

## Introduction

Increased consumption of milk, meat, fish and eggs by the poor, and particularly by children, is a means of preventing under-nutrition and achieving nutritional security, with concomitant benefits to consumers' health and productivity. Increased smallholder production of fish and livestock products to fulfill increasing demand is a means through which to improve the income and livelihood security of smallholder producers and other actors along the value chain. To increase production, the productivity, equity and inclusiveness of livestock and aquaculture value chains need to improve, informed by careful analysis of bottlenecks at micro, meso and macro levels and research and action to address these constraints. Given both women's existing levels of participation in these chains and the constraints under which they participate, understanding and responding appropriately to the social and economic contexts within which women engage in livestock and aquaculture production, processing and/or sales are central to achieving the CRP's goals of poverty reduction and food and nutrition security. As such, CRP 3.7's gender strategy includes approaches that start from a careful understanding of these contexts, and either 1) work within these contexts to improve how women are included, or 2) seek to improve the equity of the social and institutional environments in which value chains function to enhance the range and quality of choices and outcomes poor women and men have within them. As such the strategy operates along a continuum of gender integration approaches, from the accommodating to the transformative, and will contribute to understanding under what conditions each approach has the potential to advance chain performance and the outcomes of poor women and other marginalized groups.

### **SECTION 1: The rationale for gender integration in livestock and aquaculture: Value Chain Development (VCD)**

Both men and women are employed in large numbers in the livestock, fisheries and aquaculture sectors. For example, an estimated two-thirds of livestock keepers are women<sup>1</sup> while current estimates from the Big Numbers Project<sup>2</sup> for employment in small-scale capture fisheries in developing countries alone reach 25-27 million, with an additional 68-70 million engaged in post-harvest processing.<sup>3</sup> About half of this global workforce is estimated to be women. However, these may all be under-estimates, as women's work is often undervalued and invisible in national statistics<sup>4</sup> due to both its tendency to be unpaid and/or in the informal economy.

While women's presence in these sectors is considerable, it is generally on terms different from and unequal to men's. A considerable body of evidence exists documenting how women's presence in these sectors, and in agriculture more broadly, is under-productive due to gender disparities in women's access to and ability to use resources. Women and poor households are often constrained by limited access to resources/inputs and services (land, finance, knowledge, information and so on); lack of control over assets; limited access to markets; limited formal knowledge networks/sources and social networks and; limited decision making power.<sup>5</sup> These gender-based resource constraints affect women's ability to access and use improved agricultural technologies or engage in resource intensive enterprises. For example, gender differences in aquaculture adoption in Central African Republic revealed that costs of feed and fingerlings in addition to tight feeding schedules prevented women low

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<sup>1</sup> Thornton et al 2002

<sup>2</sup> This project aims to fill an information gap by providing disaggregated data on capture fisheries.

<sup>3</sup> FAO, World Bank and WorldFish 2010

<sup>4</sup> Kristjanson et al 2012

<sup>5</sup> FAO 2011; Baden 1998

on cash, labor, and information from investing in catfish farming; they found the low-input, low-cost tilapia more appropriate to their needs.<sup>6</sup> This also holds true for poor households.

Gender disparities also are evident in the types of livestock women and men own<sup>7</sup>, with women more likely to own small livestock than large livestock. In East Africa, only about 30% of female headed households owned livestock.<sup>8</sup> In cattle owning households, women owned less than 20% of the cattle. In West Africa, women owned more goats, sheep and poultry than they did cattle.<sup>9</sup> However, control over livestock resources is neither one-sided (i.e. with male heads of household dominating) nor clear-cut because decision-making patterns in any society are usually more complex than they may first appear.<sup>10</sup> For example, among the Nandi in Kenya, women were found to exert a strong influence on decisions regarding cattle, even when the animals formally belonged to men.<sup>11</sup> The degree of control over livestock also was found to vary according to the relative importance of different livestock products in total household income. These nuances demonstrate how intra-household dynamics matter as households do not act as one unit when making decisions.<sup>12</sup> In order to design appropriate interventions, there is a need to understand intra-household power dynamics and how these may affect and be affected by research and development interventions. Such a gender-responsive approach captures the effects of gender relations and identifies how programs need to balance efforts directed at more marginalized groups inside and outside of the household with those providing incentives and benefits for the more powerful – e.g. men or mothers-in-law, in order to enable the former to participate and benefit. For example, in circumstances where men risk losing a degree of control over women's labor, produce or income men may resist women's efforts to innovate. This male resistance can occur when for example, women try to move livestock products from household consumption to market and women are the principal beneficiaries of the marketing.<sup>13</sup> What this implies is that equalizing women's control over livestock assets and access to related knowledge, technology and advisory services may not necessarily lead to increased innovation and productivity unless men's interests are also taken into account.

Gendered patterns of livestock ownership may not map directly into livestock keeping responsibilities, as women often have a considerable role in the latter. For example, in India, women play a significant role in providing family labor for livestock-keeping, and among poorer families, their contribution often exceeds that of men.<sup>14</sup> Gendered distributions of ownership and caretaking responsibilities have implications for the design of interventions and technologies in livestock production and management, especially zero-grazing systems.

Women's participation in value chains in livestock and aquaculture often are concentrated in the informal economy – the typically small-scale unregulated portion of economies which in developing economies are often larger and at times more vibrant than the formal economy. This concentration means improving efficiency and reducing risk in these informal value chains will benefit women disproportionately, contributing to their economic advancement through increased capacities, incomes and assets. Such improvements in the economic potential of typically women's activities need to be made carefully to reduce the likelihood of men taking over the activities once they become profitable. This does not mean leaving women in low value portions of value chains in order to avoid this risk. Instead it requires careful gender analysis to assess the incentives, interests and costs of both women and men. In this way the intervention can define strategies to upgrade women's activities while

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<sup>6</sup> Van der Mheen-Sluijer and Sen 1994

<sup>7</sup> Kristjanson et al 2012

<sup>8</sup> EADD 2009

<sup>9</sup> PROGEBE 2010

<sup>10</sup> Kabeer 2000

<sup>11</sup> Smith-Oboler 1996

<sup>12</sup> Quisumbing 2003; Quisumbing and Maluccio 2000

<sup>13</sup> McPeak & Doss 2006

<sup>14</sup> George et al 1990

including men in ways that they find relevant, avoiding interventions that only target women and may cause conflict.

The UN Standing Committee on Nutrition and others have documented how the global economic situation has reversed the long-term declining trend in incidence of malnourishment in developing countries. Given this change, the focus of CRP on Livestock and Fish on more and better animal source food for the poor rises in importance. This is because consumption of even small amounts of milk, meat, eggs and fish is an effective way of preventing under-nutrition and achieving nutrition security as these foods are rich in protein and micronutrients and improve dietary diversity. Gender inequality can affect food and nutrition security outcomes through intra-household gender relations that limit: 1) recognition of the rights of women and girls to sufficient nutritious foods, 2) women's income control, or 3) women's voice in expenditure decisions. Therefore, income or food entering the household cannot be assumed to benefit all members; intra-household food distribution decisions and outcomes must be empirically investigated, and programs need to test ways to counter the causes of any identified inequalities in order to support the ability of all household members to benefit from improved access to and availability of food.

Gender differences in roles and resources in agricultural production and in women's and men's participation in household decision-making around resource allocation, technology adoption, marketing and food consumption are relevant, though in different ways, across the LaF target countries in Africa, Asia and Latin America. These differences imply that in order for the LaF research program to achieve its expected improvements in nutrition, welfare and poverty outcomes, it must invest in understanding these gender differences, their causes and their consequences for both livestock and aquaculture production and for individual and household wellbeing. Research and development interventions that do not acknowledge and respond to the different socio-economic positions of women and men from the outset risk worsening gender inequalities (e.g. in income) while interventions that operate within the existing social system risk creating only incremental short term improvements.

