

CRP WHEAT
2014 Updated version

Strategy for Integrating Gender in WHEAT

by

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1. Background

1.1 Introduction

Wheat provides 21% of the food calories and 20% of the protein for more than 4.5 billion people in 94 developing countries (von Braun et al. 2010). Accounting for a fifth of humanity's food, wheat is second only to rice as a source of calories in the diets of developing country consumers, and it is first as a source of protein (ibid.). Wheat is an especially critical staff of life for the approximately 1.2 billion wheat-dependent to 2.5 billion wheat-consuming poor— men, women and children who live on less than USD 2 per day— and approximately 30 million poor wheat producers and their families. In North Africa, Central and West Asia, which includes some of the currently most troubled countries, wheat provides from 35 to 60% of the daily calories. Demand for wheat in the developing world is projected to increase 60% by 2050 (Rosegrant and Agcaoili 2010). At the same time, climate-change-induced temperature increases are likely to reduce wheat production in developing countries by 20–30% (Lobell et al. 2008; Rosegrant and Agcaoili 2010). As a result, prices will more than double in real terms, eroding the purchasing power of poor consumers and creating conditions for widespread social unrest. This scenario is worsened by stagnating yields, soil degradation, increasing irrigation and fertilizer costs, and virulent new disease and pest strains.

Building on the input, strength and collaboration of partners, the CGIAR Research Program (CRP), WHEAT, will combine the strength of farming communities, international and national public and private sector partners, policy makers, and development organizations to catalyze the global wheat innovation network, coupling discovery science in advanced research institutes with national research and extension programs in service of the poor in developing countries.

CRP WHEAT and its underlying research strategy¹, together with the research management framework (RMF) “You can't eat potential”², represent new opportunities for integrating gender in wheat research for development (R4D). Realizing this potential is the thrust of this gender strategy. The document introduces the WHEAT strategy very briefly, as well as elements of the RMF, but the reader is encouraged to consult the RMF and the WHEAT CRP documents for further information.

The WHEAT gender strategy is conceived as part of a process of continual improvement, where the strategy will be revised periodically as additional knowledge becomes available. As such the strategy, at this point in time, outlines the process that is envisioned, but once the initial strategic elements such as gender audit and systematization of existing knowledge has been undertaken, it will be possible to add more detail and specific depth to the process of integrating gender in WHEAT, and thus to the implementation of the strategy.

¹ CIMMYT & ICARDA (2011) CIMMYT & ICARDA (2011) WHEAT – Global Alliance for Improving Food Security and the Livelihoods of the Resource-poor in the Developing World. CRP Document. CIMMYT, Mexico.

² Badstue, L. B., Riis-Jacobsen, J., Banziger, M. (2012). You can't eat potential. How to use a Research Management Framework to enhance and realize the potential of research and innovation in MAIZE, WHEAT, and CIMMYT. Internal working document, CIMMYT.

1.2 CRP WHEAT

The goal of WHEAT is *to ensure that publicly- funded international agricultural research contributes most effectively to dramatically boost farm-level wheat productivity and stabilize wheat prices, while renewing and fortifying the crop's resistance to globally important diseases and pests, enhancing its adaptation to warmer climates, and reducing its water, fertilizer, labor and fuel requirements.*

As set out in the WHEAT document, the vision of success of the CRP implies that:

1. Increasing demands for food are met, and food prices are stabilized at levels that are affordable for poor consumers.
2. Farming systems are more sustainable and resilient, despite the impacts of changing climate, and their dependence on irrigation and fertilizers is reduced.
3. Increased production in developing countries is achieved mainly through higher yields, thus lessening pressure on forests and hill slopes, encouraging diversification, and reducing competition for space with other crops.
4. Poverty and malnutrition are reduced for wheat consumers, especially women and children, by way of profitable and environment-friendly farming approaches.
5. Disadvantaged farmers and countries gain better access to cutting-edge, proprietary technologies through innovative partnerships, in particular with advanced research institutions and the private sector.
6. A new generation of scientists and other professionals guide national agricultural research in the developing world and work in partnership with the CGIAR, the private sector, policy makers and other stakeholders to enhance efficiency and impact.

Over the years, CIMMYT, ICARDA, and partners have assessed approaches to focus wheat research for specific client groups and environments. One very useful approach has been the definition of 12 principal Mega-environments (MEs) based on biophysical constraints to wheat production. The ME based approach has enabled prioritization for international agricultural research engagement, collaboration, and technology exchange.

