on 21 April 2023. A further set of review comments were then received and addressed and the report then underwent copy-editing.

***Study Limitations***

Limited documented information on the GP website or elsewhere about the EM's activities, project portfolio and outputs, meant it took time to understand the volume, foci, and sequencing of the 37 EM projects that have occurred in the last two years. The Evidence Explainers on the GP website is based on important and interesting gender and agri-food system research but are not necessarily linked to work funded by the GP. Ideally, an even higher number of stakeholders would have been interviewed had the EMET had more resources. The online survey development and proofing required significant unexpected time inputs. The subsequent delay in sharing the survey, and the absence of a stakeholder survey email list by the GP, IAES and the Centers, will have affected the number of respondents.

***Annex 1.1 Evidence Module-Evaluation Design Matrix***

| EVIDENCE Module | | | | |
|---|---|---|---|---|
| **Questions** | **Sub-Question** | **Data Collection Methods** | **Data Source** | **Definitions and Clarifications** |
| **RELEVANCE** | | | | |
| **1. How did the Platform support CG's continued relevance to deliver on gender equality?** | 1.1 What were the evolving needs of CG, partners and funders for gender research evidence in the context of global megatrends and grand challenges?<br><br>1.2 What are the indications that the EM has and will address gender research evidence needs within the broader AR4D ecosystem? How are the needs for evidence being communicated and connected to the EM of the GP?<br><br>1.3 How did the design, inputs, implementation processes and outputs of the EM meet the gender research evidence needs of CGIAR's non-gender specialists, partners, and funders?<br><br>1.4 What do CG, partners and funders consider, if anything, needs to change, and how, to meet CG and the Platform's new expectations regarding gender research evidence for the expanded Platform (particularly around youth and social inclusion)? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews/survey among a random selection of CG non-gender specialists, DGs of centers and DDGS, CG Center program leaders, CG CRP/Initiative leaders, CG Gender Researchers, research coordinators, EM lead, GP PMU, national governments, regional bodies, multi-laterals, BMGF, AGRA, USAID, GREAT, IDRC), ODI, CARE, AGRA Value4Her.<br><br>Documents: 2019 Platform Proposal, ToC, log frame, annual reports, mission and vision statements, Platform's website, Platform annual conference (abstracts, video and program), CRP review reports, documents (e.g., needs assessment), research outputs, EM workshop report or process document, and/or other documents.<br><br>Online survey: CG sender list, gender platform listserv, supplied list of external stakeholders (as listed under interviews). | The evidence needs of CG are defined by CG documents, the GENDER proposal and during evidence mapping processes. The concept will be further probed during interviews.<br><br>Identify (clarify/define) megatrends and grand challenges for target users, addressed by the GP (e.g., climate change).<br><br>Q.1.2 will consider alternative ways the EM could frame evidence needs, drawing on external frameworks such as Gender at Work.<br><br>Q1.4 will consider for example, how the mapped evidence gaps have addressed inclusion and youth, and what additional inputs and processes would be needed for the EM when social inclusion and youth are added. |

| EVIDENCE Module | | | | |
|---|---|---|---|---|
| **Questions** | **Sub-Question** | **Data Collection Methods** | **Data Source** | **Definitions and Clarifications** |
| **EFFECTIVENESS** | | | | |
| **2. To what extent did the GP achieve progress toward intended outcomes?** | 2.1 How have the activities and outputs of the EM been used-specifically in relation to informing strategic investments and scalable gender-intentional innovations and approaches to enable greater gender equality and inclusion in food systems (Outcome 1.1)? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews/online survey: national governments, regional bodies, partners, donors, CG and non-CG gender and non-gender researchers, multi-lateral agencies, EM lead, GP PMU.<br><br>Document review: module reports, annual report, citation tracing of outputs, annual surveys. | Recognizing the Platform's lifespan (initiated in 2020) coincided with the COVID19 pandemic.<br><br>Q2.1 will explore what the use of the products led to, to and what could be improved going forward. It includes examination of utilization by governments, regional bodies, donors, multi-lateral agencies, CG Centers, CG CRPs, CG Initiatives, or other agri-food system researchers. |
| | 2.2 How has the EM balanced the demands of existing plans with meeting new opportunities? | Semi-structured interviews<br><br>Online survey | Interviews/online survey: national governments, regional bodies, partners, donors, CG and non-CG gender and non-gender researchers, multi-lateral agencies, EM lead, GP PMU.<br><br>Online survey: GP's Newsletter, Listserv, Dgroup; CG non-gender researchers & partners. | |
| | 2.3 To what extent was the quality and quantity of the research supported by the EM sufficient or strengthened *(design, inputs, implementation process and outputs–see definitions column)*? How could the quality of the module's outputs be improved going forward? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: national governments, regional bodies, partners, donors, CG and non-CG gender and non-gender researchers, multi-lateral agencies, EM lead, GP PMU.<br><br>Document review: in-depth review of at least two randomly selected outputs of the EM, bibliometrics, financial reports, EM's call | Q2.3 refers to the evidence gap maps, evidence generation projects and evidence syntheses outputs (Outputs 1.1.1, 1.1.2, 1.3.1, and lessons learned).<br><br>The areas to be explored under quality of research, inputs, process and outputs are summarized below:<br><br>*Quality of research design (does the research align to the module's objectives? Are research questions* |

| EVIDENCE Module | | | | |
|---|---|---|---|---|
| **Questions** | **Sub-Question** | **Data Collection Methods** | **Data Source** | **Definitions and Clarifications** |
| | | | documents and proposal review panel's evaluation document.<br><br>Online survey: GP's Newsletter, Listserv, Dgroup; CG non-gender researchers and partners. | *aligned to the research problem, ToC, embeddedness/local ownership, advanced planning? Are methods fit-for-purpose? Are previous research outputs/findings clearly described and integrated)?*<br><br>*Quality of inputs (to what extent were the necessary inputs adequate and sufficient to deliver planned outputs and outcomes? (skills and diversity of leadership and research teams-experience range, gender and age profiles of researchers, multi-disciplinarity-infrastructure and technology, funding modalities, timeliness, amounts, stability, predictability).*<br><br>*Quality of process (co-learning approach/stakeholders' involvement, engagement with local knowledge, roles and responsibility, internal review/learning processes, mentoring and training of junior staff, gender, performance evaluation approaches to partnership, multi-disciplinarity, risk management, protocols for open-data and open-access compliance).*<br><br>*Quality of outputs (scientific credibility, legitimacy, research quality and quality control, compliance with standards,* |

| EVIDENCE Module | | | | |
|---|---|---|---|---|
| **Questions** | **Sub-Question** | **Data Collection Methods** | **Data Source** | **Definitions and Clarifications** |
| | | | | *research ethics, research standards and conduct, career development of ECRs; volume, per capita, type and quality of research outputs; research collaboration; quality of journals; technical publications; were physical products of high quality and relevant to next stage users; Were research findings clearly communicated).* |
| | 2.4 To what extent has the EM supported CG researchers and partners in including gender concerns in the design and evaluation of the technological products they have generated (Output 1.2.1)? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: CG gender and non-gender researchers, partners, CG Center and Initiative leads, DDGs, EM lead.<br><br>Document review: Annual reports GP and CG CRPs and Initiatives, evaluation reports of CRPs, financial reports, EM's call documents and proposal review panel's evaluation documents, GP's POWBs and annual reports, GP conference abstract book/program, blogs, EM working papers and journal articles.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners. | Q2.4 will also include a look at which products, the enabling factors and constraints (to cover *design, inputs, implementation process and outputs–see definitions column above*). What and how could be strengthened going forward? |
| | 2.5 To what extent have the evidence syntheses and policy briefs generated by the EM improved the quality of the gender research evidence generated by | Semi-structured interviews<br><br>Document review | Interviews: CG gender and non-gender researchers, partners, EM lead, CG DDGs | Q2.5 to include what has been the most and least impactful and why *(to cover design, inputs, process, outputs)*, and what actions or resources are needed to further |