There is growing recognition of the need to integrate gender in agricultural research and development initiatives.<sup>15</sup> However, questions remain about how to do so to accomplish desired development outcomes. Figure 1 illustrates a continuum of approaches to gender integration. We are particularly interested in the accommodating and transformative approaches, both of which are informed by an awareness of the gendered context, and seek to use that knowledge not to the advantage of the intervention, but to design interventions that at minimum do no harm to women and at maximum seek to facilitate movements toward a more gender equal society. Both gender accommodating and transformative approaches add value to livestock and fish value chain interventions. The former tend to focus on the micro level and filling identified gender gaps in access to resources, technologies, information and skills.<sup>16</sup> Such actions are important, given the evidence backing the breadth and depth of these disparities, and may be easier to implement since they are less challenging to the status quo. However, they may only partially address the problem since they do not act on the underlying causes of the disparities - the systems, norms and attitudes making gender differences acceptable parts of everyday life.<sup>17</sup> For this reason, the CRP Livestock and Fish gender strategy will also invest in testing gender transformative approaches that purposefully address the characteristics of society that underlie gender inequality to determine under what conditions such approaches may lead to qualitatively better and more lasting outcomes. In this way, the gender strategy will operate along the continuum from gender accommodating to gender transformative, with evidence about the effectiveness of both approaches informing future program investments. Each of the approaches is described in more detail below.

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<sup>15</sup> Petersen 2005; Okali 2011, 2012

<sup>16</sup> Petersen 2005; Okali 2011, 2012

<sup>17</sup> Petersen 2005; Okali 2011, 2012

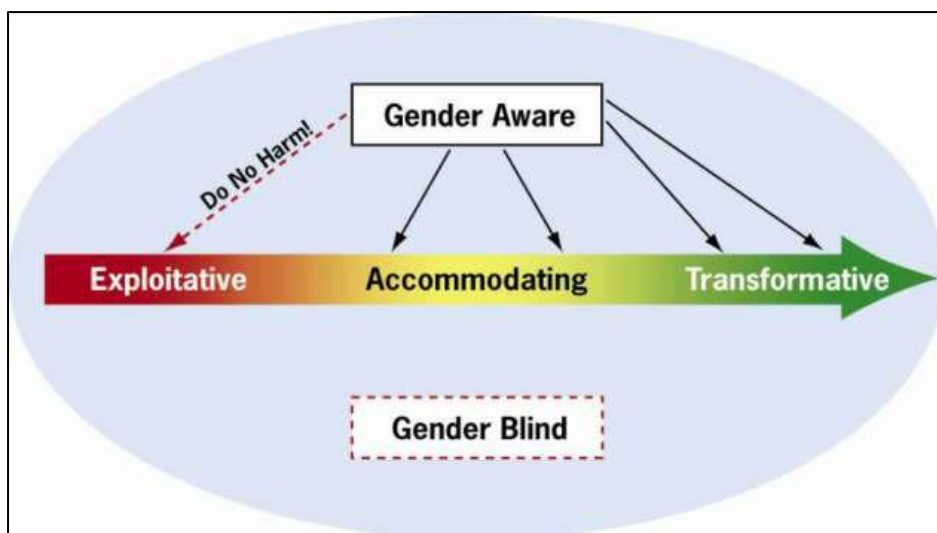


Figure 1. Approaches to gender integration (www.igwg.org)

#### *Gender accommodating approaches*

Gender accommodating approaches recognize and respond to the specific needs and realities of men and women based on their existing roles and responsibilities. They tend to use gender as an empirical category by comparing and contrasting women's and men's conditions as farmers, retailers, etc.<sup>18</sup> Such approaches aim to enhance the availability of credit, technologies, information and other resources to overcome gender differences, but do not tend to address women's ability to actually use them and control their benefits. They focus on integrating women into the existing social and economic context, but do not question the barriers put up by that context.<sup>19</sup> For example, they would not address the customary beliefs and gender norms that reduce women's access to livestock and fisheries resources and decision-making power<sup>20</sup>, that leave women concentrated in low value segments of a value chain. They tend to focus more on involving women than on engaging directly with men about gender. Many development interventions in the agriculture sector are gender accommodating, with this approach closer to a women in development than gender and development framework as it is more technically than politically focused.

#### *Gender transformative approaches (GTA)*

Gender transformative approaches aim to enhance how women are integrated into agricultural development, through improving their access to resources and technologies and the like, while also acting explicitly to change gender norms and relations in order to promote more equitable relationships between men and women and a more socially enabling environment. Such approaches understand that gender is a social construct which influences how women and men conceive of themselves; how women and men interact in face of expectations; and how opportunities and resources are allocated.<sup>21</sup> Interventions must act at all of these levels to: enhance women's self-efficacy, change the norms framing gendered interactions and expectations, and alter the institutional structures that create and maintain gender inequalities. Gender transformative approaches see the social context as not just something to understand and work within, but as something to act on.<sup>22</sup> They therefore aim to address the causes of gender inequality and not just the symptoms.

The Livestock and Fish gender strategy's research agenda requires a strong focus on capacity development, innovation and learning. For the gender strategy to be implemented successfully, gender integration cannot be the responsibility of a handful of gender experts. Colleagues and partners across

<sup>18</sup> Petersen 2005; Okali 2011, 2012

<sup>19</sup> Cornwall and Edwards 2010

<sup>20</sup> FAO 2006, 2011; World Bank 2001; Porter 2006; Okali and Holvoet 2007

<sup>21</sup> Risman 2004

<sup>22</sup> Kabeer 1994; Kabeer and Subrahmanian 1996

the CRP need to increase their capacities to see and understand how gender inequality affects value chain functioning and outcomes; to act to integrate gender under either accommodating or transformative approaches – themselves or through bringing gender expertise into their teams - and to measure results. Innovation is important because while we know that gender disparities affect technology adoption, productivity, market participation and nutrition of millions of women in livestock and fisheries, we do not know how large the effects are, or, even more importantly, what interventions, under what conditions, can successfully reverse them. In order to generate learning about what works to effect sustained changes in poor women’s and men’s socio-economic positions, socially-nuanced characterizations of livestock and aquaculture production systems and value chains in target regions are needed to provide an in-depth understanding of the current situation and to identify opportunities for gendered interventions. Likewise, gender responsive monitoring and evaluation systems that track outputs, outcomes and impacts, as well as social change processes, are a vital component of the learning agenda of the Gender Strategy. Methods for gender-responsive characterization and for identifying and measuring gender differences between men and women in agricultural production systems exist and can be used directly or adapted for the purposes of CRP3.7. Similarly, good practice exists about how to incorporate women in research for development projects, and part of the gender strategy will consist of providing support to CRP researchers and partners to enable and ensure that this is followed.

#### Expected benefits and beneficiaries:

The benefits expected to flow to participants in the L&F CRP research for development interventions range from improved economic outcomes through enhanced access to resources to less tangible social benefits. More broadly, since the data used to estimate expected production/technology adoption benefits are not sex-disaggregated, one focus of the Gender Strategy will be on improving the range and quality of sex disaggregated information for more equitable targeting and decision making in livestock and fish sectors.