The wheat mega-environment classification shows that close to 85% of all resource-poor wheat farmers and poor consumers live in spring wheat growing areas that encompass 72% of the total wheat area. Favorable, irrigated, dry wheat areas (ME1) and low-rainfall areas (ME4) are the most important, based on wheat area and the number of the poor, followed by high-rainfall, normal soil (ME2) and warm, humid/dry areas (ME5). ME5 area is expected to increase significantly as climate change transforms ME1- and ME4-type areas. Because of this, WHEAT will focus principally on the four spring wheat mega-environments ME1, ME2, ME4, and ME5, which combined account for 67% of the total wheat area and 900 million (84%) of wheat-dependent poor. Improvements in intermediate-priority areas, which account for 15% of the wheat-dependent poor, will be pursued mostly through collaboration with strong partners such as Turkey and China. The needs of low-priority areas, which account for less than 1% of the wheat-dependent poor, are expected to be met primarily by research efforts from strong alternative suppliers. Table 1 below, indicates the five highest priority MEs for WHEAT and their respective representative regions.

Table 1: Mega-Environments (ME) that are priority target areas for WHEAT*

ME	Description	Wheat area (million ha)	People earning less than USD 2/d (millions)	Representative regions
1	Favorable, irrigated, low rainfall production	32.0	556	Afghanistan, Egypt, India, Iran, Mexico, Pakistan
2	High rainfall, low edaphic constraints	7.0	107	Andes, Ethiopia, Kenya, Medi-terranean & Caspian coasts, Mexico
4	Low rainfall	21.6	75	India, Iran, North Africa, Syria, Turkey
5	Warm, humid/dry	7.1	238	Bangladesh, India, Nepal, Nigeria, Sudan
12	Low rainfall	7.9	14	China, Turkey, West and Central Asia

*A more complete overview of the 12 Mega-Environments and their characterizations, modified from Braun et al. 2010, is available in table 2 in the WHEAT CRP document.

WHEAT was originally organized along ten Strategic Initiatives (SI), that interlink with and build on each other to turn the wheel on food security by addressing wheat-based farming systems in service of the men, women and children who depend on wheat for their livelihood or as their main food staple. Following subsequent changes in the CGIAR consortium guidelines and requirements for CRPs, as per 1st January 2015 the ten SIs will be converted into five initiatives, which will henceforth be referred to as Flagship Products (FP). The titles and main clusters of activities of the five FPs are listed in table 1 on the next page.

Table 1: WHEAT Flagship Projects and their Clusters of Activity (CoAs)

FPs	<i>1 Maximizing value for money, social inclusivity thru prioritizing WHEAT R4D investments</i>	<i>2 Novel diversity and tools to adapt to climate change and resource constraints</i>	<i>3 Global partnership to accelerate genetic gain in farmers field</i>	<i>4 Sustainable intensification of wheat-based cropping systems</i>	<i>5 Human and institutional capacities for seed systems and scaling-out; a new generation of wheat scientists</i>
CoAs	1.1 Foresight and targeting (ex ante)	2.1 Seeds of Discovery	3.1 Global Breeding Platform (IWIN) for traits suited to different needs and target groups	4.1 Multi-scale farming system framework to better integrate & enhance adoption of sustainable intensification options (linked to FP5, which works at wider scale)	5.1 Enable national coalition of multiple partners for technologies packages scale-out including seed system innovations
	1.2 Adoption/impact pathway analysis & (ex-post) impact assessment	2.2 Affordable Hybrids	3.2 Accelerate breeding cycle through genomics, improved bioinformatics, and data management	4.2 Participatory approaches to adapt and integrate technological components	5.2 International short-term trainings (POWB 10.1. – 10.4.) for female and male professionals
	1.3 Gender Strategic Research & support mainstreaming	2.3 Wheat Yield Partnership (IWYP) to break the genetic yield barrier	3.3 Precision field-based Phenotyping Platforms for key traits	4.3 Development and field testing of agronomic technologies (has 6 sub-categories)	5.3 Wheat University and WHEAT Volunteers: To build the next generation of scientists
		2.4 Heat and Drought Tolerance to Combat Climate Change (HEDWIC)	3.4 Durable Rust Resistance & Monitoring for gender-responsive Food Security		
		2.5 Biological Nitrification Inhibition: Cytogenetic and pre-breeding for NUE	3.5 Resistance & Monitoring of major diseases and pests other than rusts		
		2.6 Pre-breeding: Transfer new alleles, translocations for prioritized traits from exotic sources into elite lines	3.6 Genetic improvement to contribute to food safety		

1.3 Objective of this strategy

This strategy document outlines the process and approach that WHEAT has adopted in order to strengthen the integration of gender considerations in wheat R4D. The strategy reflects the growing awareness that gender equality and equity are essential elements in the quest to further enhance agricultural growth, food security and sustainable use of the natural resource base.