| EVIDENCE Module | | | | |
|---|---|---|---|---|
| **Questions** | **Sub-Question** | **Data Collection Methods** | **Data Source** | **Definitions and Clarifications** |
| | CRPs, CGIAR Centers and NARES (Outcome 1.3, Output 1.3.1)? | Online survey | Document review: Documentation of quality control screenings by expert panels of gender study protocols, methods, analysis strategies and science outputs; in-depth review of at least two randomly selected evidence syntheses and briefs from the EM, bibliometrics, financial reports, EM's call documents.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners. | improve the quality of gender research evidence generated by CRPs, CGIAR Centers and NARES? |
| | 2.6 To what extent has the EM been able to support the Platform in fulfilling its identified role of meeting gender research evidence gaps not done at Center level? What value has it added, e.g., in co-funding research? How effective has the EM been in strengthening capacities and partnerships supporting gender integration and gender transformative research for CG and its partner organizations? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: GP strategic leadership and management team, Centers, gender researchers whose research was co-funded, funders and partners.<br><br>Documents: Platform, reports, annual reports, website downloads (if feasible), evidence briefs.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners | |
| **3. Across the GP, what strategies, internal and external mechanisms and factors contributed to, or** | 3.1 What were the Platform-specific, Center-specific, and CG-system wide enabling factors and constraints, to the EM's outputs and outcomes if any? | Semi-structured interviews<br><br>Document review | Interviews: EM lead, GP PMU, Centers, CG and non-CG researchers involved in designing and implementing EM activities, funders and partners. | No clarifications. |

| EVIDENCE Module | | | | |
|---|---|---|---|---|
| **Questions** | **Sub-Question** | **Data Collection Methods** | **Data Source** | **Definitions and Clarifications** |
| **inhibited, timely and cost-effective achievement of outputs and outcomes, intended and unintended?** | | Online survey | Documents: The 2019 gender proposal, annual reports, ToC.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners. | |
| **EFFICIENCY** | | | | |
| **4. How strategic and timely were resources (funds, human resources, time) allocated towards achieving the GP outputs and outcomes?** | 4.1 To what extent have the inputs and processes supported the delivery of the EM outputs and outcomes? *[to cover:*<br>• *skills and diversity of leadership and research teams (e.g., experience range, gender, and age profiles of researchers, multi-disciplinarity)*<br>• *infrastructure and technology, funding modalities, timeliness, amounts, stability, predictability]* | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: EM lead, gender specialists, team members (CG/non-CG) doing the EM's systematic reviews, Evidence Explainers and projects, GENDER PMU.<br><br>Documents: ToC, log frames for GP outcomes and output, financial documents, Contracts for Systematic reviews and projects, annual reports, EM reports, and working papers.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners. | See clarification of 'inputs' and 'process' under Effectiveness.<br><br>Q4.1 to include examination of how the inputs could have been handled differently to have enhanced the delivery of these planned outputs and outcomes of the EM? |
| | 4.2 What constraints exist, if any, with regards to human resources, time and timeliness, financial resources, equipment, that have hampered the EM towards achieving its outputs and outcomes? | Semi-structured interviews<br><br>Document review | Interviews: EM lead, GP PMU.<br><br>Documents: annual reports, EM reports. | No clarifications. |

| **COHERENCE** | | | | |
|---|---|---|---|---|
| **5. How has the research, evidence and capacity agenda of the Platform complemented and strengthened related gender focused work in CG, including the new Initiatives?** | 5.1 What work of the EM has been adequately translated into the Gender, Diversity and Social Inclusion Impact Area? Why or why not?<br><br>5.2 How did the design, inputs, processes and outputs of the EM complement and strengthen gender focused work in the CG including what is planned in the new Initiatives?<br><br>5.3 What were the design, input and process dimensions used to support coordination and coherence of the EM with the remaining modules of the GP? In what ways did this enhance the quality of any of the outputs, which outputs and how? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: EM lead, CG gender specialists, CG non-gender specialists, GP PMU, Leads of the Alliances and Tools modules.<br><br>Document review: GP Website.<br><br>Online survey: GP's Newsletter Listserv and its' Dgroup. | Clarify what the new initiatives are. Does this include the strategy currently being developed?<br><br>Clarify what other gender focused work is being undertaken that is not related to the Platform. |
| **6. How has the Platform filled a gap and/or engaged in vital linkages among key external organizations and relevant policy discourses?** | 6.1 What are the specific policy discourse gaps identified by and filled by the EM? How (e.g., external linkages created to address gaps)? What remains?<br><br>6.2 How did they ensure the research agenda of the EM aligned with the relevant national agendas, and amplified local capacities? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: Module lead, GP PMU, CG gender specialists, partners.<br><br>Document review: Website, relevant project descriptions, annual report, EM call documents.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners. | No clarification. |

| SUSTAINABILITY and LEARNING | | | | |
|---|---|---|---|---|
| **7. What learning mechanisms have been built into the Platform and its strategy to facilitate the potential sustainability of positive gender outcomes?** | 7.1 Describe if and how the design, inputs, processes, and outputs within the EM have (or could have better) supported pathways to sustainable, equitable gender outcomes in food systems? What is needed in addition for future efforts? | Semi-structured interviews<br><br>Document review<br><br>Online survey | Interviews: EM lead, Communications officer, GPPMU.<br><br>Document review: yearly surveys mentioned in results-based management framework; annual reports; Platform Proposal, design documents.<br><br>Online survey: GP's Newsletter, Listserv and its' Dgroup; CG non-gender researchers and partners. | Given the newness of the Platform, how well these mechanisms work to produce sustainable results is not likely to be identified with empirical evidence. The question seeks to describe what is in place, demonstrating the consideration given to learning and sustainability. |
| | 7.2 What processes and/or mechanisms are in place to support the sustainability and use of the EM's outputs? (e.g., effectiveness of systems to track the use of and demand for outputs, processes for updating of outputs-gap maps, evidence syntheses). What works well and what could be strengthened? | Semi structured interviews<br><br>Document review<br><br>Online survey | Interviews: EM lead, Communications officer, GP PMU, CG Gender researchers, partners engaged in EM outputs, funders.<br><br>Document review: Yearly surveys mentioned in results -based management framework; annual reports; Platform Proposal, design documents, EGM, Evidence Syntheses.<br><br>Online survey: GP's Newsletter, Listserv, Dgroup; CG non-gender researchers & partners. | As above. |

***Annex 1.2 Evidence Module–Semi-Structured Interview Guide***

| | |
|---|---|
| Date | |
| Location | |
| Interviewer Name | |
| Interviewer Gender | |
| Interviewee Name | |
| Interviewee Gender | |
| Organization | |
| Role in organization | |
| Start time | |
| End time | |

**Thank you** for assisting in this evaluation by participating in an interview.

**The evaluation of the Gender Platform aims to:**

i. assess the progress made by the GENDER platform towards the achievement of GENDER platform outputs and other planned results,
ii. document lessons and good practices in platform operation, and
iii. provide forward-looking recommendations for the Gender Equality, Youth, and Social Inclusion Impact Platform.

This is in the context of the relatively short time for the platform to undertake activities (2020-22).

We are also interested in the way forward, and how the Gender Platform can evolve to encompass a larger vision as the Impact Area Platform for Gender, Youth and Social Inclusion (2022-30).

***Confidentiality:***

We will use the information you share to help understand more about the Platform, its successes and challenges and seek your insight on the Platform's shift to its new mandate. Your interview responses are confidential, and will only be shared among team members, for analysis. While we aim to use the information and perspectives that you provide, should information from your interview be used in any report or publication, all identifying information would be anonymized. This would ensure that you or your organization would not be individually identifiable in any way. Your name will only be listed as a person interviewed, in the evaluation report annex.

***Consent and voluntary participation***

Your participation in this interview is completely voluntary, and you may choose not to participate. If you agree to participate, you can choose to stop at any time or to skip any questions that you do not want to answer.