The broad benefits expected out of the Gender Strategy’s implementation, reflecting outcomes of both accommodating and transformative gender integration approaches, include:

- Greater access to and control over new technologies, resources, leadership and market opportunities among poor women and men engaged in the selected value chains in the focal countries.
- Improved household food and nutrition security outcomes and equality in their achievement across household members for poor women and men value chain actors and for consumers of more affordable and accessible animal source foods.
- Enhanced range and quality of choices for poor women and men in where and how to participate in targeted value chains due to positive changes in the gender norms influencing what they can be and do.
- Expanded capacity of value chain stakeholders to understand and integrate gender balanced approaches in their work.

Achieving the above should enable more women to be willing and able to adopt new technologies – individually or jointly within households, facilitating both the achievement of the production outcomes below and women’s abilities to benefit from them through greater voice in household decision making.

- Dairy in South Asia: 5% of poor livestock keepers adopting technology packages and improved value chains for dairy will increase milk production by 7.5 million tons per year and 16 kg per capita consumption of milk for 480 million poor consumers.
- Dual purpose cattle systems in tropical Latin America: 10% of poor livestock keepers adopting forage based technologies will increase livestock production by 50%

- Beef and small ruminant value chains in Africa and Asia: 10% of poor livestock keepers adopting technology packages and improved value chains for beef and small ruminants in target countries will increase meat production by 1.1 million tons and will increase meat consumption by 2-5 kg per capita for 300 million poor consumers
- Fish value chains: annual production growth rates of 10% in priority countries generating 500,000 tons additional production, allowing 26 million people to consume WHO recommended levels of fish, contributing to reduced micronutrient deficiencies among these populations

Improvements in women's status, increases in resources controlled by women and in women's bargaining power are associated with increased allocations toward education and improving child health and nutrition.<sup>23</sup> For example evidence suggests that women spend up to 90% of their incomes on their families compared to men's 30-40%.<sup>24</sup> Therefore, the gender outcomes outlined above are anticipated to have wider effects on family health, education and wellbeing outcomes.

## **SECTION 2. Outcome and Outputs:**

This section includes a description of the gender-responsive outcome and outputs in the CRP, which clarifies that gender is both a separate component of the CRP's agenda (it undertakes strategic research) and a cross-cutting thematic area in which analysis is used to inform and deepen the relevance of other research themes. Researchable questions have been identified in line with the rationale.

### 2.1 Overall gender-responsive outcome of the Livestock and Fish Research Plan:

***“Poor women, men and marginalized groups have improved and more equitable access to affordable animal source foods through gender equitable interventions”***

This **outcome** will be achieved through research for development actions framed within four broad outputs, specified and described in detail below. These **outputs** incorporate both accommodating and transformative approaches to gender integration, as well as attention to gender equitable ASF consumption, and the capacities needed to support the strategy's implementation.

### 2.2 Approach

CRP3.7 approaches gender as both an area of strategic research and as a cross-cutting thematic area that informs and deepens the relevance of other research themes. This dual focus is reflected in the specific outputs of the gender strategy.

### 2.3 Specific outputs:

#### ***Gender Capabilities across Systems Actors (Output 1):***

***“Increased gender capacity within CG's, partner organizations, and value chain actors to diagnose and overcome gender based constraints within value chains”***

To get deeper understanding of the local context surrounding food consumption patterns, access and utilization, it is required to have trained local personnel, who are able to collect, analyse and interpret sex/gender-disaggregated data and understand the local culture and sensitivity of the topic. In addition, capacity building should be two-sided in the sense that the CRP should not only provide knowledge, but also learn from local partners about the local context and cultural values. Moreover, capacity building on partnerships is required in order to ensure sustainability of the program. After

<sup>23</sup> Quisumbing and Maluccio, 2000; Hallman, 2000; Smith et al, 2003; Thomas, 1997; Garcia, 1991

<sup>24</sup> FAO 2011

assessment studies and design of interventions, one of the interventions could be increasing knowledge of consumers/hh members about food consumption and improved access to ASF for all hh members.

### ***Gender and Value Chains (Output 2):***

*“Strategies and approaches through which women and marginalized groups improve the nature and level of participation in livestock and fish value chains”*

Research under this outcome aims to enhance the numbers of women participating in target value chains, the income earned from this participation and the conditions under which the work occurs. Women’s incomes are expected to increase through greater participation in markets which includes sale of surplus production as well as enhanced opportunities for value addition through trading and processing. Improved conditions of work includes attention to the physical environments within which women work, to their treatment at work, and to the nature of their relationships with other market actors. Enhancing women’s participation and quality of opportunities will require not only the ability to produce a marketable surplus, but also capacity to understand how markets work and to negotiate within markets and the household to gain or retain control of the income earned.

To increase production without degrading the environment, productivity will need to improve, in part through the application of knowledge and improved technologies and practices. Technologies will need to be designed and developed to address women’s needs and constraints as well as men’s, and women will need to be able to access and use them. To achieve this, extension and innovation systems must be gender-responsive.

### ***Gender and society (Output 3):***

*“Strategies and approaches that increase women and marginalized groups entitlement to access markets and control resources, technologies, labor, power and the benefits of their work”*

Output 3 focuses the gender strategy on the wider social context within which the target value chains function, and how this context affects poor women’s and marginalized groups’ opportunities. It provides the opening for the application of gender transformative approaches, which integrate efforts to improve women’s economic opportunities with those to improve the social environment within which they operate. The term ‘entitlement’ is central to this output. It encompasses first, women’s and marginalized groups’ sense of their own claim to markets, resources and the benefits of their work. This includes their own sense that they have the capacity to participate and the confidence to do so. Second, it encompasses the sense that others in society – particularly families, communities and other market actors – also recognize women’s and other marginalized groups’ capacities and claims to engage in markets. Third, it represents the translation of society’s recognition of women’s entitlement into the way formal and informal institutions allocate opportunities and resources. Focusing on entitlements places attention not on individual men and women but on how society functions to shape the range and quality of opportunities women and marginalized groups have to participate in market activities.

Changes in entitlements can be measured through both attitudinal and behavioural outcomes. Knowledge, attitude and practice surveys can be adapted to trace changes in women’s and other’s perceptions of entitlements to, for example, physically access markets, work outside of the home, negotiate over prices, or have a say in the use of earned income. Actual behaviors demonstrating that women have achieved these outcomes will also be monitored.

The overarching aim of the gender transformative approaches (GTA’S) is to address the root causes of inequalities in how markets function. To achieve this, there is a need for ‘unusual partners and partnerships’ (such as those working with media behavioural change and advocacy) to bring

innovative skills to the design and implementation of value chain interventions. An additional central component that is required to achieve this aim is capacity development of all system wide partners, linked closely with Output 1.

While output 3 explicitly seeks to transform gender relations in the target value chains, we also recognize that many questions remain about how to achieve this goal. Therefore, the learning objectives of this outcome are to (i) understand the partnership processes required for gender transformative approaches, and (ii) understand which transformative approaches, integrated with which technical value chain interventions, work or do not work in different contexts to achieve better and more lasting livestock and fish value chain outcomes. Testing possible options through action research will be the main focus of strategic gender research under output 3.