The objective of the strategy for integrating gender in WHEAT is:

To strengthen the capacity to address issues of gender and social differentiation in wheat R4D and ensure that interventions do not exacerbate existing gender disparities, but instead contribute to improved gender equality and transformation of unequal gender norms and rights wherever possible.

1.4 The rationale for integrating gender in WHEAT

The combined challenges of continued population growth, declining agricultural productivity growth and environmental depletion put pressure on agricultural research and development to work on all fronts to further enhance agricultural productivity and food security. Addressing the gender disparities between women and men farmers in the developing world has a significant development potential in itself, and as such is a key element in meeting these challenges.

Although women play a crucial role in farming and food production, they are often disadvantaged and face greater constraints in agricultural production than men (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). In some cases, they do not even control the use of their own time. The FAO 2011 State of Food and Agriculture report, estimates that if women had the same access to production resources as men, they could increase yields on their fields by 20-30%. The FAO calculates that this alone would raise total agricultural output in developing countries by 2.5-4 %, and that this, in turn, could reduce the number of hungry people in the world by 12-17% or 100-150 million people (FAO 2011).

In addition to this, 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). Finally, gender equality is also a development objective in itself: 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).

Nevertheless, despite the strong evidence base and convincing arguments, addressing gender inequality can be arduous and require great resourcefulness. Gender differences are particularly persistent when rooted in deeply entrenched gender roles and social norms, and WHEAT faces a special challenge in this regard in several of its main target regions: To a large extent the representative regions indicated in table 1, where most of the population living on less than USD \$2/day that WHEAT is targeting is found,

form part of what has been referred to in the literature as the “patriarchal belt”³. Traditionally, these regions have been characterized by societies with strong cultural and social norms supporting particularly tenacious and unequal gender roles and relations (e.g. Kandiyoti 1988, Offenhauer 2005). Despite many changes at different levels over recent years and decades, traditional values and ideals remain pervasive and continue to exert strong influence on gender relations in several parts of these regions (Agarwal 1994; Cameron 1995; DFID 1995; Echavez 2012, Kabeer et al. 2011, Moghadam 1992, Naher 2005; Nyrop and Seekins 2001).

The unequal gender relations commonly affecting intra-household dynamics in these target populations also tend to shape the economic and social functions of wheat as a cash crop and as a staple food in smallholder livelihoods. Even though improved wheat productivity may lead to overall increased household income, there is no firm basis for expecting that this will benefit women and men equally, and /or improve the general household welfare and nutrition (Hillenbrand 2010, Smith & Haddad 2000; Quisumbing & McClafferty 2006).

For improved wheat technologies to have a positive impact on gender inequality under these circumstances, appropriate consideration of context specific gender dynamics and very careful targeting is likely to be required. This may include special measures by current, or new, alternative partners, to start transforming unequal gender-differentiated norms and rights that affect how labor, land, capital or knowledge are accessed and used for producing, marketing and consuming wheat. In fact, without appropriate incorporation of gender considerations, otherwise technically superior innovations may instead lead to further exacerbation of gender inequalities and fail to achieve key anticipated impacts.

In recognition of the special challenges related to traditional gender inequalities in specific WHEAT target regions, as well as the general need to address gender disparities in agriculture and harness the capacities, opportunities and empowerment of men and women alike, this strategy aims to leverage the gender potential in wheat research for development and to create synergies between wheat R4D and gender development goals.

2. Integrating gender in WHEAT

2.1 The overall approach

In the process of integrating gender in WHEAT, the concept of gender is used as an analytical tool to strengthen the relevance and targeting of wheat R4D and enhance development impacts. As part of this, gender analysis is applied to expand the knowledge base concerning gender in relation to wheat-based

³The concept of the ‘patriarchal belt’ appears to have originated with John C. Caldwell (1982). Offenhauer (2005) describes the ‘patriarchal belt’ as stretching from North Africa across the Muslim Middle East to South and East Asia and characterized by kin-based patrilineal extended families, male domination, early marriage (and consequent high fertility), son preference, restrictive codes of behavior for women, and the association of family honor with female virtue. Occasionally, the family structure is polygamous, and in some areas veiling and sex-segregation form part of the gender system.

farming and livelihoods to inform and deepen the relevance of other research themes and better address gender constraints related to wheat-based systems development.

