

# ACGG gender strategy country implementation plan



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# ACGG gender strategy country implementation plan

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March 2018


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Editing, design and layout—ILRI Editorial and Publishing Services, Addis Ababa, Ethiopia.

Cover photos—ILRI

ISBN:92-9146-536-4

Citation: Danielsen, K. and Newton, J. 2018. *ACGG gender strategy country implementation plan*. ILRI Project Report. Nairobi, Kenya: International Livestock Research Institute (ILRI).

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# Contents

|  |    |
|--|----|
| Gender strategy action areas:  | 1  |
| Action area 1: to put in place sufficient human and financial resources and appropriate systems (including monitoring, communication and capacity) to implement the ACGG gender strategy   | 2  |
| Action area 2: to increase the understanding of gender dynamics:   | 4  |
| Action area 3: to ensure that CIPs are gender responsive in all aspects (preparation, implementation, follow up and reporting) to enable women to speak up and that their voices are heard                                       | 7  |
| Action area 4: to establish feedback loops between IPs at different levels to ensure that strategic gender concerns emerging at community level inform agenda setting, discussion, decision-making and actions at national level | 9  |
| Action area 5: to increase meaningful and gender-balanced NIP representation and integrate gender concerns into the mainstream of NIPs   | 10 |

## Gender strategy action areas:

1. to ensure that sufficient human and financial resources and appropriate systems (including gender-responsive monitoring, communication and capacity) are in place to implement the ACGG gender strategy
2. to increase the understanding of:
  - a. gendered trait and strain preferences and gender dynamics behind them to inform decisions on the release of farmer-preferred genotypes
  - b. gendered constraints of women and men farmers in their access to services, inputs and markets
  - c. how intra-household gender dynamics affect the distribution of benefits of improved chicken production
  - d. how chicken production contributes towards women's empowerment (WE)
3. to ensure that community innovation platforms (CIPs) are gender responsive in all aspects (preparation, implementation, follow up and reporting) to enable women to speak up and that their voices are heard
4. to establish feedback loops between innovation platforms (IPs) at different levels to ensure that strategic gender concerns emerging at community level inform agenda setting, discussion, decision-making and actions at the national level
5. to increase meaningful and gender-balanced NIP representation and integrate gender concerns into the mainstream of national innovation platforms (NIPs)

## Action area I

To put in place sufficient human and financial resources and appropriate systems (including monitoring, communication and capacity) to implement the ACGG gender strategy

| Key activities   | Who will do what   | Quarter | Budget  | Reference to gender strategy monitoring framework | Remarks |
|--|--|---------|---------|---|---------|
| E/N/T1.1. Provide feedback to concept of <b>ACGG Gender Taskforce, gender strategy monitoring framework and progress reporting.</b>  | Country management team with Gender Focal Person (GFP)   | Q4-17   | Country | Not applicable                                    |         |
| E/N/T1.2. Finalize <b>terms of reference (ToR) and contract</b> of GFP.  | Country management team with International Livestock Research Institute (ILRI) gender scientist and program director | Q4-17   | Country | Indicator 1.1.<br>Milestone 1.1.1.                |         |
| E/N/T1.3. Develop <b>work plan</b> for GFP to lead on gender strategy implementation at country level.   | Country management team with GFP   | Q4-17   | Country | Not applicable                                    |         |
| E/N/T1.4. Allocate <b>budget</b> for GFP to lead on gender strategy implementation at country level.   | Country management team with GFP   | Q4-17   | Country | Not applicable                                    |         |
| E/N/T1.5. <b>Establish mechanism for supportive supervision/ monitoring</b> on emerging issues (such as day-to-day experiences of staff, problems with implementing gender-responsive tools, CIP facilitation etc.) of enumerators/ field officers and subnational coordinators (SNCs). This means establishing lines of communication (possibly reporting) between staff at different levels and agreeing on support/monitoring visits as needed. | Country management team with GFP   | Ongoing | Country | Not applicable                                    |         |