***Gender and consumption (Output 4):***

*“Strategies and approaches to promote increased level and equity in animal source food consumption within poor households”*

Animal Source Food (ASF) food security is defined as availability, accessibility, affordability, consumption and nutritional status related to ASF. For example, what is available and what is accessible are two different things; food may be available, but not accessible for consumption, especially for women and children. Therefore, if more ASF is produced in households, this doesn't necessarily imply that food security and nutritional status of men, women and children in poor households improve at all, or in similar ways. Household consumption depends on intra-household decisions about consumption or sales of own-produced ASFs; purchases of ASFs; and the distribution of ASFs across family members. These decisions are affected by gender norms and societal expectations. Therefore, while women are often responsible for food provision and preparation in the household, they are not necessarily the decision taker about sales of own produced ASFs or about who consumes what. Food culture, taboos and beliefs which are often gender specific, also affect consumption patterns and inequality in food access. For example in certain cultures, women only can eat the ears and tongue of animals, whereas men eat the rest of the animal. It is therefore of crucial importance when aiming to improve food security and nutritional status of poor consumers, to incorporate an in-depth gender analysis to inform the design of interventions – whether gender accommodating or transformative. The CRP on Livestock and Fish will pursue output 4 in close partnership with the A4NH CRP.

Activities of the Livestock and Fish gender strategy will include: (See CRP 3.7 logframe and partner workplans for specific details.)

***Integrate gender into diagnosis and design*** to characterize context, define key interventions points, and identify researchable issues and constraints in the livestock value chain that have the potential to deliver benefits to women and poor men. An important part of characterization will also be to identify critical partners.

***Improve understanding of what kinds of interventions can lead to gender-transformative change*** in livestock value chains and generate evidence on how best to design, implement and assess them in different circumstances and contexts. Work in this area would address the outstanding research questions identified above, working closely with gender researchers in other CRPs and research programs.

***Mainstream gender transformative approaches*** in livestock and aquaculture value chain research for development in CRP3.7 and its partners. Work in this area will ensure the best methods, strategies and capacity for use of gender analysis and the information it generates are effectively deployed across the research cycle in program, by research and development staff who understand the importance of gender in livestock development and the need to use transformative approaches. This objective will also include work with other Themes and components to better develop and apply



evidence-based, attitude-changing participatory and gender-responsive technology development, social marketing and extension approaches that engage women and men in the equitable access to technologies, benefit-sharing from value chains and consumption of animal products.

#### 2.4 Research questions

The following table shows how the critical research questions identified above relate to the specific outcome and outputs of the gender strategy as well as the activities of the CRP.

Gender Research Outputs	Research questions	Outcome -> Impact	Activities and methods
<p><i>“Increased gender capacity within CG, partner organizations, and value chain actors to diagnose and overcome gender based constraints within value chains”</i></p> <p>Gender capacity development strategy and curriculum that provides guidelines and recommendations for engaging partners and building their capacity in gendered value chain analysis, technology development, social marketing and extension</p>	<p>What means of capacity development work best for different categories of stakeholders?</p>	<p>Increased frequency and quality of gender integration efforts across the CRP</p>	<p>Testing varied modes of capacity development across different stakeholders (e.g. bio physical scientists, gender focal points, senior managers, etc) to identify which have the best outcomes.</p> <p>Collaborate with CG Gender Network and other CRPs in building this knowledge base of what works to build gender capacities.</p>
<p><i>“Strategies, approaches, and technical innovations through which women and marginalized groups improve the productivity and the nature, level and benefits from their participation in livestock and fish value chains”</i></p>	<p>What types of value chain tools work best to understand women’s and men’s roles in value chains and for identifying key opportunities and constraints?,</p> <p>What interventions successfully improve women’s productivity and level, nature benefits from participation in target value chains?</p>	<p>Innovative design of R4D interventions that will benefit women and marginalized groups tested and validated</p> <p>The productivity of women’s livestock and fish enterprises increases</p> <p>Women improve the level and quality of their employment in livestock and fish value chains, including their control over the benefits from their work.</p>	<p>Gather and use sex disaggregated data from different sources and scales</p> <p>Generate evidence of the gendered tradeoffs between the market oriented value chain approach and household nutrition security and how these trade-offs can be minimized</p> <p>Development of harmonized and gendered measures of livestock and fish productivity, and pragmatic strategies and tools for measuring them in data-scarce smallholder systems</p> <p>Test and evaluate approaches for increasing access by women and other marginalized social groups to assets, technologies, services and other innovations (inside and outside CRP 3.7 value chains)</p>

			Develop decision support tools for the targeting of program interventions and define development domains for future scaling out of program interventions
<p><i>“Strategies and approaches that increase women and marginalized groups entitlement to access markets and control resources, technologies, labor, power and the benefits of their work”</i></p> <p>Methods for value chain analysis that collect information needed to design GTAs</p>	<p>What types of tools work best to: understand gender relations in value chains, how gender relations in other spheres (i.e. the household) affect value chain participation and performance, and identify key gender based opportunities and constraints, including gender norms?</p> <p>What kinds of interventions have changed or have the potential to change gender norms that inhibit the range and quality of women’s engagement in target value chains?</p> <p>What are the impacts and lessons learned from implementing gender transformative approaches for upgrading livestock and fish value chains in target locations?</p>	<p>Gender - transformative R4D interventions designed and tested</p> <p>Key gender norms and relations that influence outcomes in livestock and fish value chains are more equitable</p>	<p>Action research (including M&amp;E) to test different gender transformative strategies</p> <p>Gather gender relevant data on gender norms, attitudes and behaviors</p> <p>Develop and test measures of economic empowerment related to livestock production and marketing</p> <p>Gendered analysis of the intra-household implications of changes in livestock and fish value chains including on consumption and nutritional status, distribution of economic and social benefits and the trade-offs between market orientation and food security</p>
<p><i>“Strategies and approaches to promote increased level and equity in animal source food consumption within poor households”</i></p> <p>Knowledge of factors influencing distribution of ASFs within households across target</p>	<p>What factors influence the willingness and ability of poor households to purchase, or consume own-produced, ASFs (e.g. affordability, availability, taboos,</p>	<p>Pro-poor gender aware interventions to enhance consumption and equitable distribution of ASFs within poor households taken up by development</p>	<p>Gendered analysis of the intra-household implications of changes in livestock value chains including on consumption and nutritional status, distribution of economic and social benefits and the trade-offs between market orientation and food security</p>

locations	<p>nutrition knowledge, women's control over income)?</p> <p>What factors influence how ASF consumption is distributed across members within households?</p> <p>What interventions successfully promote more equitable intra-household distributions of ASFs across target locations?</p>	partners, tested and adapted/replicated at scale	
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### SECTION 3. IMPACT PATHWAYS

This section includes a description of the **impact pathways** explicitly including gender dimensions of outputs, outcomes and impacts. The description of the **impact pathways** helps to clarify the type of partnerships needed for outcomes and impacts to be achieved. The monitoring of the gender specific impacts will be closely aligned with the overall CRP 3.7 impact pathway.

#### 3.1 Theory of Change

Gender aware methods for identifying and understanding the causes of gender-based constraints in CRP L&F value chains are used by the CRP and partners to prioritize what innovations to introduce in a selected VC. The innovations, which will include combinations of technological, business development and social interventions, will enable women and those in other marginalized groups to improve their productivity, working conditions, and control over assets and income. The innovations also will enhance women's own and others' perceptions of women's entitlement to participate in markets and benefit from that participation. Through enhancing women's access to and control over income as well as the equity of intra-household gender relations, it is expected that food and nutrition security will improve in gender equitable ways. All of these changes together will contribute to the achievement of poverty reduction, with the expectation that interventions applying gender transformative approaches will lead to deeper and more lasting effects than those using accommodating approaches.

#### 3.2 Impact pathways

Figure 1 shows a generic impact pathway for CRP 3.7 showing how program gender responsive outputs influence outcomes and then through to program impacts. Figure 2 is a preliminary attempt to operationalize the impact pathway based on specific activities undertaken in the 9 target value chains. This impact pathway is a work in progress that will be refined and then adapted to each value chain through iterations between the scientists and the development partners and the M&E team. During this process, gaps can be identified and shared understanding built about how the projects activities and outputs will lead to impacts. Most of the CRP 3.7's development outcomes and impacts, as measured at individual and farm-level (right hand side of Figure 2), are already gender disaggregated.

