



Show how your research helps both **women and men** - and get funding for your project!



of gender in project design and implementation, and demonstrating appropriate attention to gender issues will increase your chances of obtaining a grant².

The relevance of gender in agricultural research

Gender equality is a development goal in itself and is recognized for enhancing overall economic efficiency of other development interventions³. Just as reduction in income poverty or ensuring greater access to justice is part of development, so too is the narrowing of gaps in well-being between men and women (World Bank 2011).

Gender refers to the socially constructed roles and status of women and men, girls and boys. It is a set of culturally specific characteristics defining the social behavior of women and men, and the relationship between them. Gender roles, status and relations vary according to place (countries, regions, and villages), groups (class, ethnic, religious, and caste), generations and stages of the lifecycle of individuals. Gender is, thus, not about women but about the relationship between women and men.

CIMMYT's work focuses on reducing poverty and hunger by sustainably increasing the productivity of maize- and wheat-based farming systems. Of the poor who depend on maize and wheat for their livelihoods and food security, more than half are women and girls. Our research could and should benefit both women and men. However, this does not happen automatically and requires special attention. Careful integration of a gender perspective in the research process is a means to ensure that maize- and wheat- research-for-development leads to sustainable intensification of maize- and wheat-based systems and socially equitable advances in human wellbeing.

This tool for integration of gender in proposal development is useful for scientists or research teams that are involved in the writing of concept notes and proposals¹. Reading and applying the document is an initial step in designing your project so that your work has a higher probability of having an impact on different types of poor people including both women and men. In addition, many donors put a high priority on the integration

¹ With the generous permission of CIFOR, parts of this tool were adapted from the CIFOR Proposal Development Guidelines for Integrating Gender, 2013 (<http://www.cifor.org/online-library/browse/view-publication/publication/4155.html>).

² These donors for example prioritize gender in their guidelines: BMGF, USAID, ACIAR, SDC, CIDA (Source: CIMMYT Project Management Unit).

³ Millennium Development Goal (MDG) 3, the promotion of gender equality and women's empowerment, is the only MDG that is both a goal in itself and recognized as essential to the achievement of all the other Millennium Development Goals (UNFPA 2005, WB 2011, FAO 2011).

Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations and the needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

Both women and men play important roles in farming and food production. However, in most of the developing world female farmers are disadvantaged and face greater constraints in agricultural production than their male peers (Meinzen-Dick et al. 2011; World Bank, FAO and IFAD, 2008). Rural women are consistently less likely than men to own land or livestock, adopt new technologies, access credit or other financial services, or receive education or extension advice (FAO 2011). Yet, the literature also shows that with equal access to inputs, yields for men and women are very similar (Udry et al. 1995). The FAO 2011 State of Food and Agriculture report concluded that if women had the same access to productive resources as men, they could increase yields on their farms by 20–30 %. This could raise total agricultural output in developing countries by 2.5–4 %, which, in turn, could reduce the number of hungry people in the world by 12–17 % or 100–150 million people (FAO 2011). In addition, improvements in gender equality tend to enhance economic efficiency and improve other development outcomes, e.g. family food and nutrition security and education (Fafchamps et al. 2009; Quisumbing and Maluccio 2003, Duflo 2012, Revenga & Shetty 2012).

Why do I need to make an extra effort to have impact on both women and men?

For many years development was influenced by a view of the household as a collection of individuals who behave as if in agreement on how best to combine time and goods to produce commodities that maximize common welfare (Chiappori et al 1993). Today there is ample recognition that households do not act in a unitary manner when allocating resources (Alderman, Haddad, and Udry 1996; Haddad, Hoddinott, and Alderman 1997). Individuals in the same household do not necessarily enjoy equal access to resources, e.g. land, labor, technology, finances. Likewise, they often do not have the same possibility to take advantage of new opportunities, e.g. information, new technologies or opportunities for income generation. These dynamics are further underpinned by deep-seated gender norms and social rules influencing the choices and behavior of individual men and women, boys and girls.

Together, these aspects have important implications for agricultural development and productivity; in particular for women's and girls' possibility to

benefit from new opportunities. Gains for the household, or a particular member of it, cannot be assumed automatically to translate into similar benefits for all household members. In the worst case, disparities might even broaden. On the other hand, if a project takes special precautions to reach a disadvantaged group such as women the possibilities of beneficial and more equitable impact increase significantly (Meinzen-dick et al. 2004; IFAD 2009; World Bank et al. 2008).