A. Do you have any questions for me before we start?
B. Do you consent to the interview being audio recorded and transcribed?
C. Note oral consent given: YES | NO

*Introductions*

*Discussion opening/context of their involvement with the GENDER Platform*

1. Can you summarize your interactions with the GENDER Platform and particularly with the platform's Evidence Module, led by Dr Ranjitha Puskur? *(level of awareness, frequency and type of interactions and activities, access/use of material, length of time, on what topics)*

*Relevance of the Evidence Module's work*

2. What, if any, engagement did you have with the Evidence Module to communicate and exchange on the **needs for gender evidence**? Please describe. Has anything changed since? What should happen going forward? [1.2]
3. Are you aware of the Evidence Module's evidence-related outputs? Please describe.

**If yes,**

1. Have you accessed these outputs? Please describe the context.
2. Have you used or integrated this information into your work? How? Provide examples [1.2]
   - [Probe around: topics, design, inputs, implementation processes and outputs (current and possible improvements) of existing and for future evidence-related work]
3. What outstanding gender-relevant Evidence needs do you have? [1.1, 1.3]
4. In what ways, could the GENDER Platform's evidence work better meet your needs? [1.1, 1.3]

**If no,**

5. Why not?
   - [Probe around: topics, design, inputs, implementation processes and outputs (current and possible improvements) of existing and for future evidence related work]
6. In what ways could the GENDER Platform's evidence work better meet your needs?
7. How could you communicate your needs to the GENDER Platform?

*Effectiveness of the Evidence Module's work*

4. Are you aware of any examples of where the Evidence Module's activities and outputs have been **used to inform strategic investments and scalable gender-intentional innovations and approaches**, in order to enable greater gender equality and inclusion in food systems (Outcome 1.1)? [2.1]
5. How did the Evidence Module support research that would **address gender research evidence gaps** (design, inputs, implementation process and outputs–see definitions column)?
6. To what extent **was the quality and quantity of the research** supported by the Evidence Module **sufficient or strengthened** (design, inputs, implementation process and outputs – see definitions column)? QUALITY OF SCIENCE [2.3]
7. How could the **quality of the module's outputs be improved** going forward? QUALITY OF SCIENCE [2.3]
8. To what extent have the **evidence syntheses and policy briefs** generated by the Evidence Module **improved the quality of the gender research evidence generated by CRPs, CGIAR centers and NARES** (Outcome 1.3, Output 1.3.1)? Please provide examples. [2.5]
9. Can you tell us how the Evidence Module **supported CG researchers and partners to include gender concerns in the design and evaluation of the technological products** they have generated? (Output 1.2.1). [2.4]
10. Were there any **Platform-specific, Centre-specific, CGIAR-system** wide **enabling factors and constraints** to the Evidence Module's outputs and outcomes? Please describe. [3.1]

11. To what extent has the **Evidence Module** been able to support the Gender Platform in fulfilling its **role of meeting gender research evidence gaps not facilitated by the Centres and Programmes?** What is the value added, e.g., in co-funding research, or extending the geographical reach? [2.6]
12. How effective has the Evidence Module been in **strengthening capacities and partnerships** supporting gender integration and gender transformative research **for CGIAR and its partner organizations**? [2.6]

*Coherence*

13. Has the Evidence Module **identified and addressed specific policy discourse gaps**? Please describe. Why or why not? If yes, how (e.g., external linkages created to address gaps)? What policy discourse gaps remain? [6.1]
14. How did the Evidence Module ensure that **their research agenda aligned with relevant national agendas**? How did the Evidence Module **amplify local capacities**? [6.2]

*Efficiency*

15. To what extent have the Evidence Module's **inputs and processes** supported the **delivery of the outputs and outcomes**? [to cover: skills and diversity of leadership and research teams (e.g., experience range, gender and age profiles of researchers, multi-disciplinarity), infrastructure and technology, funding modalities, timeliness, amounts, stability, predictability]
16. **What constraints exist**, if any, with regards to human resources, time and timeliness, financial resources, equipment, that have hampered the Evidence Module towards achieving its outputs and outcomes?

**Just for CG staff (gender specialists and non-gender specialists)**

*Coherence*

17. To what extent did the Evidence Module **complement and strengthen the gender focused work in the CG**, including what is planned for the new Initiatives? How is this related to the design, inputs, processes and outputs of the Evidence Module? [5.2]
18. In what ways was **coordination and coherence** of the Evidence Module **with the remaining modules** of the GENDER Platform supported? How is this related to the design, input and processes of the Evidence Module? Did this **enhance the quality of any of the outputs?** How? Please provide examples. [5.3]
19. What work of the Evidence Module has been **adequately translated into the Gender, Diversity and Social Inclusion Impact Area**? Why or why not? [5.1]

*Sustainability and learning*

20. In what ways has the Evidence Module **supported pathways to sustainable, equitable gender outcomes in food systems**? How has this involved the design, inputs, processes and outputs? What is **needed in addition for future** efforts? [7.1]
21. What processes and/or mechanisms have been put in place **to support the sustainability and use of the Evidence Module's outputs**? e.g. effectiveness of systems to *track the use of and demand for outputs*, processes for *updating of outputs* (e.g., gap maps, evidence syntheses etc.)? What **works well** and what **could be strengthened**? [7.2]
22. In what ways has the Evidence Module's work involved **reflective co-learning opportunities** (and **who** has been involved in them) and **strengthened the capacity** of i) the CG gender specialists, ii) the CG non-gender specialists, iii) NARES partners, iv) other partners, to generate and/or use gender agri-food system evidence. **How could learning opportunities be enhanced** or done differently going forward? [7.3]

23. **What potential risks and challenges lie ahead** for i) the GENDER Platform, and ii) the Evidence Module? How may they be addressed? [7.4]
24. What **good practice** in the Evidence Module, in terms of mechanisms, tools, and/or approaches, can be used in the new Impact Platform? Why? Are any adaptations needed? [7.5]
25. What would you suggest, if anything, **needs to change, and how,** to meet the CGIAR and the Platform's **new expectations regarding gender research evidence for the expanded platform** (particularly around youth and social inclusion)? [1.4]

*Snowballing*

26. Who else do you think it would be particularly **useful for us to talk to** regarding this evaluation of the GENDER Platform's Evidence Module, and why? *[Probe particularly for national stakeholders in countries where the Evidence modules has activities, and for non-gender CR researchers or managers]*

Thank you!