Incorporating gender into the development outcome and impact indicators is an essential part of the CRP strategy since it will generate the demand for the gender mainstreaming and gender research outputs. The outputs and outcomes of the key gender activities are described in the CRP 3.7 logframe (Annex 2). The targeting outputs will help ensure that the types of research and development interventions selected and the areas in which they are implemented and scaled up have the potential to benefit women. This will be achieved by working with the targeting team (component 3.1) and others in the CRP to ensure that data and analysis are disaggregated by gender so that it is possible to analyse the different opportunities and constraints of men and women and how they would be differentially affected by interventions. The gender mainstreaming outputs will help ensure that good practice is followed by researchers and development practitioners in their work on value chain analysis and upgrading and technology development and dissemination. Finally, the outputs related to strategic gender research will focus on the key gaps where we don't yet know what transformative approaches work best for women. Much of this research will be conducted in the form of action-research working closely with partners in CRP3.7 to test alternative approaches in different contexts.

Figure 1. Gendered impact pathway for CRP 3.7 (A=accommodating; T=transformative)

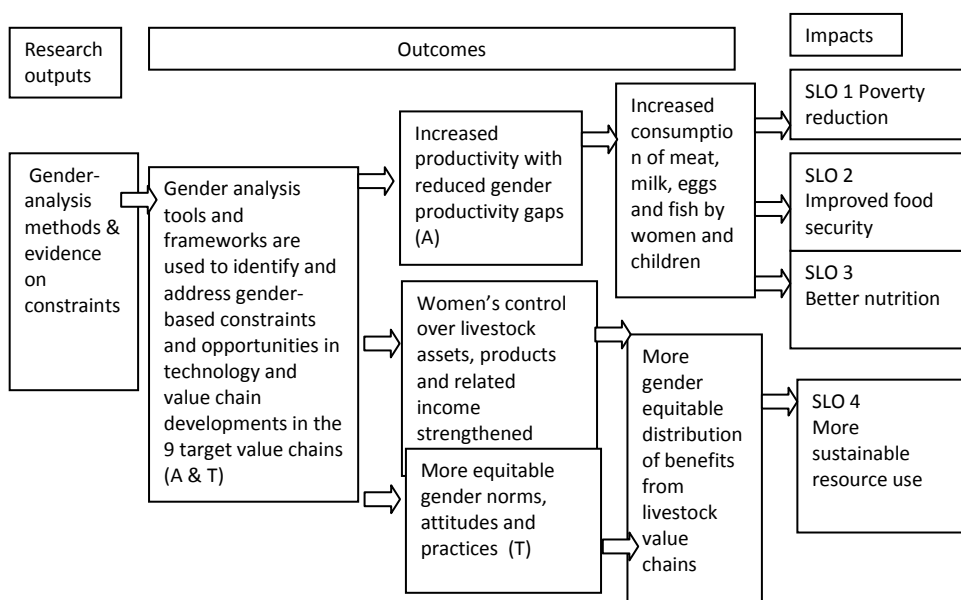
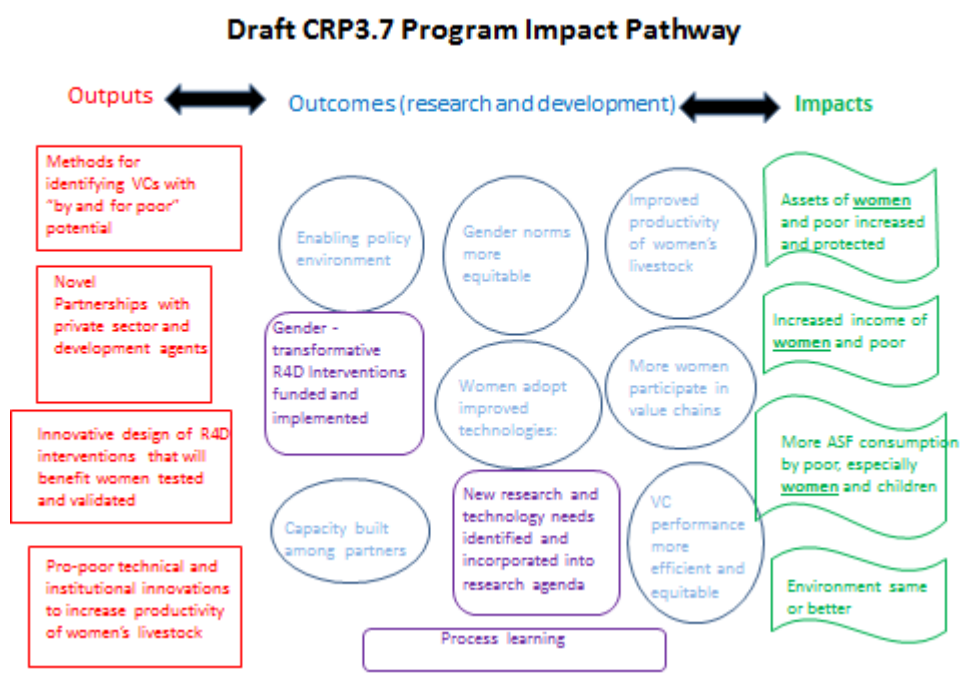


Figure 2 Draft impact pathway



### Partnerships and their relevance to gendered outcomes

In order to achieve greater gender equity in livestock and aquaculture research and development, collaboration between organizations working on livestock/aquaculture and on gender and women's empowerment will be key. In many instances, civil society groups (including producer organizations), non-governmental organizations and government departments at country level are in a better position to identify gender-responsive actions that are culturally appropriate. Such partners can also use evidence on gender and livestock and gender and aquaculture from ILRI, WorldFish and other partner research programs to inform policy and development action at country or regional level. In countries with active Ministries of gender or women or with strong women departments, with women's advocacy groups or women's and gender studies units in research or educational institutions, partnering with these institutions in analytical work or project design will enhance the quality of the work. The approach of CRP3.7 is to build coalitions of partners in each site with shared commitment to gender accommodating as well as gender-transformative approaches and then jointly develop, seek funding for and implement large-scale interventions in an action research mode. Some key partners have been identified in each value chain—in fact the selection of value chains was in part based on the available of appropriate partners and institutional environment—however this will be further refined in the “catalyzing phase” of the CRP<sup>25</sup>. The gender mainstreaming objective will support this process and also support building awareness and capacity in all partners to be able to implement the kinds of innovative programs envisioned by this CRP.

<sup>25</sup> See original proposal for more detail on the CRP3.7 program

## SECTION 4. ACTIVITIES

This section uses a project planning logframe to highlight the individual outputs and activities to be undertaken by CRP 3.7 partners. It is believed that integrating gender at the beginning of a project and research cycle will increase the likelihood of successful outputs.

### 4.1 Integration of gender into the research project cycle

Integration of gender into projects, programs and activities will use the project cycle to ensure that gender is integrated in all key aspects of the project (reference: ILRI gender strategy). Gender aspects will be an integral part of the problem analysis, project goals and objectives. Gender will be systematically and practically included by translating it into concrete activities and relevant indicators. Apart from activity-oriented indicators, which show that a certain activity has taken place, gendered performance indicators will be well-defined in line with the expected outputs. Proper monitoring of changes in gender relations within and among households will be worked out in all planning stages (See Annex 1 for integrating gender into project planning cycle). Linkages with the AWARD programme will be created to access women's leadership courses to increase women's leadership in the workplace, as well as with other CRP gender programmes in addressing key gender questions that cut across CRPs.

