

ACGG gender strategy program implementation plan



ILRI PROJECT REPORT

BILL & MELINDA
GATES foundation



PICO-Eastern Africa
helping institutions work...



ACGG gender strategy program implementation plan

Katrine Danielsen and Julie Newton

KIT Royal Tropical Institute

March 2018


©2018 International Livestock Research Institute (ILRI)

ILRI thanks all donors and organizations which globally support its work through their contributions to the [CGIAR system](#)



This publication is copyrighted by the International Livestock Research Institute (ILRI). It is licensed for use under the Creative Commons Attribution 4.0 International Licence. To view this licence, visit <https://creativecommons.org/licenses/by/4.0>.

Unless otherwise noted, you are free to share (copy and redistribute the material in any medium or format), adapt (remix, transform, and build upon the material) for any purpose, even commercially, under the following conditions:

 **ATTRIBUTION.** The work must be attributed, but not in any way that suggests endorsement by ILRI or the author(s).

NOTICE:

For any reuse or distribution, the licence terms of this work must be made clear to others.

Any of the above conditions can be waived if permission is obtained from the copyright holder.

Nothing in this licence impairs or restricts the author's moral rights.

Fair dealing and other rights are in no way affected by the above.

The parts used must not misrepresent the meaning of the publication.

ILRI would appreciate being sent a copy of any materials in which text, photos etc. have been used.

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

Cover photos—ILRI/Camille Hanotte

ISBN:92-9146-538-0

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

Patron: Professor Peter C Doherty AC, FAA, FRS

Animal scientist, Nobel Prize Laureate for Physiology or Medicine—1996

Box 30709, Nairobi 00100 Kenya

Phone +254 20 422 3000

Fax +254 20 422 3001

Email ilri-kenya@cgiar.org

ilri.org

better lives through livestock

ILRI is a CGIAR research centre

Box 5689, Addis Ababa, Ethiopia

Phone +251 11 617 2000

Fax +251 11 667 6923

Email ilri-ethiopia@cgiar.org

ILRI has offices in East Africa • South Asia • Southeast and East Asia • Southern Africa • West Africa

Contents

Gender strategy action areas:	1
Action area 1: to ensure that sufficient human and financial resources and appropriate systems (including monitoring, communication and capacity) are in place 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 innovation platforms at different levels to ensure that strategic gender concerns emerging at community level inform agenda setting, discussion, decision-making and actions at national level	8
Action area 5: to increase meaningful and gender balanced NIP representation and integrate gender concerns into the mainstream of NIPs	9

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
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 national level
5. to increase meaningful and gender-balanced national innovation platform (NIP) representation and integrate gender concerns into the mainstream of NIPs

Action area I

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

Key activities	Who will do what	Quarter	Budget	Reference to gender strategy monitoring framework	Remarks
PI.1. Develop work plan and allocate budget for International Livestock Research Institute (ILRI) gender scientist to lead on ACGG gender strategy implementation and communicate with country teams.	Program director with ILRI gender scientist	Q4-17	ILRI	Not applicable	
PI.2. Develop uniform terms of reference (ToR) for ACGG Gender Focal Persons (GFPs); share with country teams for input and finalize.	Program director with ILRI gender scientist	Q4-17	ILRI	Indicator 1.1. Milestone 1.1.1.	
PI.3. Establish Gender Taskforce (lead by ILRI gender scientist with GFPs and program director as members), develop ToR (including lines of communication such as monthly Skype calls and reporting), and share with country teams for input and finalize.	Program director with ILRI gender scientist	Q4-17	ILRI	Not applicable	
PI.4. Finalize gender strategy monitoring framework , clarify exact roles and responsibilities of staff at different levels, and share with country teams for input and finalize.	Program director with ILRI gender scientist	Q4-17	ILRI	Not applicable	Draft developed by KIT to be annexed to gender strategy

Key activities	Who will do what	Quarter	Budget	Reference to gender strategy monitoring framework	Remarks
PI.5. Agree on progress reporting on gender strategy implementation (country and program level), share draft format for country and program level gender strategy progress report with country teams for input and finalize.	Program director with ILRI gender scientist	Q4-17	ILRI	Not applicable	The gender strategy progress reports (country and program level) are key research outputs as well as key monitoring and adaptive learning instruments for ACGG, i.e. the reports will include reporting on progress on all indicators and milestones and will suggest corrective action if needed and highlight best practice.
PI.6. Chair regular monthly Gender Taskforce meetings (regular meetings via Skype/phone; face to face learning/reflection/analysis meetings to be decided).	ILRI gender scientist with GFPs and national program coordinator (NPC)	Ongoing	ILRI	Not applicable	This is a key mechanism for getting continuous information about progress on gender strategy implementation.
PI.7. Provide ongoing feedback to ACGG management on progress of implementing gender strategy (such as from on-farm testing, Focus-group discussions (FGDs), women's empowerment monitoring, CIP reports etc.). This could be done during monthly Skype calls between program director and country teams).	ILRI gender scientist	Ongoing	ILRI	Not applicable	
PI.8. Collate all findings from all ACGG gender research activities and outputs (on-farm testing, FGDs, women's empowerment monitoring, CIPs and NIPs) and prepare biannual ACGG gender strategy progress report .	ILRI gender scientist	Bi-annually	ILRI	See P.I.5. remarks	See P.I.5 remarks.
PI.9. Gender capacity development for program management and three country teams with a focus on gender responsive research and monitoring – such as in conjunction to program management team.	All key staff to participate – training organized by ILRI gender scientist (possibly with externals).	Tbc	ILRI	Not applicable	To be decided