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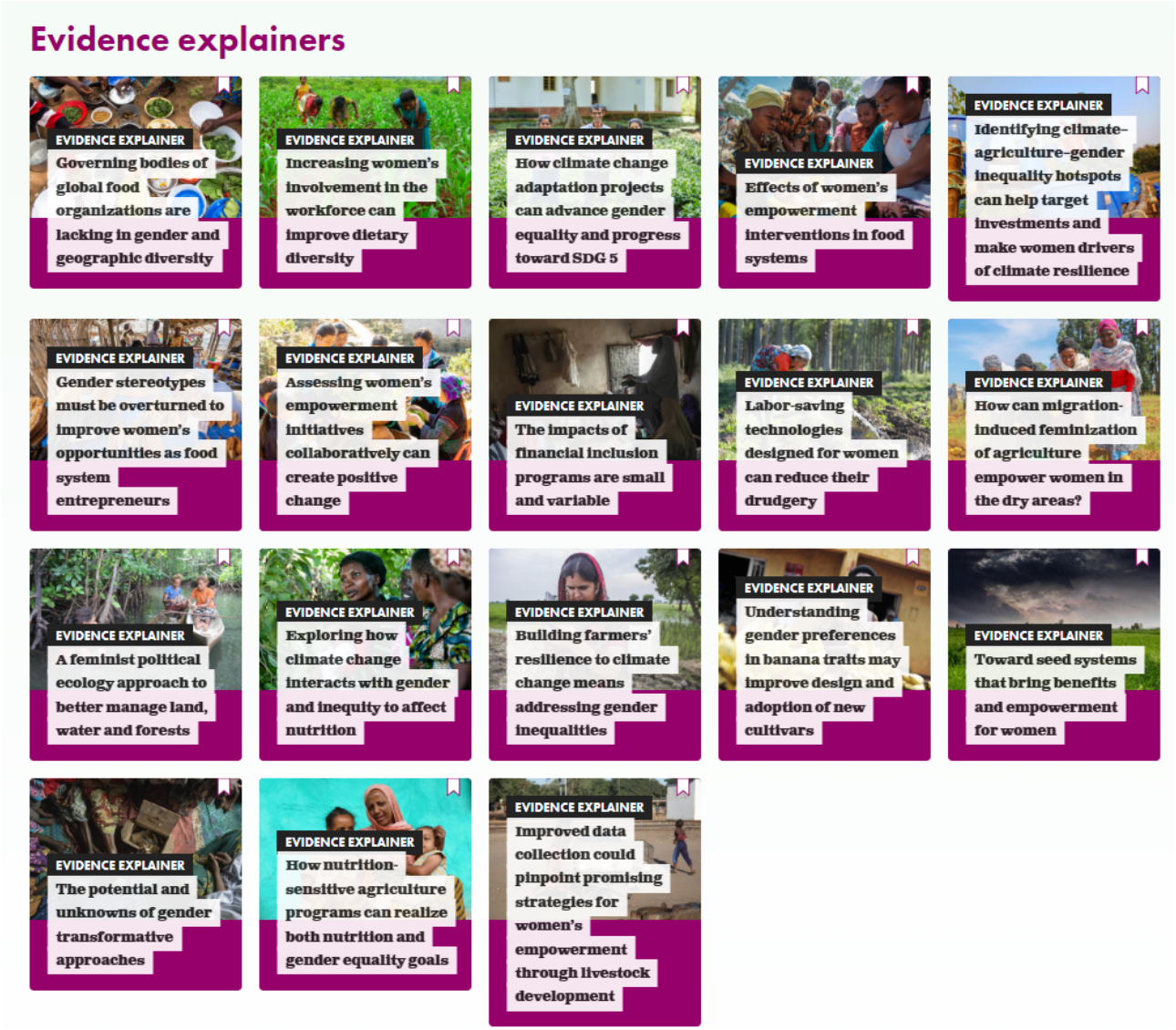
## Annex 3: List of Stakeholders Consulted

| Position | Organization | Location | CGIAR or Non-CGIAR | Gender |
|---|---|---|---|---|
| Director General-South Asia | Campbell Collaboration | India | Non-CGIAR | F |
| Associate Director | LEAD, KREA | India | Non-CGIAR | F; F |
| Financial, Wellbeing and Social Protection Programme Lead | | | | |
| Gender Research lead, AfricaRice | AfricaRice | Madagascar | CGIAR | F |
| Senior scientist- Crop-livestock modeling, Sustainable livestock futures | ILRI/ CATIE | Costa Rica | CGIAR | M |
| Gender Team Lead | ILRI | Kenya | CGIAR | F |
| Associate Scientist | IRRI | India | CGIAR | F |
| Professor | UC Davis | USA | Non-CGIAR | F |
| Gender researcher, WorldFish | WorldFish | Zambia | CGIAR | F |
| Evidence Module Leader, Gender research coordinator | IRRI | India | CGIAR | F |
| Science officer | GENDER platform | Belgium | CGIAR | F |
| Assistant Professor | Centre for Management in Agriculture, Indian Institute of Management Ahmedabad (IIMA) | India | Non-CGIAR | F |
| Gender scientist, gender research coordinator | ICARDA | Morocco | CGIAR | F |
| Senior scientist, Alliances Module Leader, Gender research coordinator | Alliances of Bioversity International and CIAT | Italy | CGIAR | F |
| Senior scientist, Gender research coordinator | IITA | Tanzania | CGIAR | M |
| Science communications and knowledge sharing specialist; CoP coordinator | Alliances of Bioversity International and CIAT | Italy | CGIAR | F |
| Agribusiness and gender | FARA | Ghana | Non-CGIAR | F |
| Director of Programmes and Gender focal point | AFAAS | Uganda | Non-CGIAR | M; F; F |
| Communications and technology engagement | | | | |
| Regenerative Agriculture, Independant Consultant | Green Foundation NGO | India | Non-CGIAR | M |
| GENDER Impact Platform Director | ILRI | Kenya | CGIAR | F |
| Enterprise Support Coordinator | SEWA Bharat | India | Non-CGIAR | F |
| State Coordinator, Coordination between SEWA Union, Programs and Social Enterprises in Bihar State; Programme Manager and Advocacy Lead: Mahilla Owned Viable Enterprises | SEWA | India | Non-CGIAR | F; F |
| Director | Cultural Practice | USA | Non-CGIAR | F |
| Associate Professor, Department of Global Development | Cornell University | USA | Non-CGIAR | F |
| PhD student | IDS University of Sussex & NRI, University of Greenwich | UK | Non-CGIAR | F |

# Annex 4: List of Achievements

### Annex 4.1 Series of 18 Evidence Explainers available on the GENDER Platform website here



### *Annex 4.2 Evidence Module: Results-based management framework, with additional progress commentary column*

**EVIDENCE MODULE OBJECTIVES**

1. To support the development of a diverse gender research portfolio that aligns to the priorities set in the CGIAR Strategy and Results Framework (SRF), by other multilateral bodies, such as the SDGs, and by other regional frameworks, such as CAADP in Africa and the Association of Southeast Asian Nations (ASEAN)'s 2025 Framework in southeast Asia.
2. To facilitate the identification and implementation of strategic research on emerging issues to generate evidence on global gender gaps on the empowerment of women in agriculture and to develop effective ways of addressing them.

| EVIDENCE MODULE | EXPECTED RESULT | INDICATOR | TENTATIVE TARGETS | Data Source of Verification | Progress and comments *(added during evaluation)* |
|---|---|---|---|---|---|
| **PRIMARY OUTCOME 1** | Improved evidence is used to inform strategic investments and scalable gender-intentional innovations and approaches to enable greater gender equality and inclusion in food systems by CGIAR, governments, regional bodies, donors and multilateral agencies by 2028 | # of strategic investments and # of scalable gender-intentional innovations and approaches informed by the evidence | By 2028, 10 strategic investments made and 20 scalable gender-intentional innovations and approaches developed and used by CGIAR, governments, regional bodies, donors and multilateral agencies that were informed by the evidence generated | Yearly surveys administered with CGIAR Centers and a sample of other institutions | No yearly surveys have been administered to track strategic investments or gender intentional approaches. However, several governments and organizations have already started applying the climate-agriculture-gender-inequity hotspots mapping work |
| **INTERMEDIATE OUTCOME 1.1** | CRPs, CGIAR Centers, governments, regional bodies, donors, and multilateral agencies utilize the evidence on what works for women's empowerment in agriculture to inform strategic investments. | # of CRPs, CGIAR Centers, governments, regional bodies, donors, and multilateral agencies using the evidence when making strategic investments | By 2026, 15 CRPs, CGIAR Centers, governments, regional bodies, donors, and multilateral agencies used the evidence when making strategic investments | Yearly surveys administered with CGIAR Centers and a sample of other institutions | No yearly surveys administered, so no tracking. However, several governments and organizations have already started applying the climate-agriculture-gender-inequity hotspots mapping work.<br>Other EM outputs, SRs, second EGM, scoping reviews only being finalized now. |

