



Gender Mainstreaming in Agricultural Research and Development: experiences from CORAF/WECARD



Affaires étrangères, Commerce
et Développement Canada

Foreign Affairs, Trade and
Development Canada



October 2015



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Acronyms

ADB	African Development Bank
AR & D	Agricultural Research and Development
CORAF/WECARD	West and Central Africa Council for Agricultural Research and Development
CORAF	Conseil Ouest et Centre Africain pour la Recherche et le Développement Agricoles
FANRPAN	Food, Agriculture and Natural Resources Policy Analysis Network
FAO	Food and Agricultural Organization
GDP	Gross Domestic Product
GFPs	Gender Focal Persons
MDTF	Multi Donors Trust Fund
PCU	Project Coordination Unit
SSA	Sub-Saharan Africa
WAAPP	West Africa Agricultural Productivity Program
WASP	West Africa Seed Program

Executive Summary

The Gender and Social development program in CORAF/WECARD aims to implement the Gender Policy of the organization, by facilitating the equitable access to agricultural research and development resources, opportunities and benefits for men and women, particularly for vulnerable groups such as women and youth, in delivering the following results: (1) Gender smart technologies and innovations increased, throughout gender capacity building, and provision of gender mainstreaming tools in agricultural research programmes and projects to stakeholders; (2) Gender smart agricultural policies and market policies identified and proposed; (3) Gender mainstreaming in the regional agricultural research system strengthened and coordinated; (4) Demand for gender technical assistance formulated by stakeholders to mainstream gender in agricultural research and development facilitated and satisfied.

Strategies put in place to meet the expectations consist to ensure gender mainstreaming in the Executive Secretariat of CORAF activities all along with the screening of concepts notes and projects, to provide the programmes managers with technical assistance in mainstreaming gender in their various activities, to provide stakeholders involved in CORAF projects with gender capacity building and gender tools to mainstream gender in their various activities; to provide female and young researchers with leadership and scientific capacity building and follow up for their access to decision-making positions in agricultural research and development (AR&D); to assist National Agricultural Research Systems (NARS) and Projects Coordination Units (PCU) in the elaboration of their Gender Action Plans, facilitate the identification of Gender Focal Points, facilitate specific capacity building for them, and lead the overall coordination of gender mainstreaming initiatives in AR&D in West and Central Africa.

In terms of achievement, 4 gender tools have been developed to ensure the institutionalisation of gender in CORAF/WECARD, i.e. for gender integration in programmes, procedures, and the overall governance system. 42 regional projects have been screened; more than 1200 stakeholders have been directly sensitized on the stake and importance of gender consideration in agricultural research and development policies, programmes and projects, and provided with basic tools to mainstream gender in project cycle. In terms of capacity building, 197 stakeholders, 94 female and 103 male including CORAF/WECARD Scientific and Technical Committee members and the Executive Secretariat staff have been trained on gender, 36 Gender Actions Plans have been developed. Scientific and leadership capacity of female and young researcher was built, with 5 fellows, 5 Mentors and 5 Mentees agricultural researchers from Burkina Faso, Cote d'Ivoire, Senegal, Mali and Cameroun who benefited from the African Women in Agricultural Research and Development programme, with outstanding impacts recorded on their career development in their institutions. Overall the West African Agricultural Productivity Programme recorded 45% women beneficiaries, while the Multi Donors Trust Fund (MDTF) recorded 39% women beneficiaries.

RATIONAL

It is noteworthy that Sub-Saharan African countries have enormous agricultural, livestock and fisheries potentialities. The economies are based on agriculture contributing to 35% of GDP, 40% of export earnings, and 70% of employment of population whose livelihoods depend on agriculture. Regardless this potential, agriculture is still underperforming in many countries, mainly because of the wide gender gap.