| Key activities  | Who will do what  | Quarter  | Budget              | Reference to gender strategy monitoring framework | Remarks  |
|---|---|--|---------------------|---|--|
| E/N/T1.6. Participate in <b>regular Gender Taskforce meetings</b> (regular meetings via Skype/phone. Face-to-face learning/reflection/analysis meetings to be decided.).  | GFPs and national program coordinator (NPC) with ILRI gender scientist and program director   | Ongoing regular Skype calls<br><br>Frequency to be decided | ILRI<br><br>Country | Not applicable                                    |  |
| E/N/T1.7. Provide <b>ongoing feedback to ACGG management</b> on progress of implementing gender strategy (such as from on-farm testing, FGDs, WE monitoring, CIP reports etc.). This could be done during monthly Skype calls between program director and country teams.). | Country management team with support from GFP   | Ongoing  | ILRI<br><br>Country |   | Reference to E/N/T5.2.: (to decide on issues to be scaled down to CIP or up to NIP)  |
| E/N/T1.8. Collate all findings from all ACGG gender research activities and outputs (on-farm testing, FGDs, WE monitoring, CIPs and NIPs) and prepare biannual country <b>gender strategy progress report</b> .   | NPC, GFP, country data focal point with support from ILRI gender scientist<br><br>Format for gender strategy progress report will be provided by ILRI gender scientist. | Bi-annually  | Country             | See remarks column                                | The gender strategy progress report is a key research output as well as a key monitoring and adaptive learning instrument for ACGG, i.e. it will include reporting on progress on all indicators and milestones and it will suggest corrective action if needed and highlight best practice. |
| E/N/T1.9. <b>Gender capacity development</b> for ACCG country team with a focus on gender responsive research and monitoring – such as in conjunction to program management team.   | Country management team, GFP  | Tbc  | ILRI<br><br>Country | Not applicable                                    | To be decided  |



## Action area 2

### To increase the understanding of gender dynamics:

- gendered **trait and strain** preferences and gender dynamics behind them to inform decisions on the release of farmer-preferred genotypes
- gendered constraints of women and men farmers in their **access** to services, inputs and markets
- how intra-household gender dynamics affect the distribution of **benefits** of improved chicken production
- how chicken production contributes towards **women's empowerment**

| Key activities  | Who will do what   | Quarter | Budget         | Reference to gender strategy monitoring framework             | Remarks |
|---|--|---------|----------------|---|---------|
| <b>Engendering on-farm testing</b>  |  |         |                |   |         |
| E/N/T2.1. For action area 2c (benefits): provide feedback to revision of <b>on-farm testing tool</b> (i.e., new separate form with 6 to 8 questions on gender dimensions of control over benefits).   | ILRI gender scientist will prepare a draft (new form) with ILRI socio-economists and data/ Open Data Kit technicians, and share with country teams for input, in particular from NPC and GFP.                                | Q1-18   | Country        | Indicator 1.1.<br>Milestone 1.1.3.                            |         |
| E/N/T2.2. For action areas 2a (traits) and c (benefits): orient SNCs and enumerators/field officers on changes in on-farm testing tool and provide guidance notes for roll out.<br><br><i>Could be combined with activity E/N/T1.5 (training on FGD tool)</i> | Orientation/training can probably be done by NPCs and GFPs with support of ILRI gender scientist. Guidance notes for roll out will be drafted by ILRI gender scientist and be revised by country team to suit local context. | Q1-18   | ILRI + Country | Not applicable  |         |
| E/N/T2.3. For action areas 2a (traits) and c (benefits): perform country level data analysis.   | Data focal point and GFPs with support from ILRI socio-economists and Data/ Open Data Kit technicians, and gender scientist  | Ongoing | ILRI + Country | Indicator 4.1.<br>Milestone 4.1.1.(possibly Milestone 4.1.2.) |         |
| <b>Focus-group discussions on different gender dynamics of chicken production</b>   |  |         |                |   |         |
| E/N/T2.4. For action area 2a-d: provide feedback to the draft semi-structured interview guide for FGDs and draft plan for data collection (to be administered in conjunction with CIP).   | ILRI gender scientist will prepare a draft (tool, data collection process and gender dynamics research protocol) and share with country teams for input, in particular from GFP.   | Q1-18   | Country        | Indicator 1.1.<br>Milestone 1.1.5.                            |         |