| | | | | | |
|---|---|---|---|---|---|
| **OUTPUT 1.1.1** | Evidence and lessons learned on what works for women's empowerment in agriculture generated and documented | # of science and communications outputs documenting new evidence and lessons learned | By 2024, 70 science and communications outputs developed documenting new evidence and lessons learned | Hyperlinks to all outputs | 18 Evidence Explainers published on GP website providing plain language summaries of gender evidence *(note the evidence was not generated through EM but is being communicated by EM)*<br>The EGM and two SR protocols have been published, documenting synthesis of new evidence.<br>34 EM projects completed, and a final report and journal papers will be published from each in the next few months. |
| **OUTPUT 1.1.2** | Evidence for gender theory development and testing (different views, plural knowledges, philosophy of gender science) | # of science and communications outputs documenting new evidence for gender theory development and testing | By 2023, 20 science and communications outputs developed documenting new evidence for gender theory development and testing | Hyperlinks to all outputs | One Evidence Explainer on PFA, one Evidence Explainer on gender transformative approaches, hotspots work and testing gender transformative strategies |
| **INTERMEDIATE OUTCOME 1.2** | CRPs, CGIAR Centers, and NARES test and evaluate innovations and pro-poor, transformative approaches developed from the evidence base before going to scale | # of CRPs, CGIAR Centers, and NARES who tested and/or evaluated innovations and approaches developed from the evidence generated | By 2026, 20 CRPs, CGIAR Centers, and NARES tested and/or evaluated innovations and approaches developed from the evidence generated | Reports, briefs, working papers, journal articles, blogs, etc. documenting the innovations and approaches tested and/or evaluated | No tracking of or verification regarding this. |
| **OUTPUT 1.2.1** | Technological products generated by CGIAR and partners have included gender concerns in their design and evaluation | # of products developed that included gender concerns from the evidence generated | By 2025, 40 products developed that included gender concerns from the evidence generated in their design and evaluation | Reports, briefs, working papers, journal articles, blogs, etc. documenting the products | To date EM has not focused attention on inclusion of gender concerns in technological products. However, several EM projects are examining CSA practices |

| | | | | | |
|---|---|---|---|---|---|
| | | in their design and evaluation | | | and technologies, water innovations, and mechanization impacts. |
| **INTERMEDIATE OUTCOME 1.3** | CRPs, CGIAR Centers, and NARES improve the quality of gender research evidence generated | % of gender studies generating evidence that underwent quality control screenings by expert panels | By 2026, 50% of gender studies generating evidence underwent quality control screenings by expert panels | Documentation of quality control screenings by expert panels of gender study protocols, methods, analysis strategies, and science outputs | Selection and advisory panels, and expert review are being used by the EM to help ensure and improve the quality of the research. However, no documentation of this was availed to the evaluators. Rigorous protocols are being followed for SRs, EGMs. |
| **OUTPUT 1.3.1** | Evidence synthesis and policy briefs | # of evidence syntheses and policy briefs documenting good practices in gender research generating new evidence | By 2025, 40 evidence syntheses and policy briefs generated | Hyperlinks to all outputs | Evidence synthesized in two EGMs, six SRs, and four scoping reviews following rigorous protocols. No EM policy briefs yet developed. But 18 plain language summary guides exist. EM lead planning process of understanding what policy makers want and think. |

### *Annex 4.3 GENDER Platform: Impact Pathway and Theory of Change*

*The following text information is sourced from CGIAR GENDER Platforms 2019 resubmitted proposal* (p13).

The GENDER Platform seeks to improve the ability of CGIAR research to impact the lives of people, especially women and girls, and to strengthen CGIAR's ability to deliver on the SDGs (especially SDG 5, but also SDG 1 and 2). By changing the way gender research is implemented, the GENDER Platform hopes to place gender at the centre of global AR4D efforts to empower women, and men, in food systems everywhere. The GENDER Platform impact pathway (key outputs as well as intermediate and primary outcomes) is presented in Figure A4.3.1, with underlying assumptions and risks highlighted. The impact pathways for the Evidence module Is found in Annex 4.4. The impact pathway is supported by the results-based management framework (see Annex 4.2 (this report) and section 17 and Annex 2 of the GPs 2019 resubmitted proposal).

The Platform theory of change is based on three key areas:

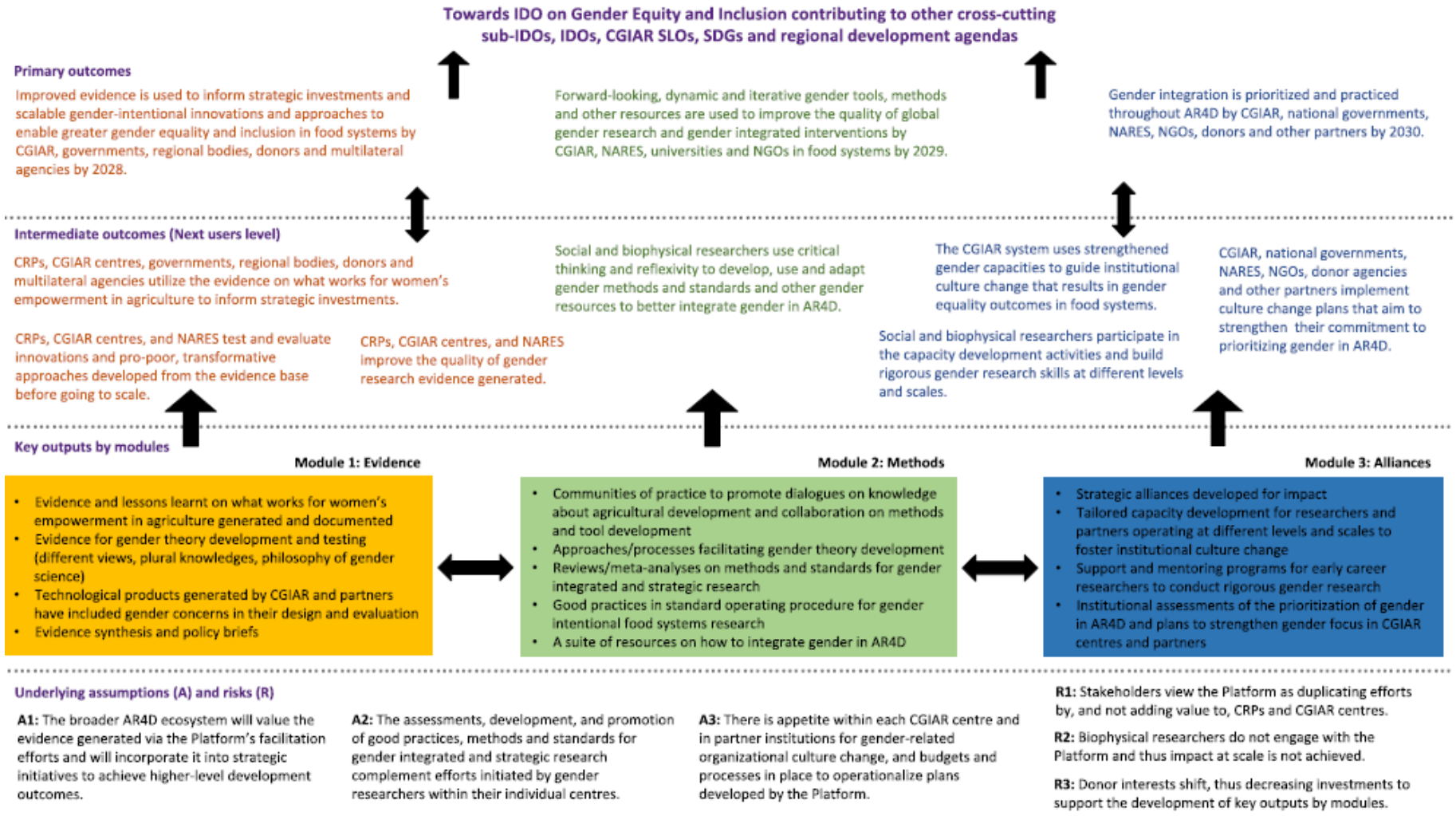
- Improving the quantity and quality of evidence on topics of global interest to promote the development of scalable intentional technologies and strategies to achieve gender-equitable development outcomes;
- Improving methodological development as well as critical and reflexive thinking to put gender at the core of AR4D within CGIAR and beyond; and
- Building alliances for improving capacity for gender research as well as use of knowledge and evidence to promote changes in organizational cultures that strengthen commitment to prioritizing gender in AR4D by CGIAR, national governments, NARES, NGOs, donors, and other partners.