In the continent 62% of economically active women work in agriculture, and play a key role in food production and provision for their households (ADB, 2015). Although they contribute highly to agriculture, food production and processing, and rural economies in general, female farmers produce less than their male counterparts (FAO, 2011). Sub-Saharan Africa has the world's youngest population, housing over 200 million young people, with 70% of the youth residing in rural areas where they account for 65% of the workforce in agricultural sector (FANRPAN, 2012). Regardless the key role of women and youth in agricultural sector, they have limited access and control over innovative agricultural technologies, extension services, education, financial services, and rural employment. The gender inequalities in agriculture lie with female limited participation in agricultural research and development policies, interventions and decision-making; as well as their underrepresentation in outstanding farmers' organizations.

Yet, the gender gap in agriculture cost a lot to society in lost agricultural output and food and nutrition security (FAO, 2011). By failing to close the gender gap in agriculture, we jeopardize the achievement of the overall objectives of inclusive growth, sustainable economic and social development goals. Closing the gender gap across all areas in agriculture is therefore needed to improve and sustain agricultural productivity, to reduce poverty and hunger and to promote inclusive and sustainable economic growth in the countries. Hence, it is essential that the potential of women and youth in agriculture, their contribution to sustainable food and nutrition security be acknowledged in agricultural research and development policies, planning and projects.

For consolidating its contribution to food sovereignty in West and Central Africa, CORAF/WECARD committed for an institutionalisation of gender, i.e. for a gender mainstreaming in programmes, procedures and management. This led to the elaboration of a gender policy and strategy with the aim to ensure equitable access to agricultural research and development resources, opportunities and benefits for women and men, vulnerable groups in particular, in West and Central Africa.

In line with the four (4) results of the OP1, the Gender and Social Development Unit should ensure gender mainstreaming in programmes and projects, for contributing to realise CORAF/WECARD's vision and mission, in delivering the following results:

- a- Gender smart technologies and innovations increased, throughout gender capacity building, and provision of gender mainstreaming tools in agricultural research programmes and projects to stakeholders;
- b- Gender smart agricultural policies and market policies identified and proposed;
- c- Gender mainstreaming in the regional agricultural research system strengthened and coordinated;
- d- Demand for gender technical assistance formulated by stakeholders to mainstream gender in agricultural research and development facilitated and satisfied.

So far, strategies put in place to meet the expectations consist to ensure gender mainstreaming in the Executive Secretariat of CORAF/WECARD activities all along with the screening of concepts notes and projects, to provide the programmes managers with technical assistance in mainstreaming gender in their various activities, to provide stakeholders involved in CORAF projects with gender capacity building and gender tools to mainstream gender in their various activities; to provide female researchers with leadership and scientific capacity building and follow up for their access to decision-making positions in agricultural research and development (AR&D); to assist National Agricultural Research Systems (NARS) and Projects Coordination Units (PCU) in the elaboration of their Gender Action Plans, facilitate the identification of Gender Focal Points, facilitate specific capacity building for them, and lead the overall coordination of gender mainstreaming initiatives in AR&D in West and Central Africa.

This paper sheds light on the strategies, and outcome of activities undertaken to date.

ACHIEVEMENT

1- CORAF/WECARD gender policy and gender action plan have been updated

While CORAF had a gender policy that has been validated by the Governing Board in 2010, following the recruitment of a Gender Adviser in September 2012, the Gender Policy and the Gender Action Plan have been updated to improve and sustain CORAF/WECARD's contribution to gender mainstreaming in Agricultural Research and Development in West and Central Africa. The updated Policy and Action Plan focus mainly on gender institutionalization dynamic.

Outcome

- 1 Regional Gender Policy and strategy updated and strengthened;
- 1 Regional Gender Action Plan updated and strengthened.

2- Gender tools have been developed and projects have been gender screened

- Gender tools such as Gender Performance Measurement Framework, Gender Results Channels Framework, Structure of Gender Activities Framework, and Gender Screening form have been developed.
- Projects have been screened, i.e. went through gender analysis of project objectives, project activities; project expected results, the target groups, the methodology, the log frame, monitoring and evaluation system, socio-economic and environmental impacts of the project, as well as the project implementation team. Following the screening process, recommendations are made to programmes and projects managers to ensure gender consideration in the projects.