### 4.2 CRP Livestock and Fish partner activities:

Livestock and Fish (CRP 3.7) Gender Strategy Logframe – see Annex 2

### 4.3 Mainstreaming gender activities

CRP3.7 has mainstreaming activities included in Outputs 1 and 2. Output 1 uses the skills/capacity of program staff and partners to identify and address gender issues in the development of livestock and fish value chains. We will work with the capacity development team to strengthen skills in gender analysis and gender integration through: linkages with north and south universities with training programs on gender, value chains, livestock and fisheries or willing to develop such programs; targeted workshops and hands on training for value chain scientists and partners; graduate training for NARS, NGO and regional partners with attachments to different value chain projects. We will also work with partners within the CG and beyond to develop and test innovative “experiential” approaches to changing attitudes towards gender in agricultural development. It is known that such fundamental attitude changes are required before the more technical trainings can be effective. Partnerships with donor countries and agencies with gender mainstreaming as an important component will be inevitable for encouragement and support of gender mainstreaming in terms of funding research, evaluation, analysis, and the development of tools at international regional and country level. This will include partnerships with country based donors and missions to leverage contributions to support country specific gender analytical and strategic work.

Output 2 is focused on ensuring that gender is appropriately incorporated in the initial value chain characterization and assessments, the identification of partners and the building of partnerships, the identification of potential technological and institutional innovations, and the testing and validation of components and approaches. This will be achieved by working with the value chain and policy teams on assessments, and with the technology development teams on identifying existing and future options and on designing and implementing development, testing and validation. It is envisioned that many of the activities under this output will identify issues that require further research, to be addressed in Output 3.

#### 4.4 Research design

**Output 1:** What means of capacity development work best for different categories of stakeholders?

Working with other CRPs, CRP L&F will design a gender capacity development strategy for different stakeholders within ILRI and partner organizations. The strategy will propose different methods of gender capacity development for the different stakeholders. In conjunction with other CRPs testing a similar range of approaches, ILRI will monitor and evaluate both the process and outcomes of the capacity development approaches, to feed into an evidence base of the types of approaches that lead to desired outcomes by stakeholder group.

**Output 2:** What interventions successfully improve women's productivity and the level, nature and benefits from their participation in target value chains?

Based on analysis of gender-based constraints in target value chains in CRP L&F focal countries, gender responsive (accommodating) interventions will be designed and implemented with development partners. Mixed method monitoring and evaluation frameworks for learning and accountability will be designed and implemented in order to understand what changes happen, for whom and how in social and economic outcomes of interest.

**Output 3:** What kinds of interventions have changed or have the potential to change gender norms that inhibit the range and quality of women's engagement in target value chains?

What are the impacts and lessons learned from implementing gender transformative approaches for upgrading livestock and fish value chains in target locations?

Within value chains willing to take on gender transformative approaches, transformative interventions will be designed based on a social and economic value chain analysis that captures characteristics of gender relations in the value chain and also in other institutions influencing economic opportunities and outcomes. Based on this analysis, gender transformative interventions will be designed with development partners, as will mixed method monitoring and evaluation frameworks for learning and accountability in order to understand what changes happen, for whom, in social and economic outcomes of interest, and how they happen.

**Outputs 3 and 4:** Gender research across outputs 3 and 4 will take a comparative case study approach to synthesize learning about the outcomes of and change processes associated with gender equity and production-related interventions across the target value chains and focal countries. This meta-analysis will enable drawing out lessons learned about how gender accommodating and transformative approaches work across time in different contexts and value chains, and ideally, across time in similar contexts and value chains. The latter depends on how interested CRP colleagues and development partners are about taking up transformative approaches. Development of a shared mixed method M&E framework crossing gender accommodating and transformative interventions is key to enabling learning across contexts, chains and interventions.

**Output 4:** What factors influence the willingness and ability of poor households to purchase, or consume own-produced, ASFs (e.g. affordability, availability, taboos, nutrition knowledge, women's control over income), and their intra-household distribution? What interventions successfully promote more equitable intra-household distributions of ASFs across target locations?

Working with CRP A4HN, CRP L&F will carry out ASF-specific consumer surveys to understand demand for and intra-household allocations of ASFs among poor households. Where significant shortfalls in ASF consumption exist overall or for particular interest groups (women, children), with concomitant negative nutrition and health-related effects, CRP L&F will work with development partners and value chain actors to re-orient chains to meet the demand for ASF among the poor and to improve access to and affordability and equitable distribution of ASFs among the poor. Research



around these interventions will focus on assessing how these processes work and their outcomes at chain and intra-household levels in order to draw out lessons to support scale up and out.

#### 4.5 Sex disaggregated data collection

CRP 3.7 will seek gender based evidence of the status and of changes in relevant gender gaps through collecting secondary and where necessary, primary sex- disaggregated data on all the relevant socio-economic, cultural-political categories of target populations. According to Economic commission of Africa (2009), “Up-to-date sex-disaggregated data, in various sectors at multiple levels ... is a prerequisite for taking ... actions”. Therefore, gender disaggregated information will form the basis for planning, implementation and M&E to improve gender equity within livestock and fish value chains This approach is expected to be adopted by all the actors within the CRP as gender becomes mainstreamed in all stages of projects and programs. As part of gender research and working with CRP2 and Value Chains we will develop and test methods for collecting and analyzing disaggregated data.

### **SECTION 5. MONITORING AND EVALUATION**

This section provides a description of the **monitoring and evaluation** system to be used in CRP3.7 to track progress towards gender-responsive objectives, explaining how progress towards expected results will be measured (in line with the Consortium Level monitoring Principles and Intermediate Development Outcomes). This has been done using milestones and indicators that have a logical link to the desired outputs of CRP 3.7. It is desirable for verification to include use of baseline and follow-up studies on the most important gender –related problems the CRP is trying to resolve.<sup>26</sup>This section therefore includes an explanation of how the M&E applied to gender will be used to provide feedback to realign CRP3.7 targeting, research priorities, research design, implementation, impact assessment and budget execution and if necessary, to improve their approach and responsiveness to relevant gender differences. Different types of feedback have been considered, such as sharing of lessons learned, success stories, unanticipated outcomes and good practices.

#### 5.1 Description of monitoring and evaluation system and process

CGIAR Research Program 3.7 is in advanced stages of refining its Monitoring, Evaluation and Learning framework that will assist program managers, researchers and stakeholders to learn from program implementation such that program objectives and impact pathways are eventually aligned to increase program accountability to stakeholders. Program monitoring and evaluation is largely aimed at facilitating adaptive learning, improving program outcomes, and steering program towards its planned objectives. Monitoring of gender-responsive outputs, outcomes, and impacts will be done at the program level guided by the CRP 3.7 generic gender Theory of Change (ToC) and Impact Pathways. The CRP 3.7 monitoring, evaluation and learning strategy intends to develop several Impact Pathways at different levels and these will become the basis for monitoring the Intermediate Development Outcomes (IDOs) as linked to the CGIAR System Level Outcomes (SLOs). The CRP 3.7 gender Impact Pathway, therefore, will be adapted to the various value chain impact pathways to guide monitoring and evaluation of the gender-responsive outcomes at the value chain level. The Gender and Learning component will guide the process of ensuring that CRP 3.7 M & E framework is aligned with the CRP 3.7 gender strategy. This will entail the component leading the process of defining key indicators to include in the CRP 3.7 M & E framework and designing mechanisms for collecting and analysing the required information. Component progress toward planned gender responsive outcomes and impacts will be judged based on the outputs and outcomes defined in the component log frames. Once gender-responsive outcomes are articulated in each value chain, indicators will be defined and current levels benchmarked. Progress towards achieving desired changes will be charted and monitored regularly and linked to management decisions (see Section 7).