Knowledge capitalization as well as evidence and learning on gender will be generated by CGIAR and its research and development partners via module 1. This evidence will be communicated to policymakers, practitioners, donors and other researchers through policy and learning briefs, through face-to-face dialogue in conferences and workshops, and through alliances on key thematic areas (also facilitated by module 3). Donors and policymakers will use this evidence and identified approaches to (economic) empowerment and gender transformation for setting investment priorities as they work to support equitable and inclusive growth and development.

Via module 2, cutting-edge approaches, results, methods and tools developed will be used by CGIAR and its partners to design and implement AR4D activities, programs and other initiatives to generate high-quality and robust new evidence, methods and tools. This will be facilitated by the CapDev activities undertaken by the Platform and the alliances that it nurtures. Via module 3, activities to stimulate organizational culture change will reinforce and bolster the CapDev efforts.

The synergistic effect of these activities will lead to a system-wide change in which gender responsive AR4D becomes routine within CGIAR and beyond. There will be a continuous refresh of the methods and tools used to generate evidence related to gender equality in food systems that emerge as transitions and transformations progress. Through effective communication, the Platform will influence prioritization of investable areas within AR4D that are key for inclusive development and for gender equity and inclusion in food systems and natural resource management. A results-based management framework linked to the impact pathway can be found in Annex 2 (Annex 3 of this evaluation report) and is described in more detail in Section 17 of the CGIAR Gender resubmitted proposal.

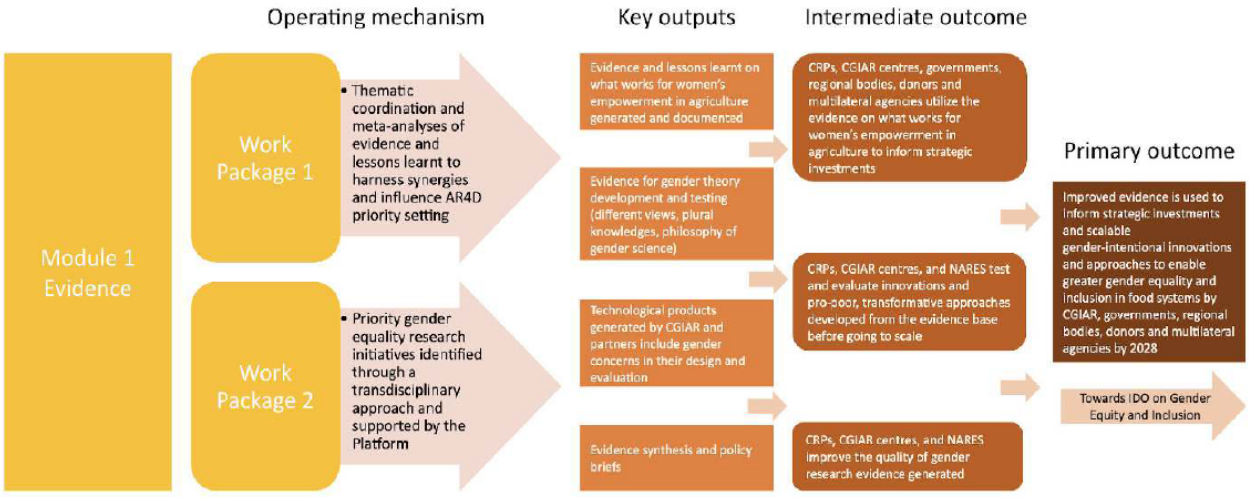
***Figure A4.3.1. GENDER Platform: Impact pathway***



### *Annex 4.4 Evidence Module: Impact Pathway*

*The following text information is sourced from CGIAR GENDER Platforms 2019 resubmitted proposal* (p36).

***Figure A4.4.1. Evidence module: Impact pathway***




**Module 1: Evidence**. This module has two key objectives: 1) to support the development of a diverse gender research portfolio and evidence gaps that aligns to the priorities set in the CGIAR Strategy and Results Framework (SRF), by other multilateral bodies, such as the SDGs, and by other regional frameworks, such as CAADP in Africa and the Association of Southeast Asian Nations (ASEAN)'s 2025 Framework in southeast Asia; and 2) to facilitate the identification and implementation of strategic research on emerging issues to generate evidence on global gender gaps on the empowerment of women in agriculture and to develop effective ways of addressing them. This will take a critical look at evidence needed (retrospectively) and develop a robust evidence base and new directions (prospectively) on women's empowerment, identifying solutions and trajectories to reduce gender inequalities.

In the past, gender work in CGIAR has followed an agenda set by biophysical scientists. This module will spearhead the integration of gender theory in the overall work implemented in CGIAR and help set the priorities for technology research and development. AR4D draws on a variety of gender-related theories, including theories on gender and feminism (Jiggins, 1998; Chant, 2008), power dynamics (Rowlands 1997; Hillenbrand et al. 2015), agency and women's empowerment (Kabeer, 1999; van Eerdewijk et al., 2017), gender transformative change (CRP AAS, 2012; Cole et al., 2014; 2015), behavioral change (Olney et al., 2015), social movements and collective action (see in Meinzen-Dick et al., 2009), and social-ecological transition (Kawarazuka et al. 2017; Cole et al. 2018). This diversity in use of different theories leads to a number of important questions when researching on gender in an AR4D context: 1) what theory or theories are relevant in certain AR4D contexts or activities? What are the challenges that arise when working with another or multiple gender-related theories in AR4D? How might these theories be applied in AR4D? Theory of change[15] approaches enable researchers and other stakeholders operating in AR4D contexts to put into practice and test (both validate and refute) theories of how changes in, for example, the empowerment of women can happen under certain assumptions. The use of theory of change approaches "allows for positioning change more strongly in context, trends and power issues, and implies a multistakeholder perspective" (Hivos, 2014). The various outcomes of a theory of change process can be used to regularly

[15]"Theory of change is a theory-based approach to planning, implementing or evaluating change at an individual, organizational or community level. An assumption is made that an action is purposeful. A theory of change articulates explicitly how a activity or initiative is intended to achieve outcomes through actions, while taking into account its context." (Laing and Todd, 2015).

monitor and reflect on the constantly changing process to enable researchers and other stakeholders to adapt strategies, review and modify assumptions, and for learning purposes (Hivos, 2014).

The specific research areas to pursue as a part of the module in the first round will be decided in consultation with the entire set of centres and CRPs in the first year. One example of such areas could be gender and labour. While the labour and time use of women in agricultural activities is increasingly being documented, we might have been looking at it in a piecemeal manner. Mechanization targeting women has not yet been adequately addressed in Africa or Asia. Implications of mechanization on labour contributions of women as family labour or hired labour, and whether that leads to their displacement on farms, how male out-migration affects demand for and access to mechanization and whether it is feminising or defeminising agriculture systems would be an area of interest. The implications of all these factors on time use and drudgery of women, and consequently on their health and well-being, remain an area we do not have much knowledge of. Formalization of market systems also has huge implications on labour. Does this mean that women lose out as they are often engaged in informal markets? Do their returns on labour increase or decrease? Linked to this is identifying opportunities for women's economic empowerment through their engagement in entrepreneurial activities in agri-food systems and how this plays out. Research and learning around what it takes to develop of women and youth agri-entrepreneurs, and doing it at scale so they can be catapulted out of poverty, would help clever and appropriate designs of programs, which are mushrooming, both with public and private sector support, but often do not end up being viable or scalable.