The strategy represents a concerted effort of the wheat R4D community to systematically consider and address gender disparities in wheat R&D and contribute to the promotion of gender equality in agricultural development in general.

The integration of gender in WHEAT is conceived as a process of continual improvement of which this updated version of the WHEAT gender strategy addresses the first five years (2013-2017). The scope of the strategy includes: a) Institutional capacity strengthening for gender sensitive wheat R4D; b) Consolidation and strategic expansion of the wheat-and-gender knowledge base; and c) Integration of gender in wheat R&D projects as and where appropriate.

In the first instance, emphasis of the WHEAT gender strategy will be directed to laying the foundation for gender integration, i.e. building the enabling institutional conditions and resources that will encourage and facilitate the systematic consideration and integration of gender in research design and implementation. As the institutional framework and the incentives for gender integration are strengthened, this will influence research operations and lead to greater integration of gender in projects and FPs. This shift in focus is illustrated in figure 1.

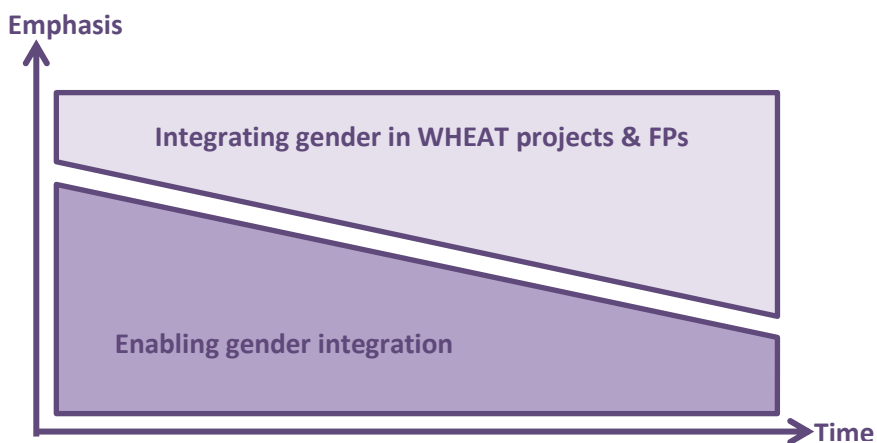
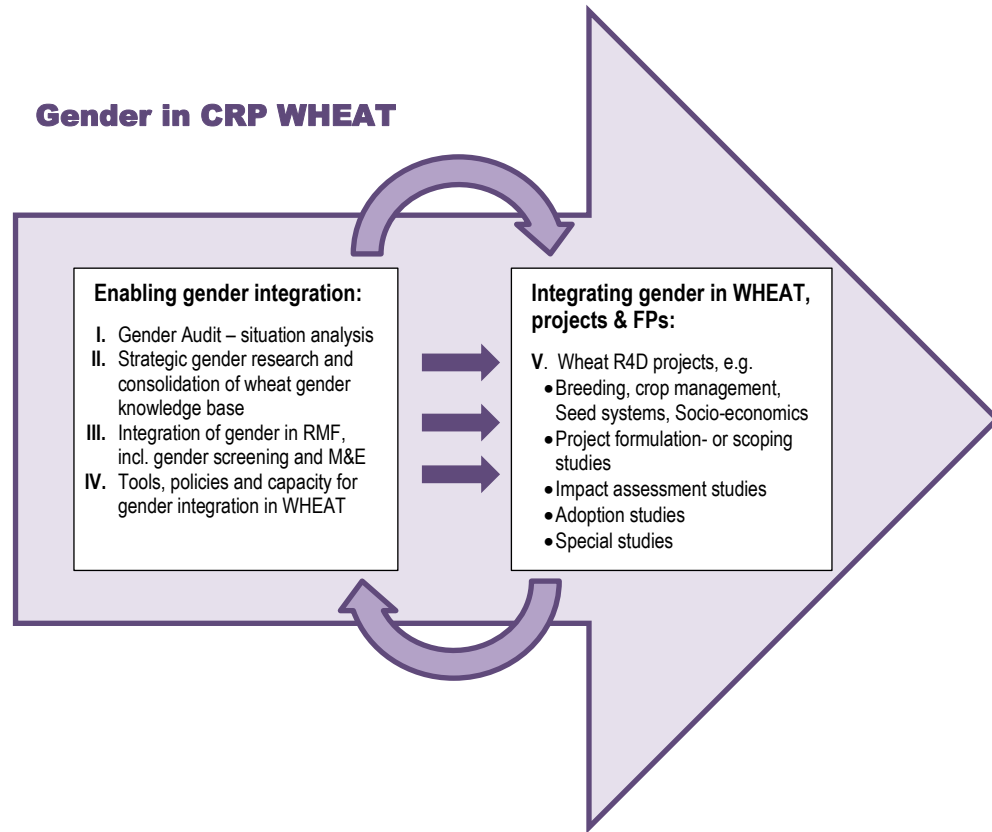