Agricultural research, which is designed to ensure that both women and men benefit, and that neither is harmed, is referred to as gender-aware or gender-responsive agricultural research. It analyses and takes into account how gender relations influence men and women's ability to access, and use improved agricultural technologies, including new knowledge and practices, as well as how policies and other research and development interventions affect women and men differently. The findings and recommendations from gender aware research help identify improvements for technology development, policies and practices that offer the best options for both women and men farmers, including youth.

Making your research project gender aware – key elements to consider

The following is intended as a tool to help you improve the design of your new research proposal. It can be used for brain-storming, or as a basic catalogue or registry of issues to consider, resulting in your proposal being more competitive and enhancing its chances of getting funded. As a minimum, sections 1-3 should be considered for all



proposals. In addition, sections 4-9 apply to proposals, where

- a) gender sensitive measures are appropriate, or necessary to avoid negative trade-offs on any particular groups;
- b) gender awareness or women's empowerment is a high priority for the donor;
- c) gender constitutes a key element, e.g. in the objective, project components or outputs;
- d) or where you want to make an extra effort.

Not all projects require a gender perspective. Yet, if you fail to explain why gender considerations are not relevant, it may jeopardize your chance of funding. It is important to demonstrate that you have considered how your research can contribute to greater equity or benefit from gender analysis (Box 1). At the very least, you need to demonstrate that your research will not further exacerbate existing gender inequalities.

1. Objectives, outcomes and outputs

The goals and objectives of your research project should explicitly demonstrate a contribution towards poverty reduction and food security consistent with CIMMYT's purpose. To start with, let goals, objectives and outcomes refer specifically to men and women, instead of just saying 'farmers' or 'community members'. In addition, strive to frame the objectives and research questions so they demonstrate gender as a key analytical and explanatory variable through which other social variables are examined.

Guiding questions:

- What is the problem or opportunity that your research addresses? How does this affect women and men respectively? Are there any particular issues related to women or youth or children?
- How will the outcome of your research benefit men and women respectively?

- Have you demonstrated how your research will be responsive to or *focus* on gender issues? This can be demonstrated by how you frame the goals and objectives, outcomes and outputs in your proposal, or how you formulate your research questions.
- Have you considered including specific objectives or research questions related to gender? If there are not concrete expected results related to gender, it tends to 'fade out'. For further ideas on how gender may be linked to your research, or to identify appropriate gender research questions, please consult the resources in Box 3.

2. Beneficiaries

If your research targets specific groups of beneficiaries, explain in your proposal how it will integrate an analysis of gender and other socio-economic characteristics of this/these groups. It should also demonstrate an understanding of **how these aspects may influence beneficiaries' ability to participate and/or benefit from the outputs of the research, in different ways.**

Consider the following:

- Have you explained who the ultimate beneficiary/ies is/are? In describing the beneficiaries of your research, be sure to highlight key characteristics about the population, including sex, wealth status, ethnicity, age or religion.
- Have you described how you will ensure that both men and women are among the beneficiaries? Consider how gender will affect men's and women's participation in research activities, as well as how to ensure they have the opportunity to benefit from activities or outputs.

Box 1. What if gender is not an important issue in your research project?

Any scientific research that involves or affects humans should consider the different realities for women and men. Sometimes, however, social variables, including gender, are not important. If this is the case for your research, you should still explain why gender is not important. You should also explain how your research contributes towards intermediate development outcomes and system-level outcomes to advance human welfare and environmental conservation. Often, it is not possible to determine if gender is a significant variable to research before conducting analysis. Still, men and women are likely to experience a change as a result of your intervention. Thus, you should show how you will assess those changes and their potential impacts.

- Have you identified, as secondary beneficiaries, any women's groups or other organizations working in support of gender equality or women's rights?
- Have you considered who, - if anyone, may be adversely affected by your research?

3. Research approach:

- How will you ensure that your research addresses the constraints and preferences of women as well as men? Have you considered undertaking a gender analysis to inform research design and implementation?
- Have you explained how you will ensure that both men and women will be able to access and benefit from the outputs of your research?
- If research activities involve farmer participation, how will you ensure that both female and male farmers participate and provide feedback to technology development process?
- Have you considered the cultural context for the research and whether there is a need for both men and women field staff, facilitators, enumerators or interviewers?
- Have you considered whether you need to plan for mixed- and/ or single-sex approach for field demonstrations or participatory technology evaluations, interviews, trainings, focus group discussions or other participatory activities?

4. Capacity building on gender

- Is there a need for training to ensure research team members have a common understanding of gender?
- Have you considered the need for a workshop on tools or methods for gender analysis? Or the need to train enumerators, technical

field staff and facilitators or key partners on how to apply a gender perspective in the research process?