| Key activities  | Who will do what  | Quarter | Budget          | Reference to gender strategy monitoring framework  | Remarks   |
|---|---|---------|-----------------|--|---|
| <p>E/N/T2.5. For action area 2a-d: provide training to SNCs and enumerators/field officers on the new semi-structured interview guide for FGDs and related data collection plan and research protocol.</p> <p><i>Consider merging training on participatory monitoring tool E/N/T2.9.</i></p> | <p>Training to SNCs and enumerators/field officers will be provided by ILRI gender scientist with the support of GFPs.</p> <p>ILRI gender scientist will prepare gender dynamics research protocol.</p> | Q1-18   | ILRI + Country  | Not applicable   | <p>Need to decide:</p> <p>Central training or ILRI gender scientist travelling to three countries</p> <p>Training for all SNCs/ enumerators/ field officers) or selected ones</p> <p>Training for all (SNCs and enumerators/field officers), or training of trainers to SNCs?</p>   |
| <p>E/N/T2.6. For action area 2a-d: data collection using semi-structured interview guide for FGDs by enumerators/field officers and SNCs.</p>   | <p>Enumerators will collect data supported by SNCs and GFPs (depending on the final data collection design and gender dynamics research protocol).</p>  | Q1-18   | Country         | Not applicable   |   |
| <p>E/N/T2.7. For action area 2a-d: perform country level data analysis of FGDs data guided by research protocol.</p>  | <p>GFP could lead with input from other country team members.</p> <p>Final gender dynamics research protocol will give exact guidance to when and how different country staff will be involved.</p>     | Tbc     | ILRI<br>Country | <p>Indicator 2.1.<br/>Milestones 2.1.1., 2.1.2, 2.1.3</p> <p>Indicator 3.1., 3.2., 3.3. and related Milestones (tbc)</p> <p>Indicator 4.1.<br/>Milestones 4.1.1., 4.1.2.</p> | <p>Separate documentation per FGD ('raw data'/FGD report) could be collated, analyzed and written up at country level by enumerators/field officers, SNCs and GFP. These reports as well as the 'raw data' could then be sent to ILRI gender scientist for further analysis and write up (i.e. program level analysis).</p> |
| <b>Participatory monitoring of women's empowerment</b>  |   |         |                 |  |   |
| <p>E/N/T2.8. For action area 2d: work with ILRI gender scientist to adapt participatory empowerment monitoring tool (piloted in ACGG Tanzania) and co-develop plan for data collection.</p>   | <p>Gender scientist will prepare a draft (tool and WE protocol) and share with country teams for input, in particular from GFPs.</p>  | Q1-18   | Country         | <p>Indicator 1.1.<br/>Milestone 1.1.4.</p>   |   |
| <p>E/N/T2.9. For action area 2d: train SNCs and selected enumerators/field officers in administering the participatory empowerment monitoring tool and WE protocol.</p> <p><i>Consider merging training on administration of FGD tool E/N/T1.5.</i></p>                                       | <p>ILRI gender scientist and GFPs</p>   | Q1-18   | ILRI            | Not applicable   | See remarks under E/N/T1.5.   |

| Key activities   | Who will do what  | Quarter     | Budget  | Reference to gender strategy monitoring framework                        | Remarks   |
|--|---|-------------|---------|--|---|
| E/N/T2.10. For action area 2d: facilitate the establishment of X no. of participatory empowerment monitoring groups.                                   | Enumerators/field officers, SNCs and GFPs   | Q1-18       | Country | Indicator 3.4. Milestone 3.4.1.  | Number of groups depends on country team decision   |
| E/N/T2.11. For action area 2d: facilitate the participatory empowerment monitoring (i.e. facilitate group meetings and collect data).                  | Enumerators will facilitate the groups meetings/data collection supported by SNCs and GFPs (details depend on the WE protocol).                                 | Ongoing     | Country | Not applicable   |   |
| E/N/T2.12. For action area 2d: analysis and write up of data from participatory empowerment monitoring   | GFP could lead with input from other country team members.<br><br>Final WE protocol will give exact guidance to how different country staff will be involved.   | tbc         | Country | Indicator 3.4. Milestones 3.4.2., 3.4.3. Indicator 4.1. Milestone 4.1.3. | Proposed outputs: two country synthesis reports on progress of measuring locally defined indicators of empowerment (preliminary 2018, final 2019)             |
| <b>Supervision, monitoring and reporting of action area 2 activities</b>   |   |             |         |  |   |
| E/N/T2.13. For Action Area 2a-d: Supervise data collection and processing (supportive supervision, monitoring visits as needed)                        | NPC, Gender Focal Person  | Ongoing     | Country | Not applicable   | Important to stay in close contact with enumerators/field officers to troubleshoot and provide timely feed-back. Also important for ongoing adaptive learning |
| E/N/T2.14. Analyze findings from all Action Area 2 gender research activities and outputs as input to biannual country Gender Strategy Progress report | NPC, Gender Focal Person, country data focal point with support from ILRI Gender Scientist. Format for Gender Strategy Progress report by ILRI Gender Scientist | Bi-annually | Country | See remarks column   | The Gender Strategy Progress report is a key monitoring instrument – see E/N/T1.8.  |
| <b>Gender analysis of baseline data</b>  |   |             |         |  |   |
| E/N/T2.15. For Action Area 2a-d: in country gender analysis of baseline data with focus on identifying gendered constraints                            | Country team  | Tbc         | Country | Not applicable   | Suggested by Ethiopia Country team - optional   |