Outcome

- 4 Gender tools developed;
- 42 regional projects gender screened.

3- Gender technical assistance provided to programmes managers

- Activities in terms of the CORAF Gender Adviser participation to projects annual review, methodology workshops, and launches of new projects to assess and improve gender mainstreaming process have been recorded.

Increase in gender responsive projects has been recorded. As an example of success story, while gender mainstreaming in AfricaInteract project which is a platform enabling research-to-policy dialogue for adaptation to climate change in Africa was seen as key challenge, following the gender technical assistance provided, gender has been well addressed as cross cutting issue in the regional studies on adaptation to climate change in relation to agriculture, health, water, and urbanization. In the African Group of Experts assigned to hold an effective dialogue and decision- making to help vulnerable populations in Africa to adapt to climate change impacts, 8 out of 20 experts were women.

In response to the Ebola crises in Liberia, Sierra Leone and Guinea, the West African Seed Programme in collaboration with WAAPP, ECOWAS, World Bank, USAID, AfricaRice, Private Sector and 13 government agencies supplied over 5,000 tons of seeds to these countries. This is covering 110,000 ha of farmland. Out of the 150,000 beneficiaries recorded so far, 55% are women and 50% in the youth group.

Women entrepreneurs supplied 219 tons of foundation and certified seeds of rice, cowpea and maize to Liberia and Sierra Leone as well as the Gambia. These were Ferme Semencier AINOMA from Niger, FASOKABA from Mali and Techniseeds from Nigeria.

- CORAF committed to contribute to the revitalization of agricultural and rural advisory services in WCA. The specific objectives of this initiative are: (i) to identify and characterize recent transformation in Agricultural and Rural Advisory Services actors, methods and tools in WCA; (ii) to assess the level of adequacy between the supply and demand in Agricultural and Rural Advisory Services and (iii) to develop elements of a strategy to better take into account recent developments, strengthen advocacy and make the institutional environment more favourable to developing the potential of Agricultural and Rural Advisory Services. Mechanisms have been developed for gender consideration in this initiative.

Outcome

- More than 1500 stakeholders directly sensitized on stake and importance of gender consideration in AR&D policies, programmes and projects, and provided with basic tools to mainstream gender in projects and various activities, during projects launches;
- Gaps in gender mainstreaming process identified during project review, and strategies presented to stakeholders to overcome them;
- Increase in gender responsive projects.

4- Gender Capacity of key stakeholders involved in CORAF management and projects built

- a- Gender capacity of the West African Agricultural Productivity Programme (WAAPP) coordinators and Gender Focal Persons was built;
- b- Gender capacity of regional and national coordinators of MDTF projects and activities was built.
- c- Gender capacity of CORAF/WECARD Executive Secretariat staff, i.e. programs managers, administration and finance officers, information and communication officers, associates Programs Fellows, interns, and drivers was built;
- d- The Scientific and Technical Committee (STC) members of CORAF/WECARD have been trained and provided with tools for gender mainstreaming in the development, implementation, monitoring and evaluation of agricultural research and development programs and projects. Following the training, the STC members reviewed the projects evaluation form. While the mark of gender consideration in CORAF projects was scored 4, it became 6, i.e. among the highest mark in the form. The STC members acknowledged that

the gender training will be useful not only for their activities in the STC, but also in their lecturing activities in universities and their research activities in the region. Therefore, one can see the spillover effect of the gender training for STC members that is very strategic in the implementation of CORAF/WECARD Gender Policy in West and Central Africa.

- e- Gender capacity of the West Africa Seed Program (WASP) stakeholders was built. TheWASP gender training involved actors of the seeds systems from the NARS, policy agencies and regulators of the seed system, stakeholders in the private sector, and national specialists in seed.