Figure 1: In the first phase of implementation of the WHEAT gender strategy, emphasis will be on building the enabling institutional conditions for gender integration. As these are developed and operationalized, the balance will shift as the integration of gender in project- and FP implementation increases. Eventually, the main emphasis will be on gender in research projects and FP implementation, while a moderate emphasis on enabling conditions will continue to be required in order to run and maintain the institutional structures and resources for gender integration and related technical backstopping.

As results and lessons learnt are generated in research implementation, these will provide feed-back to the institutional learning processes and contribute to further development or adjustment of the institutional frameworks, which, in turn, will inform the next generation of research projects and adjustments in FP implementation. As these dynamics progress and gain traction, the integration of gender in WHEAT continues to expand and improve. The strategy for integration of gender in WHEAT is illustrated in figure 2. Its main outcomes and outputs are outlined in the following, and summarized in a logical framework table in annex 1.

Figure 2:



Some key gender concepts and definitions

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.

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.

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

Gender analysis is a tool to assist in strengthening development planning, implementation, monitoring and evaluation, and to make programs and projects more efficient and relevant. Gender analysis should go beyond cataloguing differences to identifying inequalities and assessing relationships between women and men. Gender analysis helps us to frame questions about women's and men's roles and relations in order to avoid making assumptions about who does what, when and why. The aim of such analysis is to formulate development interventions that are better targeted to meet both women's and men's needs and constraints.

Empowerment implies people – both women and men – taking control over their lives by setting their own agendas, gaining skills (or having their own skills and knowledge recognized), increasing their self-confidence, solving problems, and developing self-reliance. It is both a process and an outcome. Empowerment implies an expansion in women's ability to make strategic life choices in a context where this ability was previously denied to them.

Gender mainstreaming is a strategy for making women's, as well as men's, concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Gender neutral approaches do not account for the differences between women and men and do not consider how women and men may be marginalized and harmed or may not benefit from research, programs and policy.

Gender responsive (or -aware) approaches are designed to meet both women's and men's needs. These approaches ensure that both women and men will benefit and neither will be harmed by research, programs and policy, such as, for example, by exacerbating their work burdens.

Gender transformative approaches actively strive to examine, question, and change rigid gender norms and the imbalance of power as a means of achieving development goals as well as meeting gender equity objectives. These research, programmatic and policy approaches challenge the distribution of resources and allocation of duties between men and women.

Source: ILRI 2012 "Strategy and Plan of Action to Mainstream Gender in ILRI"

2.2 Impacts

The overall goal of the Strategy for Integration of Gender in WHEAT is to increase the quality, efficiency and impact of wheat R4D by ensuring that wheat R4D interventions do not exacerbate existing gender disparities, but rather, whenever possible, contribute to improved gender equality and support the transformation of unequal gender norms and rights.

The expected long term impacts of the strategy are: Improved livelihoods of smallholder families due to better access to improved wheat technologies that address the needs, preferences and constraints of both women and men, and increased use of and benefits from these by men *as well as* women.

The WHEAT gender strategy will help address research questions such as:

- How do prevailing gender norms, relations and disparities affect men's and women's access to and use of productive assets, including technology, for the production, post-harvest processing, marketing and consumption of wheat?
- Wheat R4D produces improved wheat technologies intended to help resource poor farmers improve their productivity and livelihoods. Many of these farmers are women. However, to what extent are the needs, preferences and constraints of both female and male farmers duly considered in the technology development process? And are male and female farmers equally able to access, use and benefit from these technologies?
- What types of women, in what roles and socio-economic strata with respect to smallholder wheat production, marketing and consumption, are likely to benefit directly from improved access to and use of improved wheat technology? What are the characteristics of groups of women in the target regions who will be differentially impacted either directly or indirectly?
- Is WHEAT R&D partners' understanding of gender issues in agriculture and their capacity to address this, increasing? And is this reflected in greater incorporation of female and male farmers' perspectives in wheat technology development and delivery?
- Do transformative approaches to affect change in gender norms, influence the gender-differentiated distribution of benefits from agricultural innovation in relation to the development of wheat-based systems? Does use of these approaches affect the extent to which improved technologies contribute positively to gender equality?