## Action area 3

To ensure that CIPs are gender responsive in all aspects (preparation, implementation, follow up and reporting) to enable women to speak up and that their voices are heard

| Key activities   | Who will do what   | Quarter | Budget         | Reference to gender strategy monitoring framework | Remarks  |
|--|--|---------|----------------|---|--|
| E/N/T3.1. Provide feedback to and agree on new protocol for CIP implementation (including reporting format). | ILRI gender scientist will prepare a draft and share with country teams and PICO-EA for input. | Q1-18   | Country        | Not applicable                                    |  |
| E/N/T3.2 Overall country planning of integration of gender into and in conjunction to CIPs                   | Country management team with GFP   | Q1-18   | Country        | Not applicable                                    | There are three options for gender integration into and in conjunction with CIPs: gender responsive CIPS (all), FGD (selected) and participatory monitoring of WE (selected).  |
| E/N/T3.3. Orientation/training of SNCs, enumerators/ field officers on revised CIP protocol                  | PICO-EA, GFP   | A1-18   | CountryPICO-EA | Not applicable                                    |  |
| E/N/T3.4. Implement gender-responsive community mobilization and planning according to CIP protocol.         | Enumerators/field officers, SNCs and GFPs<br><br>Final CIP protocol with details               | Ongoing | Country        | Not applicable                                    | To be implemented in advance of CIPs - likely to be more necessary for the first number of CIPs. There might be country variation in terms of 'who' is invited to the CIPs (i.e. beneficiaries or broader (Nigeria)) |

| Key activities  | Who will do what  | Quarter | Budget  | Reference to gender strategy monitoring framework | Remarks |
|---|---|---------|---------|---|---------|
| E/N/T3.5. Gender-responsive facilitation of CIPs                    | SNCs with support of GFP and PICO-EA  | Ongoing | Country | Not applicable                                    |         |
| E/N/T3.6. Produce CIP reports based on new gender-responsive format | SNCs (or enumerators/ field officers depending on country)<br><br>NPC and GFP review will provide support to ensure and that gender-relevant findings are documented. | Ongoing | Country | Indicator 2.2.<br><br>Milestone 2.2.4.            |         |

## Action area 4

To establish feedback loops between IPs at different levels to ensure that strategic gender concerns emerging at community level inform agenda setting, discussion, decision-making and actions at national level

| Key activities  | Who will do what  | Quarter | Budget  | Reference to gender strategy monitoring framework | Remarks  |
|---|---|---------|---------|---|--|
| E/N/T4.1. Agree on country specific feedback loop between CIP and NIP to enable gender concerns raised at CIP (or based on other interaction with women farmers such as day-to-day engagement with enumerators/field officers, FGDs and WE monitoring) to be addressed in NIPs.                             | Country management team with PICO-EA, program director and gender scientist | Q1-18   | Country | Indicator 2.3.<br>Milestone 2.3.1.                | <i>Link to E/N/T1.5. (mechanisms for supportive supervision/ monitoring) and E/N/T1.7. (ongoing feedback to ACGG management)</i>   |
| E/N/T4.2. Use feedback loop to ensure that CIP deliberations inform NIP (and vice versa).<br><br><i>Reference to E/N/T5.5. (NIP agenda); E/N/T5.5. (presentation of gender concerns that need to be taken into account in NIP) and E/N/T5.8. (gender brief of NIP discussion to inform CIP discussions)</i> | Country management team with PICO-EA and GFPs                               | Ongoing | Country | Indicator 2.3.<br>Milestone 2.3.1.                | <i>Drawing on: E/N/T1.7. Provide ongoing feed-back to ACGG management, E/N/T1.8. Bi-annual gender strategy progress report, E/N/T4.1. (country specific feedback loop between CIP and NIP)</i> |
| E/N/T4.3. Monitor how the feedback loop is functioning during the IPs (every 6 months).   | Country management team, GFP, ILRI gender scientist                         | Ongoing | Country | Indicator 2.3.<br>Milestone 2.3.1.                |  |