Outcome

- 197 stakeholders, 94 female and 103 male trained and provided with outstanding tools to mainstream gender in their various activities;
- 36 Gender Action Plans developed;
- 18 Gender Focal Persons set up;

5- Leadership and scientific capacity of female researchers in West and Central Africa throughout the African Women in Agricultural Research and Development-AWARD Francophone Fellowship built



Strengthening scientific capacity and leadership of women researchers remains a core function of the Technical Support unit for Gender at CORAF/WECARD. While the AWARD initiative was implemented only in Anglophone countries, in collaboration with AWARD programme and Agropolis Fondation, CORAF/WECARD contributed to launch the pilot phase of AWARD for francophone female researchers. 5 women fellows, 5 mentors, and 5 mentees from Cameroon, Senegal, Burkina Faso, Cote d'Ivoire, Mali, have been selected for a two years fellowship, in March 2013.

Outcome

- Scientific and leadership capacity of 5 female fellows, 5 mentors, and 5 mentees from Cameroun, Senegal, Burkina Faso, Cote d'Ivoire, Mali, was built, and the 5 Francophone AWARD fellows got access to decision-making positions in their respective agricultural Research and Development Institutions.

6- The gender policy note of 'Promoting Regional Trade in Meat and Livestock-related Products in West and Central Africa' initiative elaborated.

The policy note presents the productive organisation shaping the gender division of labour, and a screening of the scope of women's decision-making power in livestock sector. It sheds light the gender disparities in access to livestock productive resources for women and youth, and the impacts on their socio-economic empowerment. The note ends with strong recommendations for a gender responsive regional trade in meat and livestock related products in West and Central Africa, such as formal and informal trainings for women and youth on production and processing of livestock related products, as well as the development and the implementation of gender responsive national and regional policy regulations, to ensure sustainable development and contributions of livestock sector in food sovereignty in West and Central Africa.

Outcome

- 1 Gender Policy Note developed and adopted by ECOWAS and CEAC regional decision makers during the high level meeting in May 2015 in Ndjamen, to consider gender integration in the Regional Trade in Meat and Livestock related products initiative.

7- E-discussions on 'the potential of women and youth in the sustainable transformation of the agricultural sector in West and Central Africa'

The objective of the E-conference organised in April-May 2015 was to contribute to an improved harnessing of the potential of women and youth in the sustainable transformation of the agricultural sector in West and Central Africa. The outcomes will lead to the development of Recommendations, Actions Plans, Advocacy and Policy Notes so as to improve the process of gender mainstreaming in the agricultural research and development agenda in West and Central Africa. The E-conference intended to hear from stakeholders to improve CORAF/WECARD gender policy and strategy, so as to foster its contribution to the emergence of food sovereignty in West and Central Africa.