Generating evidence on what works for women's empowerment in agriculture, and under what conditions, will open opportunities to develop and test new innovations and pro-poor, transformative approaches. Building on and identifying new gender equality research initiatives positions CGIAR as a leader in gender AR4D. The use of a transdisciplinary approach is important as it ensures multiple stakeholders from diverse backgrounds are included in the process when identifying priorities. Participatory people-centred foresight would be a useful area to pursue to understand how the social and gender relations are evolving in different contexts and why, what the major drivers and potential future scenarios are. This can contribute to the design and implementation of gender transformative approaches. The module will generate new knowledge and evidence on gender equality, build appropriately on priority research initiatives identified by existing gender platforms and develop new ones to address evolving needs. Current gender initiatives are creating a body of evidence that will be curated and widely disseminated through the new GENDER Platform.

# Annex 5: Case Studies

### *Case Study 1 - Climate-Agriculture-Gender-Inequality Hotspots Mapping*

**The Climate-agriculture-gender-inequality hotspots mapping (hotspots) is an initiative funded by IDRC, which built on the earlier work of CG's CCAFS CRP. Work to date has involved a situation analysis of gender equality and food system transformations, and testing of interventions in Zambia and Bangladesh, followed by an impact assessment in Zambia and Bangladesh.**

In 2020, the IDRC approached the GP asking for what work the IDRC could support with regards to gendered impacts of climate. Discussions led to the development of the EM-led project on climate-agriculture-gender-inequity hotspots mapping and analysis, which build on CCAFS earlier work in India and Nepal.[16]

The project was split into three phases: i) mapping and hotspot identification at the global level and sub-national level, ii) situational analysis and iii) the identification of innovative interventions.

The mapping and hotspot identification is a visual mapping exercise that enables targeting of national and subnational gender transformative activities. This was undertaken at the global level and sub-national level for two African and two Asian countries.[17] Four countries were selected due to time constraints. This involved collaboration with IFPRI for support on geospatial and climate data (including non-gender researchers), under the Gender Platform's EM in 2021. A working paper is available (Koo et al., 2022) and a peer-reviewed publication will be submitted shortly.

Based on the mapping, situational analysis method and tools was designed to understand the situation regarding gender equality and food systems transformations. One African (Zambia) and one Asian (Bangladesh) country were selected to for the situational analysis and an Expressions of Interest was issued by the EM and sent to the CG Centers. The EM experience some challenges identifying available researchers; however, ultimately IITA and ICDDRB were approached and contracted in Zambia and Bangladesh, respectively.

This was followed by identification and testing of innovative interventions as part of a gender transformative food system framework in sub-national hotspots in Bangladesh and Zambia by ICDDRB and World Fish, respectively. The original intent was to design and implement interventions that would support climate resilience, gender quality and the transformation of food systems. However, with the short time window for the project, pandemic and the One CG transition, plans were revised to focus on identifying places where gender transformations existed and do conduct and impact assessment for these. The EM designed a methodology, and it is work in progress.

**Impact**

The hotspot mapping has generated new demand from national governments e.g., Rwanda, Uganda, Botswana, Kenya, and international/regional organizations, e.g., AGRA, and the African Development Bank (AfDB), ADB, AGNES. The FAO is also referencing the *Hotspots* working paper in their State of Food and Agriculture and Food (SOFA) report. This work contributes to the EM's Primary Outcome 1 Improved evidence is used to inform strategic investments and scalable gender-intentional innovations and approaches to enable greater gender equality and inclusion in food systems by CGIAR, governments, regional bodies, donors and multilateral agencies by 2028 and Intermediate Outcome 1.1 CG Centers, CG CRPs, governments, regional bodies, donors, and multilateral agencies utilize the evidence on what works for women's empowerment in agriculture to inform strategic investments.

[16]Khatri-Chhetri, A., Regmi, P.P., Chanana, N. et al. Potential of climate-smart agriculture in reducing women farmers' drudgery in high climatic risk areas. Climatic Change 158, 29–42 (2020). https://doi.org/10.1007/s10584-018-2350-8

[17]Based on their ranking by the overall climate–agriculture–gender inequality hotspot index value and subnational indicator data availability (Koo et al., 2022: 14-15).

Governments and development organizations' interest in the hotspot mapping work once they see it presented is indicative of the importance of the climate vulnerability targeting role it offers and policy discourse gap it helps fill. However, interviewees felt greater involvement of the host governments during the testing and impact assessment of the tool should have happened and would make the work more credible. Some engagement in Zambia was found where work was presented at a meeting for another project to stakeholders from Malawi, Zimbabwe and Zambia, which included the Permanent Secretary in the Department of Fisheries.

The success of this work has been related to its timing linking to growing interest around gender and climate, a communications piece, and the showcasing of the planned work at the Commission on the Status of Women and AGRF during 2022. It was also presented during COP 27 and among the African group of negotiators, the Rwandans decided they wanted to pick it up and use it. One interviewee suggested that the visual mapping and use of big data for various dimensions which enabled people to see which countries and which areas of countries need more attention was of key interest in the approach. The hotspot mapping provides for national and subnational targeting of activities which is an issue many development programs grapple with. But the tool needs to be accompanied by a clear explanation, and there is demand for it to go deeper still at the local level.

**Outputs**

*Working paper*: Koo, J., Azzarri, C, Mishra, A., Lecoutere, E., Puskur, R., Chanana, N., Singaraju, N., Nico, G. and Khatri-Chhetri, A. 2022. Effectively targeting climate investments: A methodology for mapping climate–agriculture–gender inequality hotspots. CGIAR GENDER Platform Working Paper #005. Nairobi, Kenya: CGIAR GENDER Platform.

*Evidence Explainer*: Identifying climate–agriculture–gender inequality hotspots can help target investments and make women drivers of climate resilience

*Blogs*:

New hotspot mapping reveals where climate change hits women the hardest

Mapping Climate-Agriculture-Gender Inequity Hotspots to Build Resilience

Uncovering gendered climate vulnerabilities in Rwanda for decision support

A peer-reviewed publication and reports at the country level are in the process of finalization.

***Case Study 2 - Evidence Gap Map of Gender in Agriculture and Food Systems Research***

***Background***: Consolidating and integrating the available evidence on gender in agriculture and food systems was perceived to be of primary importance to the GP. As a result, the first grant provided by the EM was to support the development of an EGM on the topic. In December 2020, following discussions the Leveraging Evidence for Access and Development (LEAD) group at Krea University in India were contracted to create this EGM.

***Aim***: The aim of the EGM was to consolidate, systematically organize and illustrate the research evidence on gender in agriculture and food systems, provide a framework for prioritizing research across different themes, and identifying areas for focused evidence synthesis and generation. The EGM mapped the evidence into 11 themes[18] which had been identified by CG gender researchers during a research agenda workshop in July 2020. Within each theme the evidence could be further identified by sub-themes, by what outcomes[19] the evidence focused, by whether that evidence was based on qualitative, quantitative or mixed method studies, and by the geographical location of the evidence. This EGM does not focus on the effects of development interventions.

**Search Strategy and Screening**: The EGM's search strategy focused only on peer-reviewed English language publications of studies conducted in LMICs, published between 2007 and April 2021 (i.e., following the food crisis which refocused attention on the inequity and unsustainability of global food systems). A total of 23 academic bibliographic databases were screened, and where evidence was thin, the reference list of existing reviews was searched and key authors contacted for relevant papers. The search identified 7997 potential articles, following de-duplication the titles and abstracts of the remaining 7,200 articles were screened, and 2,213 then assessed using the inclusion-exclusion criteria resulting in 752 articles for inclusion in the matrix framework. One reviewer classified these studies by theme and then a second reviewer assessed them to validate their inclusion under the respective theme. Where disagreement occurred a third reviewer was involved to resolve the issue. No classification of the quality of the evidence was done.

**Research Questions**: The EGM aimed to answer the following four research questions:

1. What is the empirical evidence on "Gender in Agriculture and Food Systems" in low and middle-income countries (LMIC) of Asia, Africa, South America, Middle East and North Africa (MENA)? What is the spatial and study-methodology distribution for the evidence?
2. How is the evidence distributed across themes and outcomes?
3. How does the available evidence evolve with time across the themes?
4. Where are the major evidence gaps? What are the implications of these gaps for research and policy?