## Action area 5

### To increase meaningful and gender-balanced NIP representation and integrate gender concerns into the mainstream of NIPs

| Key activities  | Who will do what  | Quarter | Budget  | Reference to gender strategy monitoring framework | Remarks                                    |
|---|---|---------|---------|---|--|
| E/N/T5.1. Identify and invite women participants from different sectors of the value chain to ensure meaningful and gender-balanced NIP representation.   | Country management team   | Ongoing | Country | Indicator 2.2.<br>Milestone 2.2.3.,<br>2.2.5.     |  |
| E/N/T5.2. Set SMART target for women representation in NIPs. Track and monitor progress on women's participation and plan for increasing gender balance over time (this can include discussions during NIP with taskforce members to improve gender balance). | Country management team and PICO-EA with guidance from PICO-EA with NPC, ACGG program director, ILRI gender scientist and GFP | Q1-18   | Country | Indicator 2.2.<br>Milestone 2.2.3.,<br>2.2.5.     |  |
| E/N/T5.3. Provide strategy sponsorships for women where needed.   | Country management team   | Ongoing | Country | Not applicable                                    | Suggested by Nigeria country team—optional |
| E/N/T5.4. Share experiences of successful approaches to increasing meaningful and gender-balanced NIP representation as part of regular ACGG Gender Taskforce meetings – and ensure this is fed back to the country teams,                                    | GFPs with ILRI gender scientist<br>GFP to share lessons learnt with country management team                                   | Ongoing | Country | Not applicable                                    |  |

| Key activities  | Who will do what   | Quarter | Budget             | Reference to gender strategy monitoring framework | Remarks  |
|---|--|---------|--------------------|---|--|
| E/N/T5.5. Include relevant gender concerns on NIP agenda.   | Country management team in consultation with PICO-EA, support from GFP           | Ongoing | PICO-EA            | Indicator 2.3.<br>Milestone 2.3.2.                | Drawing on:<br><i>E/N/T1.7. Provide ongoing feedback to ACGG management, E/N/T1.8. Bi-annual gender strategy progress report, E/N/T4.1. (country specific feedback loop between CIP and NIP)</i> |
| E/N/T5.6. Presentation of gender concerns/research results that need to be taken into account in NIP and to inform taskforce discussions (also serves to raise gender awareness amongst participants) | GFP and ILRI gender scientist  | Ongoing | Country<br>ILRI    | Indicator 2.3.<br>Milestone 2.3.2                 | KIT recommendation: at first coming NIP, include presentation of gender strategy   |
| E/N/T5.7. Support NIP taskforces to address gender concerns in their domain   | GFP with support from PICO-EA, country management team and NIP taskforce members | Ongoing | PICO-EA<br>Country | Not applicable                                    | KIT recommendation: identify and support one or a few taskforces with high potential for gender integration  |
| E/N/T5.8. Ensure discussion at each NIP of what can be done to a) improve gender-balanced participation; and b) improve addressing gender issues for the following NIPs.                              | PICO-EA with support of GFP  | Ongoing | PICO-EA            | Indicator 2.2.<br>Milestone 2.2.3.,<br>2.2.5.     |  |
| E/N/T5.9. Prepare NIP report based on gender-responsive format (includes section on progress on gender content in NIP and progress on gender balance of participants).                                | PICO-EA with support from GFP  | Ongoing | PICO-EA<br>Country | Indicator 2.2.<br>Milestone 2.2.3.,<br>2.2.5.     |  |
| E/N/T5.10. Prepare gender brief of NIP discussion to inform CIP discussions.  | GFP with NPC   | Ongoing | Country            | Not applicable                                    |  |
| E/N/T5.11. Consolidate gender and chicken value chain research.   | GFPs could support MSc/ PhD/ post-graduate fellows                               | Tbc     | Country            | Not applicable                                    | Suggested by Nigeria country team - optional   |



ISBN: 92-9146-536-4



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