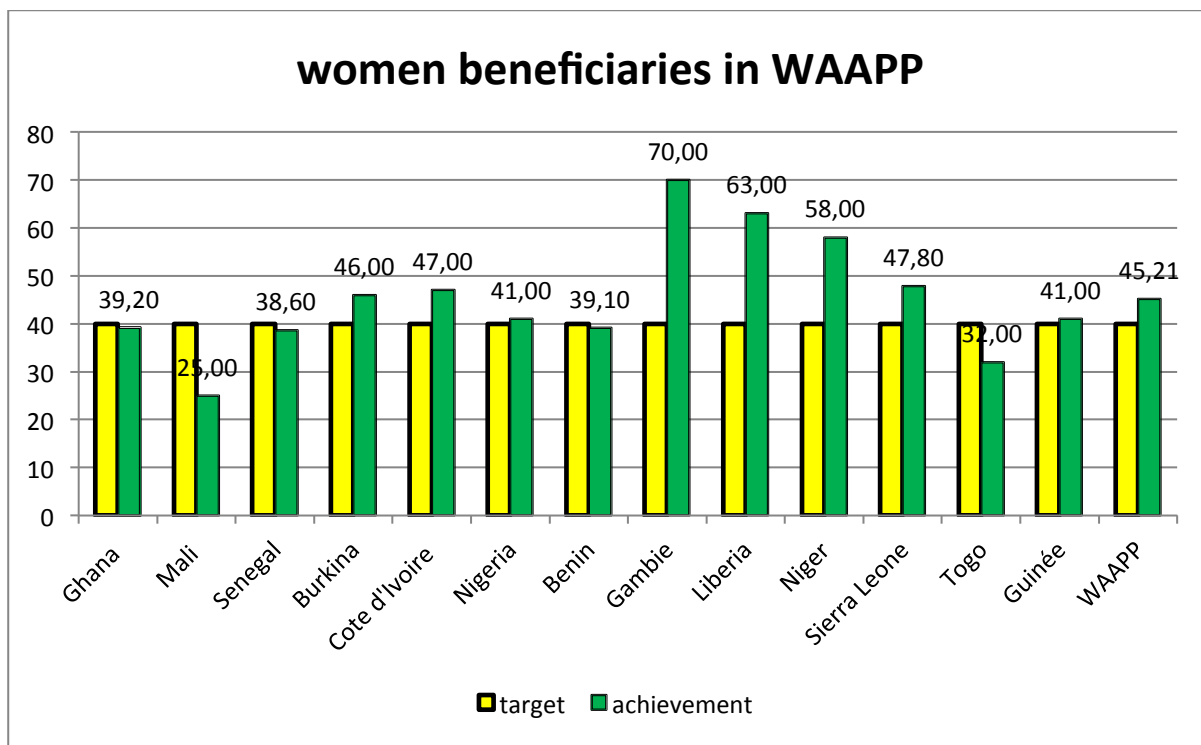
Expected outcome

- Development of Actions Plans, Advocacy and Policy Notes to improve women's access to land, gender integration in seed system, and gender integration in the innovation platforms in West and Central Africa.

8- Video Conference organized to evaluate the state of implementation of Gender Actions Plans in WAAPP countries.

Each semester, a VC is organised with the WAAPP countries Gender Focal Person, to discuss the state of implementation of countries Gender Actions Plans, to identify the challenges, and the way forward in terms of strategy to foster gender integration in WAAPP.

State of women beneficiaries in WAAPP = 45%



9- Establishment of ECOWAS Climate Smart and Agriculture Gender Task Force facilitated

With regard to the importance of gender mainstreaming in Climate Smart Agriculture initiative, during the High Level Forum of Climate Smart Agriculture Stakeholders in West Africa convened by ECOWAS and its partners from 15 to 18 June 2015 in Bamako, a Gender Task Force has been established to contribute to meet the expectations of the ECOWAS CSA initiative, with the facilitation of CORAF Gender Adviser

Outcome

- A Gender Task Force to foster gender mainstreaming in ECOWAS intervention framework for Climate Smart Agriculture established.

10- Contribution to the launch of CILSS-World Bank Pastoralist project in the Sahel (PRAPS)



The Regional Project to support development of pastoralism in Sahel (PRAPS) has been developed by the World Bank and CILSS following the high level meeting on pastoralism held in Nouakchott, October 2013. The project will be implemented in Tchad, Burkina Faso, Niger, Mauritania, Mali, in Senegal. During the launch of the project held in Bamako from 06-08 October, CORAF Gender Adviser was invited to share WAAPP gender policy, strategy, tools, experiences and lessons learnt on gender mainstreaming in WAAPP.