[18]Theme 1: Food systems transformation for gender equality and women's empowerment; 2: Agriculture, gender, risk and resilience to shocks and stressors; 3: Institutions and governance for sustainable food system transformation; 4: Impact of agricultural technologies and innovation on gender equality and women's empowerment; 5: Gender-responsive design and dissemination of crops, livestock, and sustainable production technologies and practices for gender equality and women's empowerment; 6: Gendered labor dynamics and time use; 7: Gender equality and women's empowerment in agricultural value chains, markets, and entrepreneurship; 8: Transforming gender norms; 9: Gender and breeding; 10: Gender and seed systems; 11: Nutrition and health.

[19]i) *Agricultural knowledge and behavioural outcomes*, including adoption of technologies and practices; knowledge, information and skill use; and spill over effects as sub-outcomes; ii) *Economic outcomes* (in agriculture), including yield; employment; income; farm investment; resource use efficiency; household assets; and savings as sub-outcomes, iii) *Social outcomes* (in agriculture), including time-use and efficiency; consumption and food security; nutrition; changes in social, cultural and gender norms; decision making; and gender-based violence as sub-outcomes; and iv) *Environmental outcomes* (in agriculture), including sustainable agricultural practices; and GHG emissions as sub-outcomes.

**Inputs**: following identification by the EM the LEAD team at Krea University in India led by Sabina Yasmin were asked to develop a budgeted proposal and a grant for USD 82,500 was agreed to cover this EGM from December 2020 to July 2021.

**Stakeholder Review:** Several virtual and e-consultations with CG and external experts are reported to have occurred to gather feedback on the approach, validate the framework of themes and outcomes, discuss the implications of the EGM and identify priority areas for future research.

**Summary of findings**: This EGM provided a macro level exercise that geographically covered Asia, Africa, MENA and Latin America. The interactive evidence map's filters enable the evidence to be viewed by theme, methodology type, outcome, year and either for all included geographies or separately by each region. The related Excel datasheet enables country-level viewing. This size of the bubble in the evidence map (Figure A5.1) indicates the volume of evidence in that category of sub-outcome, and the colour indicates the method used.

***Figure A5.1. The Gender in Agriculture and Food Systems EGM***


*Number of studies*: increased year-on-year, with 65% of the studies published after 2014.

*Method-wise* most of the studies had used qualitative methods (48%), followed by quantitative (30%) and mixed methods (22%), although these proportions varied by region.

By *outcome*, most of the studies looked at social outcomes, very few looked at environmental outcomes. Within the social outcomes, commonly found sub-outcomes included decision-making or agency followed by changes in social, cultural and gender norms. While gender-based violence was the least reported. These findings highlight the importance of promoting more multi-dimensional research in future.

*Geographically*, the evidence base in Latin America and MENA is thin.

*Thematically*, more than half the evidence comes from just four themes: agriculture, gender, risk and resilience to shocks and stressors; gender-responsive design and dissemination of crops, livestock, and sustainable production technologies and practices for gender equality and women's empowerment; transforming gender norms; and nutrition and health. There were limited studies found on gender and breeding; gender and seed systems; and food systems transformation for gender equality and women's empowerment.

This EGM revealed the need to invest in gender research in agriculture and food systems to fill the critical thematic, geographical and outcome-type evidence gaps and inform policies and priorities.

**Outputs**: The interactive EGM, the EGM report, the downloadable EGM excel dataset, and an EGM Evidence Explainer were developed. However, no EM grantees beyond the EGM author team reported being aware of this EGM, suggesting further communication is needed.

**Study design limitations**: The EGM researchers reflected that the starting search year of 2007 may have resulted in the apparent thin evidence in some themes where influential work prior to 2007 had occurred. The use only of English language papers due to cost and logistical challenges, may have influenced the volume of evidence found for some geographies, as it excluded papers in Arabic, French, Spanish or other languages. Grey literature was not included and thus key studies published in reports were not used. Not all the included studies focus on development interventions, some are descriptive and diagnostic studies.

### *Case Study 3 – Odisha State Gender Initiatives*

**Participatory Foresight Analyses (PFA) on Gender in Agriculture and Food Systems**

***Background and Aim:*** This project recognizes the aspirations, opportunities and challenges that women in agri-food systems today have which did not exist in the past. The foresight planning exercise aims to help them to collectively understand the current situation, the opportunities and challenges over which they have control and evolve their own roadmap for the future. This will also assist policy makers, planners and support agencies in policy making and allocation of resources which are aligned to needs of farming system participants.

***Design:*** Foresight initiatives put people in a position to explore and anticipate what the future might be and accordingly decide what to do about the present. It supports people becoming future literate and smart, empowering them to sense and make sense of the present with a future perspective.

The participants are young, literate women who are digitally literate to some extent, engaged in farming produce some of which is marketed, and women involved in agricultural value addition, others involved in servicing farmers through private enterprises, government extension services, self-help groups and farmer organizations, and women involved in research, planning and public policy making. Although initially participants were just to be women, it has been decided it is important to also include men. The work will incorporate a comparative element working with two groups, one all women, and one mixed group of men and women to analyze how this influences exploration of transformative change and how they see the future unfolding.

This project has been being conceived since 2021, and the implementation phase will run for seven-months from December 2022 to June 2023, it focuses on developing and piloting a methodology for conducting participatory foresight analysis on gender equality in agriculture and food systems in two states in India, Odisha and Uttarakhand. The approach aims to help women directly engaged in agri-food systems to develop their own foresight capacities to self-determine their future and act pro-actively through scenario building and planning future actions. The results will be used for advocacy with farmers, researchers, government, and donor.

The concept for this PFA work came not from the local community or government but from the gender experts building on learning alliance and network discussions from the last five years around integrating gender into foresight analyses, the nature of the PFA process involves its co-design by a range of food system stakeholders.

Project lead: Sonali Bisht, Institute of Himalayan Environmental Research and Education (INHERE)

Geographical focus: Odisha State and Uttarakhand State, India

Project value: USD 38,000.

**Odisha Migration Study**

***Background and Aim*:** Recognizing the role migration has played throughout human history, this study focuses on the importance of migration as a current livelihood strategy for rural households in the Global South. The changing economic landscape of a growing non-farm sector, urban employment opportunities, and climate change impacts have led to a rapid increase in internal and international migration. The impacts of migration and the associated remittances to source areas vary between households depending on whether they are agricultural or non-agricultural, land owning or labor providing, female or male-headed etc. Migrant workers are often missed by national surveys and censuses, leading to poor understanding of the linkages with agriculture and lack of recognition of their economic contributions.

Odisha state has a predominantly rural population of 41 million, with migration common and practiced mainly by men and by one in three households in the rural areas. During the COVID-19 related lock down the migrants returned to their home areas. There is limited understanding of migrants in Odisha state although migration is understood to be rapidly increasing. The project aims to examine migration trends and patterns and analyze the impacts on household livelihood strategies, women's empowerment and wellbeing, changing youth aspirations and attitudes towards agriculture.

***Design*:** The project has developed from concerns by Odisha local government regarding their limited understanding of the impacts of migration within the state, and how to support resilience building among the families of migrants. It builds on earlier discussions with local government, particularly the Department of Agriculture and the research teams' presentation of their experience with the Kerala Migration Surveys, and gender dynamics and migration in rice-based systems. Project concept development has been ongoing since 2021, implementation will run from November 2022 to October 2023. An initial survey with 15,000 households will be followed by qualitative research with a smaller sample of households.

Project lead: S. Irudaya Rajan, Indian Institute of Technology, Hyderabad and Chair of the International Institute of Migration and Development.

Geographical focus: Odisha State and Uttarakhand State, India

Project value: USD 200,000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