2.3 Outcomes

The expected outcomes include:

- 1) Increased institutional capacity in WHEAT to systematically address issues of gender and social differentiation in R&D related to wheat-based systems; including increased gender responsiveness of wheat R&D partners; greater incorporation of female and male farmers' (incl. youths) perspectives in wheat R4D; and more refined targeting of beneficiary populations that take into account how wheat technology use is affected by prevailing gender relations.
- 2) Evidence-based guidelines for development of gender responsive wheat-based systems implemented and assessed with partners.

As a result of implementation of this strategy, by end of the year 2017 a key set of institutional frameworks, policies and procedures will be in place, which are used systematically to ensure appropriate integration of gender in research design, implementation and monitoring & evaluation. At least 50 % of projects leaders and management will have received general gender awareness training, and the use of standard guidelines for gender disaggregated data collection and social inclusion in participatory research activities is institutionalized.

Due to strengthening of the knowledge base on gender in relation to wheat-based livelihoods and its' implications for wheat R4D; and the enhanced institutional frameworks and procedures along with the improved gender awareness of staff and partners, it is expected that the number of gender responsive R4D initiatives under WHEAT will have increased significantly, and the proportion of female farmers' and youths' who provide feedback to participatory research activities will have grown substantially. The improved knowledge-base will be systematized into a set of culturally-appropriate, evidence based, gender responsive principles for development of wheat-based systems, and implemented with selected partners in target areas. Adaptations made and lessons learnt in this process will be systematically assessed in order to inform the research process as well as targeting and priority setting. Overall, it is expected that this will lead to better targeting of research outputs and dissemination, and that this, in turn, in a longer term outcome perspective will stimulate increased and accelerated adoption of improved wheat technologies by female as well as male farmers.

2.4 Outputs

The major outputs of the WHEAT gender strategy, arranged under 5 components, include the following:

Output I: Gender Audit

As a stock-taking exercise and in order to assess how better to address gender-specific needs and enhance the empowerment of women and young adults, in 2013 WHEAT undertook a gender audit across all ten SIs. The audit was undertaken by the Social Development and Gender Equity Group of the Royal Tropical Institute (KIT), the Netherlands. The findings from the gender audit both provide a baseline with regards to the integration of gender in WHEAT, as well as a thorough analytical input to the process of strengthening the integration of gender in the CRP. The report from the gender audit amounts to 147 pages and it is not possible to summarize the findings here. However, the audit team's recommendations for follow up action are included as Annex 4, and a summarized version of the gender audit report is being developed and will be available on the WHEAT website shortly.

Activities under this output included:

- Development of Terms of Reference and procurement of consultancy services
- Execution of Gender Audit
- Interaction with, and supervision of consultant
- Formulation of recommendations for follow up action based on Audit findings

Specific deliverables for output I include:

- WHEAT gender audit report with recommendations for action

Output II: Strategic gender research and consolidation of the wheat and gender knowledge base.

Strategic gender research is here understood as research which has gender aspects as its primary topic, and which aims to understand the implications of gender dynamics for development (of wheat-based systems). This can include stand-alone gender research projects as well as special studies related to ongoing projects. A plan for strategic gender research will be developed and periodically updated. Practical implementation of strategic gender research in relation to maize-based systems will be carried out, where identified as a priority and resources allow.

As part of the plan for strategic gender research in WHEAT a scoping study of avenues for integration of gender and social equity in R4D of wheat-based systems in South Asia was undertaken in 2013. The study was implemented by Glasgow Caledonian University and Centre for Research on Innovation and Science Policy (CRISP), Hyderabad, under the WHEAT Competitive Partner Grant scheme.

As mentioned above in section 1.4, a number of WHEAT's key target regions are characterized by strong cultural norms associated with inherently high levels of gender inequality. This poses special challenges e.g. in terms of how wheat R4D interventions can avoid exacerbating existing gender disparities, and ensure that the benefits of wheat R4D are relevant to and reach both women and men. This highlights the need to deepen the understanding of gender related constraints and disparities in key WHEAT target regions, and for refining the definition of different target groups (M/F) in these. To address this and inform research targeting, another strategic gender research initiative under WHEAT consists in a comprehensive diagnosis of gender relations in key target regions, and their implications for research targeting and technology development. This particular research forms part of the global, cross-CRP comparative study on gender norms and agency in agriculture and natural resources management, under the CGIAR Gender and Agricultural Research Network's strategic research theme on gender transformative approaches. Via its lead gender expert, CRP WHEAT is represented in the Executive Committee of the global cross-CRP study. For 2014 and 2015 WHEAT has pledged to undertake 20 cases in Wheat-based systems under this joint strategic gender research initiative. The research is expected to conclude in 2016.