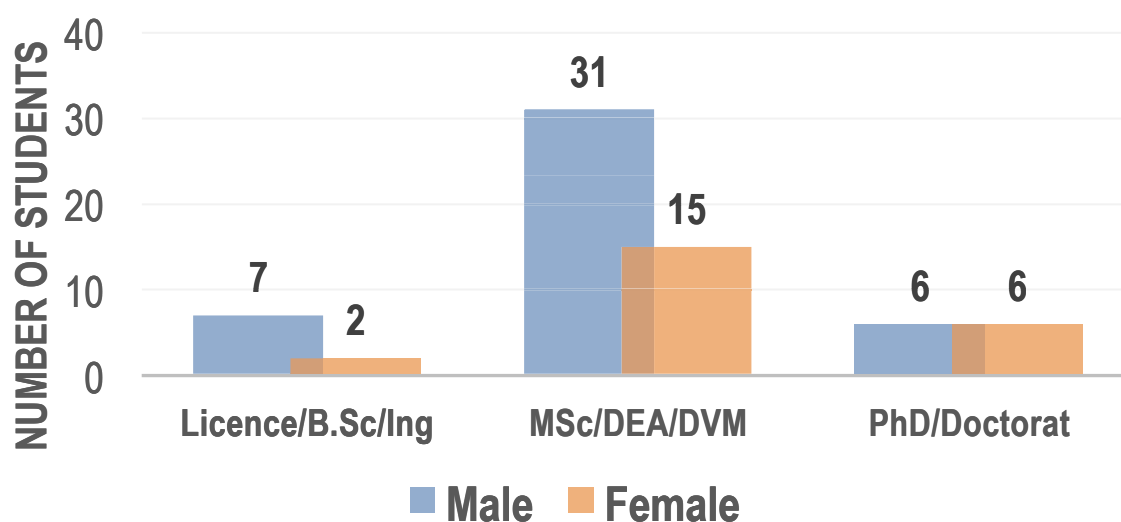
Outcome

- Regional Stakeholders involved in PRAPS learnt on the stake and importance of gender mainstreaming in PRAPS, and provided with basic gender tools to mainstream gender in PRAPS;

MULTI-DONOR TRUST FUND
CUMULATIVE RESULTS INDICATOR PERFORMANCE BY GENDER
OCTOBER 2015

PDO	PDO Results Indicator	Cumulative Results , October 2015		
		Target	Actual	Percent
Indicator One:	Clients who have adopted an improved agricultural technology promoted by the project (disaggregated by male/female)	36,678	16,767	46%
	Male	26,870	11,406	
	Female	9,808	5,361	32.0%
Indicator Two:	Clients who have adopted an improved innovation promoted by the project (disaggregated by male/female)	10,444	7,493	72%
	Male	6,266	3,577	
	Female	4,178	3,105	41.4%
Indicator Three:	Clients with access to technologies and/or innovations supported by the project (disaggregated by male/female)	60,397	35,921	59.5%
	Male	44,580	23,559	
	Female	15,817	12,362	34.4%
Indicator Five:	Direct Project Beneficiaries	81,630	65,122	79.8%
	Male	59,347	37,989	
	Female	22,283	27,133	41.7%
Indicator Four : Level of client satisfaction with access to improved technologies/innovations will be assessed in early 2016				
INTERMEDIATE RESULTS INDICATOR				
IR Indicator 9:	Number of individuals who have benefited from short term capacity strengthening (disaggregated by gender)	16,140	27,458	170.1%
	Male	10,511	15,543	
	Female	4,939	11,915	43.4%

TRAINING SUPPORTED – CUMULATIVE AS AT OCTOBER 2015



Natural Resources Management Programme: 12 students (8 female) were supported to complete their thesis research

Livestock, Fisheries and Aquaculture: Veterinary Thesis [1 female ; 9 male]

11- CORAF/WECARD gender portal created

A gender portal has been created to facilitate the diffusion of CORAF but also countries gender policies, gender actions plans and activities, including the dissemination of gender related jobs opportunities.

12- A regional gender experts' database development in process

CORAF is elaborating a regional gender experts' database. This intends to identify gender experts per country, who can deliver gender expertise and services to CORAF, but also to the National Agricultural Research Systems (NARS), and to the WAAPP Projects Coordination Units (PCU). The elaboration of a regional gender experts' database aims to facilitate gender mainstreaming process in agricultural research and development in the region.

13- A paper in progress on "gendered innovations systems: are we on the right track?"