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<sup>26</sup> Consortium-level Monitoring Principles. Draft, CO, November 2011. p.6

Suggested indicators for monitoring progress towards 3.7 Gender Strategy include:

<b>Stages of the research process</b>	<b>Indicators</b>
Priority setting and problem identification	<ul style="list-style-type: none"> <li>• Number of men and women participating in setting priorities for technology development</li> <li>• Level of participation of women and men in evaluation of technologies using innovative approaches</li> <li>• Number of women and men accessing improved technologies</li> <li>• Effect of improved technologies on women's and men's labor, time, and workload</li> <li>• Percentage of research proposals that include objectives and budget for gender activities</li> </ul>
Priority setting and problem identification	<ul style="list-style-type: none"> <li>• Number of men and women participating in setting priorities for technology development</li> <li>• Level of participation of women and men in evaluation of technologies using innovative approaches</li> <li>• Number of women and men accessing improved technologies</li> <li>• Effect of improved technologies on women's and men's labor, time, and workload</li> </ul>
Planning	<ul style="list-style-type: none"> <li>• Percentage of projects with monitoring and evaluation indicators addressing gender differentiation</li> <li>• Gender related criteria included in research planning</li> <li>• Projects' impact on women's and men's access and control of resources</li> </ul>
Personnel and institutional support	<ul style="list-style-type: none"> <li>• Number of scientists and partners trained in gender approaches</li> <li>• Gender skills acquired by trained personnel and partners</li> <li>• A gender strategy in place to ensure gender concerns in projects</li> </ul>
Capacity enhancement	<ul style="list-style-type: none"> <li>• Number of training activities attended by men and women</li> <li>• Number of men and women implementing training activities</li> <li>• Number of women and men trained on and using improved technologies</li> <li>• Number of training courses specifically focusing on women's technology needs</li> </ul>
Outputs	<ul style="list-style-type: none"> <li>• Number of partners using gender related information for decision making</li> <li>• Number of reports and policy briefs that are based on gender disaggregated or gender information</li> <li>• Change in capacity of partners related to gender</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>• More gender equal participation in technology testing and evaluation</li> <li>• More gender equality in access to information or extension training essential for adoption</li> <li>• More gender equal adoption of innovations</li> <li>• Women's collective organization (cooperative membership) increases</li> <li>• Changes in the perception of men and women of what women are entitled to do and control in relation to LaF market participation</li> </ul>

Results from the gender strategy monitoring and evaluations will be shared with scientists at annual meetings for CRP 3.7 and through communication channels on the CRP 3.7 WIKI. This provides a forum for encouraging dialogue on accomplishments and constraints, how gender integration efforts might be improved, and what further support will be needed in the following year. These forums will be supplemented by targeted focused group discussions and short surveys in order to generate deeper insights into successes, constraints and improvement measures.

Impact evaluation will be closely coordinated with the Monitoring, Evaluation and Impact Assessment team of CRP 3.7, which is developing principles to guide the process. The M&E task force of the CGIAR Gender Network will provide additional support to impact evaluation.

## SECTION 6. BUDGET

The CRP Gender Strategy includes an annual budget that can be used to assess and subsequently monitor whether the level of gender expertise and operational capacity of the CRP are adequate for the gender analysis and research work proposed. Levels of staffing and operational costs are itemized, based on the desired activities and outputs. Budgets are to be drafted on an annual basis by the CRP lead with inputs from consortium partners. The budget below is developed for 2013, with resources assigned to gender research, staff support, partner meetings and training workshops that support the outputs described earlier. Bilateral projects that are currently operating in the targeted value chain countries provide additional funds to complete work outlined in the gender strategy. The budget presented is what is currently available for 2013, however to fully implement the gender strategy and achieve key outputs, full time staff are required. The “ideal” budget to fully achieve the gender strategy is presented later in the strategy.

### Gender Strategy Budget 2013 -proposed

No	Details		Amount	403,697
<b>1</b>	<b>Personnel Costs</b>	<b>Staff time %</b>		<b>55,000</b>
	<i>(Communications Specialist)</i>	27%	11,684	71,500
	<i>(Administrative support)</i>	37%	8,177	20,000
	<i>(Administrative support)</i>	25%	3,325	96,284
	<i>(Research technician) M.A.</i>	29%	8,664	<b>646,482</b>
	<i>(Research technician) M.A.</i>	70%	21,280	
	<i>(Senior Gender Scientist) Ph.D.</i>	50%	82,700	
	<i>(Value Chain Scientist) Ph.D.</i>	15%	22,245	
	<i>Post Doc (Nutrition and Gender Scientist) Ph.D.</i>	50%	50,150	
	<i>(Gender Scientist- Value Chains) Ph.D.</i>	25%	28,250	
	<i>(Senior Gender Scientist/Theme Leader) Ph.D.</i>	35%	59,640	
	<i>(Monitoring and Evaluation Scientist) Ph.D.</i>	34%	33,558	
	<i>(Gender Scientist – Capacity Development) Ph.D.</i>	60%	67,800	
	<i>Research Coordination</i>		5,034	
	<i>ICT</i>		1,190	
<b>2</b>	<b>Collaborators</b>			
	<i>World Fish- (Value Chain Scientist) Ph.D.</i>		30,000	
	<i>World Fish- (Senior Gender Scientist) Ph.D.</i>		25,000	
<b>3</b>	<b>Supplies and Services</b>			
	<i>Partner Meetings</i>		40,000	
	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500	
	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500	
	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500	
	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500	
	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500	

	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500
	<i>Partner Meetings- Consortium (3.7 partner meetings)</i>		4,500
<b>4</b>	<b>Operational Travel</b>		
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<i>Project Team</i>		2,500
	<b>Total Direct Costs</b>		<b>550,197</b>
	Institutional Costs (17.5%)		96,284
	<b>TOTAL</b>		<b>646,482</b>

## SECTION 7. MANAGEMENT SYSTEM

The gender cross-cutting theme is under the supervision of the CRP3.7 director, and associated activities are coordinated by a Gender theme leader. The Gender theme leader is one of seven theme leaders in CRP 3.7 and serves on the overall management committee. Management of the overall Gender Strategy, its outputs and budget is the responsibility of the Gender theme leader with regular communication and inputs from consortium partners. Individual CG partners will take leadership of specific outputs and activities, and percentages of their time will be budgeted to key activities. These partners (plus appropriate inputs from external gender experts) will form an “advisory board” that meets quarterly (via skype or face to face as possible) to review progress towards outputs and discuss challenges. Ultimately, it is planned to have more staff dedicated entirely to achieving outputs and outcomes for this strategy. Time spent by all partners will be included in the annual CRP 3.7 budget. Partners outside the CG system will also be considered as needed to assist with achieving outputs. Annual work plans are planned openly and shared amongst the CG partners; joint centre activities will be also encouraged to build collaboration and collective action in achieving gender-responsive goals and objectives. Semi-annual and annual reports from CRP 3.7 are required, and are reported to the Gender theme leader and ultimately to the CRP3.7 director. There is strong support for integrating gender into all aspects of Value Chain work, and the Gender theme leader works closely with other theme leaders to ensure that gender is integrated into all aspects of CRP 3.7 program work. The Gender Strategy has already received endorsement from the CRP 3.7 director, and it is anticipated the gender strategy will be strongly supported by the 3.7 management team as gender is a key theme throughout the program.