The evidence from this diagnostic studies will be distilled into "Guidelines for Development of Gender-responsive Wheat-based Systems". Within a given cultural and gender context, a Guideline will provide approaches on (a) key aspects of culture and gender relations that must be addressed in diagnosis, going beyond descriptive gender differences to understand how gender relations could affect the impact of improved wheat technology on equality (b) how to maximize inclusion of women as well as men in participatory development of varieties, seed systems, post-harvest and other technologies (c) the most important features of gender relations to be considered that can affect how benefits are distributed among men and women actors in wheat value chains (d) key aspects of wheat advisory services that can make or break positive outcomes for women (d) options for use of transformative approaches to change gender relations if there is evidence that these can increase benefits to women from wheat innovations.

As mentioned above, the current knowledgebase concerning gender dimensions specifically in relation to wheat production or wheat-based systems in the priority target areas and cultures is scarcely documented and relatively fragmented. In addition to strategic gender research related to R4D of wheat-based systems, output II of the WHEAT gender strategy also includes consolidation of the current wheat-gender knowledge base. This focuses on three aspects: a) Analysis and systematization of the current literature base; b) Compilation of particularly relevant gender support materials, and c) development of a WHEAT intranet repository for wheat gender knowledge and -resources for the convenience and use of project leaders, research teams and partners in WHEAT.

Activities under output II include:

- Planning, implementing and supervising strategic gender research
- Overview of current wheat-gender knowledge base and additional key gender literature relevant for R4D of wheat-based system in key target regions
- Analyze findings from diagnostic studies and literature, and elaborate guidelines for gender-responsive development of wheat-based systems targeted to specific key areas/cultural domains
- Compilation of gender support materials
- Create intranet portal for wheat gender resources and knowledge

Specific deliverables for output II include:

- Study report for each strategic gender study undertaken
- Guidelines for gender-responsive development of wheat-based systems drafted for, and under testing in, at least one key target area, using action research with partners.
- Overview of literature on gender in relation to R4D of wheat-based systems
- Intranet portal for wheat gender resources and knowledge

Output III: Gender mainstreaming of the Research Management Framework

“You Can’t Eat Potential” is the title of the overall Research Management Framework for WHEAT. The framework is based on best practices from the fields of project management and monitoring and evaluation, and applied to international wheat research for development.

The purpose of mainstreaming gender into the Research Management Framework is to ensure that the institutional frameworks and procedures that guide the research management process throughout the project cycle, actively promote the consideration of gender issues in relation to the research in question, and ensure that such issues are addressed, whenever it is relevant and appropriate. A key element in this regard is the establishment and piloting of a proposal screening procedure, which ensures that the relevance of gender is considered for new projects, and, appropriately addressed when found necessary. If gender is not relevant for the research in question, the proposal simply moves on to the next step in the project processing. For the proposals where issues relating to gender are identified and in need of addressing, the gender screening will serve as a quality check in terms of the approach and

specific measures taken, appropriate output and outcome formulation, as well as the related funding requirements in the project budget. This in turn will constitute the foundation for follow-up on integration of gender in implementation, as well as in output and outcome monitoring.

In order to support project leaders to meet the requirements for gender sensitive project design, as well as to facilitate the implementation of the Gender Screening Procedure, basic guidelines for incorporation of gender concerns in project design were elaborated in 2013. These guidelines have been distributed widely and 18 WHEAT scientists received initial training on their use in December 2013. The development of an additional support tool for project leaders to ensure due consideration of gender in sub-grant implementation and –deliverables is planned to complement the former.

Information about the integration of gender in the RMF and its implications for project development and research management procedures in general will be developed and divulged; and initiatives to raise awareness about the rationale for addressing gender in agricultural research for development will be undertaken. Furthermore, in order to be able to monitor overall progress in integration of gender in WHEAT, a set of gender performance indicators will be defined and monitored at regular intervals.

In summary, successful gender mainstreaming of the RMF will enhance the integration of gender responsive, or even transformative, approaches in wheat research projects. This, in turn will lead to progress with regards to: Greater consideration of both male and female farmers perspectives in wheat technology development and diffusion, increased access to and benefits from improved wheat technologies by men as well as women; and ultimately, improved benefit sharing of the outputs of wheat R4D between male and female wheat farmers.