Action area 2

To increase the understanding of gender dynamics

- a. gendered trait and strain preferences and gender dynamics behind them to inform decisions on the release of farmer-preferred genotypes¹
- 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

Key activities	Who will do what	Quarter	Budget	Reference to gender strategy monitoring framework	Remarks
Engendering on-farm testing					
P2.1. For action area 2a: adapt on-farm testing tool by adding gender of respondent.	ILRI socio-economist and data/Open Data Kit technicians with guidance from ILRI gender scientist as needed	Q1-18	ILRI	Indicator 1.1. Milestone 1.1.2.	Relates to identifying gendered trait preferences (see footnote 1)
P2.2. For action area 2c: adapt the on-farm testing tool by adding a new separate form with 6 to 8 questions on gender dimensions of control over benefits (e.g. nutrition, revenues and labour).	ILRI gender scientist, GFPs and Open Data Kit technicians	Q1-18	ILRI	Indicator 1.1. Milestone 1.1.3.	Needs further discussion as country teams are concerned about feasibility due to expected level of effort (enumerator/field officer training and time)
P2.3. For action areas 2a (traits) and c (benefits): support the orientation and training of subnational coordinators (SNCs) and enumerators/field officers on changes in on-farm testing tool and provide guidance notes for roll out.	Orientation/training can probably be done by NPCs and GFPs with support of ILRI gender scientist. The 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	Not applicable	

1. Components of action area 2a: a) to identify gendered trait preferences in chickens and then b) the gender dynamics behind these trait preferences, c) to identify the gendered preferences for strains between the breeds provided and tested by ACGG, and d) the gender dynamics behind the strain preferences

Key activities	Who will do what	Quarter	Budget	Reference to gender strategy monitoring framework	Remarks
P2.4. For action area 2a-d: perform program-level analysis and write up of data from on-farm testing.	ILRI gender scientist, ILRI socio-economist, Open Data Kit technicians and GFPs	To be confirmed	ILRI	Indicator 3.1., 3.2., and 3.3. and related Milestones (tbc) Indicator 4.1. Milestones 4.1.1., 4.1.2.	
Focus-group discussions on different gender dynamics of chicken production					
P2.5. For action area 2a-d: develop a semi-structured interview guide for FGDs (qualitative FGD tool), develop plan for data collection possibly in conjunction with CIPs (including scope, frequency, number of respondents, locations and capacity development) as well as gender dynamics research protocol (with data coding sheets and guidance for initial data processing).	Gender scientist will prepare a draft tool and propose data collection process and share with countries for input, in particular from GFPs. Based on feedback, ILRI gender scientist will finalize gender dynamics research protocol.	Q1-18	ILRI	Indicator 1.1. Milestone 1.1.5.	
P2.6. For action area 2a-d: train SNCs and selected enumerators/field officers in administering the FDG tool and provide gender dynamics research protocol for roll out.	ILRI gender scientist and GFPs	Q1-18	ILRI	Not applicable	Need to decide: central training or scientist travelling to three countries Consider merging with training on participatory empowerment monitoring P2.9.
P2.7. For action area 2a-d: perform program-level analysis and write up of data from FGD tools.	ILRI gender scientist and GFPs	Tbc	ILRI	Indicator 2.1. Milestones 2.1.1., 2.1.2, 2.1.3 Indicator 3.1., 3.2., 3.3. and related Milestones (tbc) Indicator 4.1. Milestones 4.1.1., 4.1.2.	Separate documentation per FGD ('raw data'/FGD report) that could be either collated and analyzed at country level by GFPs or 'raw data' is directly analyzed and written up by gender scientist (program level)
Participatory monitoring of women's empowerment					
P2.8. For action area 2d: refine existing participatory empowerment monitoring tool, and develop plan for data collection and women's empowerment research protocol.	Gender scientist will prepare a draft (tool, data collection process and women's empowerment research protocol) and share with countries for input, in particular from GFPs.	Q1-18	ILRI	Indicator 1.1. Milestone 1.1.4.	