To share information, and report progress on deliverables, annual or bi-annual face to face meetings will occur and quarterly reviews will be provided from all consortium partners. Consortium partners will also communicate and share information through the CG Gender Network and WIKI, as well as the Livestock and Fish WIKI site.

While the gender team has responsibility to manage the implementation of the Gender strategy, the strategy’s overall success relies on a much wider range of actors. The CRP director and specific value chain leaders are responsible for promoting gender integration in the overall CRP and in specific value chain programs. Without this support, the gender team cannot easily access field sites for research, staff for gender capacity development or budget to fund gender research and outputs. ILRI has an approved center wide gender strategy that formalizes the need for gender mainstreaming in all research efforts, and across the organization as a whole. This will assist with strengthening gender integration within the responsibilities of key CRP and value chain leaders.

## SECTION 8. CAPACITY

Within the Gender Strategy, Output 1 refers to capacity development of both CG staff and partners. Staff and senior managers need to be gender aware and to develop the capacity to promote gender equality and equity. Training should include general gender awareness training as well as focus on specific issues such as gender and monitoring and evaluation, gender and value chains etc. The specific training should be systematic, continuous, and adapted to the duties and responsibilities assigned to staff within programs or projects. All staff responsible for developing and implementing projects need skills for effectively integrating and using gender transformative approaches in these projects.

In the case of projects undertaken in the field, traditional training in gender has not been particularly effective in bringing about the required changes in sustainable development and environmental interventions. A learning-by-doing or experiential learning approach has, however, greatly helped program and project staff, as well as partners, to incorporate gender issues within the project and program cycle, to distil lessons from the field, and to support bottom-up policy development. Gender awareness related training or activities should target all stakeholders in the CRP irrespective of their roles or positions within organizations. The research program associated with output 1 will assess different approaches to gender capacity development across different staff and partners according to their roles, to understand the types of approaches that perform best in bringing about increased buy in for and knowledge of the relevance of gender to agricultural development research and practice. In order to entirely implement the gender strategy laid out earlier, the following staffing levels would be needed. These differ from the budget presented previously, as the staffing described above is simply to begin implementation but not fully cover all outputs proposed for this ambitious strategy.

Position type	No.	Qualification level	Discipline or field	Available in 2013	2014 etc
Research scientists	3	PhD	Economist, sociologist, Value Chain Specialists	.6 capacity development .4 value chains .8 gender approaches and theme leader	3 FTE needed
Research scientist (seconded from WorldFish)	2	PhD	Economist, socio-economist	2 at 25% time each	2 at 25% time each
Seconded university faculty	1	PhD	Policy analyst Gender expert, sociologist	0	1
Postdoctoral fellow	1	PhD	Nutrition	.5	1
M and E scientist	1	PhD	Impact/M and E	.3	1
Regional research technicians	2	Masters	Social science, gender	1	2
Gender training coordinator	1	Masters	Any	0	1
Consultants in value chain analysis (6 months)	2	Masters or PhD	Team of marketing specialists and gender	0	2

			analysts		
Field site staff	5	Bachelor's	Any- will be trained in gender analysis	0	5
Administrative support	2	Bachelor's and High School Diploma	Finance, Any	.6	2
Totals	17				

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Annex 1 Checklist for incorporating gender into project cycle:

**Identification: Assessing Gender Needs/problems or opportunities**

1. What needs and opportunities exist for increasing women and men's productivity? What obstacles/problems are they facing currently?
2. How will these affect women and men's labor, time, workload etc?
3. You want women and men to have equal access to resources. How can this be done?
4. You want women and men to have more control of resources in equitable manner. How can this be done?
5. Have both men and women been directly consulted in identifying such opportunities?

**Planning: Defining general project objectives**

1. Are project objectives clearly related to practical and strategic gender needs?
2. Do these objectives adequately reflect specific gender needs?
3. Have both men and women participated in setting those objectives?
4. Have there been any earlier efforts to do the same? What were the experiences then?



5. How has the present proposal built on earlier activity/activities?

**Planning: Identifying possible negative effects**

1. Will the project reduce women's and men's equal access to, or control of resources and benefits?
2. Will it badly affect women's and men's situation in some other way?
3. What will be the effects on women and men in the short and longer term, (in terms of social, economic and political effects)?

**Planning: Project impact on women's and men's activities**

1. Community activities may include production, reproduction and maintenance, social or political. Which of these does the project affect?
2. Is the planned activity consistent with the way women and men see the activity? What are the gendered perceptions?
3. If it is planned to change the way women and men carry out an activity – where is the impact on- payment, technology, kind of activity - is all this feasible? What positive or negative effects will there be on both women and men?
4. If in fact there is no change, is this a missed opportunity for women and men's roles in the development process?
5. How can the project design be adjusted to increase the positive effects, and reduce or eliminate the negative ones?

**Planning: Project impact on women's and men's access and control**

1. How will each of the project components affect women's and men's access to and control of the resources and benefits?
2. How will each of the project components affect women's and men's access to and control of the resources and benefits around household and family responsibilities?
3. How will each of the project components affect women's and men's access to and control of the resources and benefits around their social, political and community responsibilities?
4. What arrangements have been made for further exploration of constraints and possible improvements?
5. How can the project design be adjusted to increase both women and men's access to, and control of resources and benefits?

**Implementation: Personnel**

1. Are project personnel trained to be aware of and sympathetic towards women and men's needs?
2. Are personnel used to deliver the goods or services both to women and men?
3. Do personnel have the necessary skills to provide the inputs required by women and men?
4. What training techniques will be used to develop delivery systems?
5. Are there appropriate opportunities for both women and men to participate in project management positions?
6. Is the project manager trained in gender analysis, and does the job description include responsibility for this component?

**Implementation: Organisational structure**

1. Does the organisational structure provide for access to resources by women and men?
2. Does the organisation have adequate power to obtain resources, needed by both men and women, from other organisations?
3. Does the organisation have the institutional capability to support and protect both women and men during the change process?

**Implementation: Operations and logistics**

1. Are the organisation's delivery channels accessible to both women and men in terms of personnel, location and timing?
2. Do control procedures exist to ensure dependable delivery of goods and services?

3. Are there mechanisms to ensure that the project resources or benefits are not controlled or taken over by males?

**Implementation: Finances**

1. Is there funding to ensure programme continuity'?
2. Is the level of funding enough for the planned tasks?
3. Does the project ensure that males do not get preferential access? Or that women are not denied access through obvious and hidden barriers?
4. Is it possible to trace funds for both women and men, from allocation to delivery, with a fair degree of accuracy?

**Implementation: Flexibility**

1. Does the project have a monitoring system that allows it to measure the effects of the project on both women and men'?
2. Does the organization have enough flexibility to adapt its structure and operations to meet the changing situations of men and women?

**Monitoring & Evaluation: Data requirements**

1. Does the project's monitoring and evaluation system measure clearly the project's effects on both men and women?
2. Are both men and women, from both project and community, involved in selecting what data is needed?
3. Is the monitoring system participatory – did members of the community select some of what is monitored and then collect the data?

**Monitoring & Evaluation: Data collection and analysis**

1. Is the data collected with sufficient frequency so that adjustments can be made during the project?
2. Is the data fed back to the project personnel and to the community in an understandable form and on a timely basis, so that adjustments can be made?
3. Are women involved in the collection and interpretation of data?
4. Is data analyzed so as to provide guidance for the design of other projects?
5. Are key areas of gender-related research identified?

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Annex 2: Livestock and Fish Logframe for partner activities

[CRP 3.7 Gender logframe workplan 1.25.13 KEC.xlsx](#)