A draft paper on "**gendered innovations systems: are we on the right track?**" was presented during the international conference on "Facilitating change in agricultural systems in West and Central Africa through application of Integrated Agricultural Research for Development (IAR4D)", held in Say from 25-27 February. The paper stresses how national and regional initiatives emphasize the importance of agricultural innovations systems, in responding to the challenges of economic, social and environmental sustainability demands of agricultural and food systems. According to the authors (Mariame Maiga, Rhiannon Pyburn), a critical piece of the puzzle that holds the key to transformative change has so far been under-explored: namely, gender equality and power dynamics. Despite the importance of women and youth in food systems, scarce attention has been given to gender equity and youth inclusion in the agricultural innovations systems discourse and practice. The paper aims to better understand the stakes and processes involved in engendering innovations platforms, with a focus on the role of CORAF/WECARD in supporting gender integrated agricultural innovation systems in the West and Central Africa region. The paper addresses the following research questions: How is agricultural innovation gendered? (How) are the concerns and needs of resource-poor women and youth farmers heard and addressed in agricultural innovation processes?; What are the principles for a gender responsive agricultural innovation systems approach?; What is the (potential) impact of integrating gender dimensions into agricultural innovation discourse and practice?; Will this promote or constrain endeavors for food security for disadvantaged groups of people?; What opportunities exist for a Regional Agricultural Research and Development Council like CORAF/WECARD to improve and enhance gender mainstreaming in agricultural innovations systems and process?

CURRENT PRIORITIES OF CORAF/WECARD GENDER PROGRAMME

- 1- Ensure gender screening of concepts notes and projects;
- 2- Provide the programmes managers with technical assistance in mainstreaming gender in their various activities;
- 3- Provide stakeholders involved in CORAF projects with gender capacity building and gender tools to mainstream gender in their various activities;
- 4- Provide female researchers and youths with leadership and scientific capacity building and follow up for their access to decision-making positions in AR&D;
- 5- Assist National Agricultural Research Systems and Projects coordination Unit in the elaboration of their Gender Action Plans, facilitate the identification and training of Gender Focal Persons;
- 6- Facilitate the design and the implementation of the Msc and PhD programme on gender and agriculture;

- 7- Lead the regional coordination of gender mainstreaming initiatives in Agricultural Research and Development in West and Central Africa.

PERSPECTIVES

In terms of perspectives, CORAF Gender and Social Development Unit intends to put emphasis on:

- 1- Improvement of gender mainstreaming in the Innovation Platforms, to facilitate the dissemination and adoption of technologies and innovations;
- 2- Facilitate the development of innovative mechanisms to ensure women's access to land in West and Central Africa;
- 3- Extend the initiative of the leadership and scientific capacity building of female researcher in West and Central Africa;
- 4- Facilitate gender training for the Governing Board of CORAF, as well as stakeholders involved in the implementation of CORAF programmes;
- 5- Facilitate Leadership for Change training for CORAF programmes national female coordinators;
- 6- Facilitate the development of commissioned projects on innovative food processing technologies targeting women and youth;
- 7- Facilitate CORAF support to the implementation of YPARD Network (Young Professional in Agricultural Research and Development) activities in West and Central Africa, for ensuring their involvement in the implementation of CAADP.
- 8- Facilitate the visibility of CORAF gender activities throughout factsheets, policy brief, video... to track good practices in gender mainstreaming in AR&D.
- 9- Write a book on CORAF gender mainstreaming approach, strategies and interventions to share and ensure capitalisation of good practices on gender mainstreaming in agricultural research and development in Africa.

CONCLUSION

The strategies put in place and activities that are going on are all relevant and will shape the gender mainstreaming process in the Operational Plan 2. As cross cutting issue, gender will be mainstreamed in any new research areas of CORAF/WECARD. The inter-programme collaboration is key to CORAF Gender and Social Development Unit. A systemic approach with regard to gender institutionalisation in CORAF i.e. gender mainstreaming in programmes, projects, procedures, and the overall CORAF management will be used to meet the expectations of CORAF vision and mission, i.e. to ensure CORAF contribution to the emergence of food sovereignty in West and Central Africa.

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