Key activities	Who will do what	Quarter	Budget	Reference to gender strategy monitoring framework	Remarks
P2.9. For action area 2d: train SNCs and selected enumerators/ field officers in administering the participatory empowerment monitoring tool based on the women's empowerment research protocol.	ILRI gender scientist and GFPs	Q1-18	ILRI	Indicator 3.4.	Consider merging with training on administration of FGD tool Activity 2.4.
P2.10. For action area 2d: program level analysis and write up of data from participatory empowerment monitoring tool.	ILRI gender scientist and GFPs	Tbc	ILRI	Indicator 3.4. Milestones 3.4.2., 3.4.3. Indicator 4.1. Milestone 4.1.3.	Synthesis reports on progress of measuring locally defined indicators of empowerment (preliminary 2018, final 2019) – to be decided
P2.11. Analyze findings from all action area 2 gender research activities and outputs as input to biannual program gender strategy progress report.	ILRI gender scientist	Bi-annually	Country	See remarks column	The gender strategy progress report is a key monitoring instrument.

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
P3.1. Finalize 'protocol' for ACGG CIP implementation (based on 'Building blocks for the ACGG gender strategy' document), including working the process of pre-engagement of women.	ILRI gender scientist with Institute for People Innovation and Change in Organizations in Eastern Africa (PICO-EA) and GFPs	Q1-18	ILRI	Not applicable	
P3.2. Adapt CIP reporting formats to ensure that gender dimensions will be captured and documented.	ILRI gender scientist with PICO-EA	Q1-18	ILRI	Indicator 1.1. Milestone 1.1.6.	
P3.3. Develop training package for SNCs/enumerators on gender responsive CIP and reporting.	ILRI gender scientist in consultation with PICO-EA and GFP	Q1-18	ILRI	Not applicable	

Action area 4

To establish feedback loops between innovation platforms 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
P4.1. 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 women's empowerment monitoring) to be addressed in NIPs.	Program director and gender scientist to support country management team and PICO-EA	Q1-18	ILRI	Indicator 2.3. Milestone 2.3.1.	<i>Link to PI.7. (ongoing feedback to ACGG management)</i>
P4.2. Ensure that establishing feed-back loops between IPs at different levels is in ToR of NPCs, and evaluate performance in this regard.	Program director	Ongoing	ILRI	Indicator 2.3. Milestone 2.3.1.	
P4.3. Monitor how the feedback loop is functioning during the IPs (every 6 months).	Program director; ILRI gender scientist	Ongoing	ILRI	Indicator 2.3. Milestone 2.3.1.	
P4.4. To the extent possible, liaise with policymakers to monitor extent to which gender constraints are addressed at the policy level.	Program director with country principal investigators (PIs) and guidance from ILRI gender scientist and GFPs	Ongoing	ILRI Country	Indicator 2.3. 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
P5.1. Engage and liaise with strategic players to increase meaningful and gender balanced NIP representation.	Program director, country PIs ILRI, gender scientist and GFPs	Ongoing	ILRI Country	Indicator 2.2. Milestone 2.2.3., 2.2.5.	
P5.2 Set SMART (specific, measurable, assignable, realistic and timebound) targets for women representation in ACGG facilitated NIPs. Track and monitor progress on women's participation and plan for increasing gender balance over time.	ACGG program director and ILRI gender scientist	Q1-18	ILRI	Indicator 2.2. Milestone 2.2.3., 2.2.5.	
P5.3. Facilitate communication across GFPs to share successful approaches to increasing meaningful and gender-balanced NIP representation.	ILRI gender scientist and GFPs	Ongoing	ILRI	Not applicable	<i>Link to Activity P1.3. (gender taskforce)</i>
P5.4. Adapt NIP report format to include section on progress on gender content in NIP and progress on gender balance of participants.	PICO-EA with support from ILRI gender scientist		PICO		
P5.5. Monitor inclusion of gender concerns in the NIP agenda.	Program director and ILRI gender scientist	Ongoing	ILRI	Indicator 2.3. Milestone 2.3.2.	

Key activities	Who will do what	Quarter	Budget	Reference to gender strategy monitoring framework	Remarks
P5.6. Support GFP with preparation of 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).	ILRI gender scientist	Ongoing	ILRI	Indicator 2.3. Milestone 2.3.2.	
P5.7. Monitor progress on gender- balanced participation and progress on integrating gender concerns into agenda-setting, discussion, decision-making and actions of NIPs.	ILRI gender scientist with support of PICO-EA and program director	Ongoing	ILRI	Indicator 2.3 Milestone 2.3.3.	

ISBN: 92-9146-538-0



The International Livestock Research Institute (ILRI) works to improve food security and reduce poverty in developing countries through research for better and more sustainable use of livestock. ILRI is a CGIAR research centre. It works through a network of regional and country offices and projects in East, South and Southeast Asia, and Central, East, Southern and West Africa. ilri.org



CGIAR is a global agricultural research partnership for a food-secure future. Its research is carried out by 15 research centres in collaboration with hundreds of partner organizations. cgiar.org