- Have you identified gender experts or organizations that can support your team throughout the research process?

5. Budget

In developing your budget, be specific about financial resources needed for gender-related activities. The more specific in identifying activities and outputs, the better you can outline the financial resources required to support them.

- Have you set aside an appropriate level of funds to carry out your gender-related activities – from data collection to knowledge sharing and dissemination? Your budget may need to include costs associated with conducting intra-household surveys, separate focus groups or participatory technology evaluations for men and women, or hiring a gender expert for your team.

- Have you included any costs for capacity building? You may need to budget for gender training to build capacity among your research team, enumerators and partners.
- Have you budgeted appropriately to monitor and evaluate the impacts of your research on both women and men beneficiaries?

6. Partnerships and Alliances

Partnerships and alliances can be forged with entities that have special expertise on gender and social equity, e.g. regional or national gender committees, ministries of gender or women's affairs, or women's organizations and business associations.

- Have you included women's groups or other organizations working in support of, or undertaking research on, gender equality, women's rights, social equity or youth among your research partners?
- Have you considered partnering with women's groups or other organizations working in support of gender equality or women's rights for advocacy and outreach?

Box 2. Pay attention to the gender composition of your team.

Advancing opportunities for women in science and research is an important goal for CIMMYT and the CGIAR. Many donors are also paying greater attention not only to how gender is incorporated into the research content, but also how well institutions are supporting equal opportunities in their own policies and practices. Including women on your research team will not ensure the content of your research or its outcomes are more gender sensitive. However, promoting equal opportunities for men and women to participate in research is one step towards establishing a work culture that allows both men and women to thrive.



7. Knowledge sharing for policy and practice

- Have you made it clear how you will communicate gender-disaggregated statistics, tables, figures, descriptions and analysis?
- Have you considered a specific deliverable, publication or event to showcase gender-related findings?
- Have you considered how to share your knowledge with beneficiaries, including women, as well as groups, committees or other entities that support gender equality or women's rights? When you report to communities, ensure that both men and women can understand and access the findings.

8. Monitoring, Evaluation and Learning

- Have you ensured that your people-level indicators are disaggregated by sex? This means more than disaggregated data at the household level. Your research should disaggregate by sex any indicator that tracks the number or percentages of people.
- Have you included sex-disaggregated indicators at the outcome level to measure changes in knowledge, capacity or behaviors of target populations?
- Have you considered indicators to measure key gender-related impacts?
- Have you included measurements to assess the effectiveness of the gender integration process? CIMMYT is interested not only in capturing gender-differentiated outputs and outcomes, but also in following how well gender is

being integrated into the research process. You might consider including some indicators to measure progress towards improved capacity such as the number of staff and partner representatives with improved knowledge of gender issues.

9. Data Collection and Analysis

Gender integration entails careful consideration of the relationship between women and men. This requires relevant and valid data pertaining to the perspectives, needs, constraints and preferences of both women and men.

- Have you described how you will collect sex-disaggregated data? Have you considered collecting data from both men and women within households?

- Have you considered what method(s) would best match the scale of your research? If you are comparing across countries, surveys may be more suitable, while participatory methods may be more useful for examining changes in access to assets, including technology, knowledge, inputs etc. If you are seeking to understand processes of social interaction or decision-making or other behavior, qualitative approaches are likely to be needed, while quantitative approaches will be helpful to provide statistical information and estimate the scale of a phenomenon. If you are working closely with or empowering local actors and communities, participatory and collaborative approaches are generally better suited.

Box 3. Looking for gender-related research questions? – Resources and Useful Reads:

- Strategy for integrating gender in WHEAT, <http://wheat.org/gender-in-wheat>
- Strategy for integrating gender in MAIZE, <http://maize.org/gender-in-maize>
- Beuchelt and Badstue, 2013. Gender, nutrition- and climate-smart food production: Opportunities and trade-offs, <http://dx.doi.org/10.1007/s12571-013-0290-8>
- Meinzen-Dick, R. et al. 2011. Engendering agricultural research, development and extension, <http://www.ifpri.org/sites/default/files/publications/rr176.pdf>
- World Bank, FAO and IFA, 2009. Gender in Agriculture Sourcebook, <http://www.genderinag.org/content/gender-agriculture-sourcebook>
- Bill and Melinda Gates Foundation, 2012. Creating gender responsive agricultural development programs, <https://docs.gatesfoundation.org/Documents/gender-responsive-orientation-document.pdf>



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