Activities for this output include:

- Development, piloting and implementation of Gender Screening Procedure for new projects
- Establishment of procedure/guidelines for capturing gender in M&E (Output and outcome levels).
- Development of support tools for scientists/project leaders for incorporation of gender in project design, and for due incorporation of gender concerns in sub-grant agreements
- Conception and collection of gender performance indicators for WHEAT.

Deliverables under output III include:

- Document describing procedure for gender screening of WHEAT R4D project proposals
- Guidelines for integrating gender in output and outcome M&E
- Definition of and yearly collection of gender performance indicators for WHEAT.
- Guidelines for project leaders on incorporation of gender in project design (completed, December 2013)
- Document describing procedure for ensuring due consideration of gender in sub-grant agreements

Output IV: Tools, policies and capacity strengthening for gender integration in WHEAT

To further encourage and strengthen the incorporation of gender consideration in project design and implementation a series of policies and practical guidelines for their implementation in wheat research for development will be developed. This will entail the formulation of a gender policy for WHEAT with regards to the promotion of gender equality; as well as the development of practical support tools to enhance gender integration in research; for example a protocol for gender disaggregated data collection and analysis(in progress); and guidelines for social inclusion in participatory research activities (in progress).

To strengthen capacity for gender integration in WHEAT a gender equality competency framework will be developed (as part of the WHEAT Competitive Partner Grant scheme), which maps out the minimum level of gender related knowledge, attitudes and skills (KAS) expected of WHEAT staff positions and areas of work. The competency framework will be accompanied by a modular gender equality capacity strengthening program to support the development of required staff gender equality competencies by level and area of work. The modular program will incorporate different and complementary learning approaches to allow individuals to develop their own learning strategies and be responsible for achieving minimum competencies. Implementation of the gender equality capacity strengthening program will be subject to resources availability.

WHEAT is represented in the CGIAR Gender and Agriculture Research Network by the Gender Specialists of CIMMYT and ICARDA. The Gender and Agriculture Research Network constitutes a forum for identifying and taking forward strategic issues related to gender analysis and gender research across the CRPs, in addition to identifying needs and opportunities for cross CRP collaboration in research and capacity strengthening and ways of addressing these. The network operates as a virtual community and meets twice yearly.

Activities under this output include:

- Formulation of gender policy
- Development of specific gender integration support tools, e.g. protocols for gender disaggregated data collection, and social inclusion in participatory research activities.
- Develop gender equality competency framework and related capacity strengthening program
- Implementation of the gender equality capacity strengthening program (subject to resources availability).
- Participation in the CGIAR Gender and Agriculture Research Network

Specific deliverables for output IV include:

- Gender Policy
- Practical support tools for enhancing gender integration in WHEAT R4D, aimed at Project Leaders and researchers, e.g. protocol for gender disaggregated data collection, and protocol for social inclusion in participatory research activities
- Gender equality competency framework

- Detailed design of gender equality training program
- Implementation of the gender equality capacity strengthening program (subject to resources availability).

Output V: Integration of gender in projects and SI implementation

This output depends on one hand on the implementation of the gender screening procedure (output III), and on the other on the progress in the gender equality capacity strengthening (output IV). Thus, in the course of this first phase of the WHEAT gender strategy, the proportion of projects in the WHEAT portfolio that explicitly address gender in research design, budgeting and implementation, is expected to continue to grow as current projects are completed, and new projects are approved.

The integration of gender in project formulation includes appropriate integration of gender in output formulation, and gender monitoring at project level will subsequently take place as an integral part of the Research Output Management component of the RMF, which includes monitoring of physical as well as financial implementation.

As described further below in section 5 on monitoring and evaluation, outcome monitoring in WHEAT, including in relation to gender, will primarily take place at the FP level. Monitoring outcomes typically require an additional effort, often in the form of special studies, as this implies obtaining information on what beneficiaries are doing with the technologies or knowledge generated, and what benefits or challenges this gives rise to. For gender sensitive outcome monitoring this will imply the incorporation of a gender perspective in special studies as well as in the FP level discussions of research impact pathways and partnerships.

The specific activities and deliverables related to this output are influenced by several factors, including the objectives, focus and location of the particular projects in question and the results of the gender screening as part of the project development process. As such, it is not possible at this stage to detail the exact activities; however, the following are examples of activities that are likely to form part of gender responsive wheat R4D projects.

Examples of likely activities under this output include:

- Integrating gender responsive approaches/measures in project activity implementation (e.g. in relation to surveys, participatory varietal selection, farmer managed trials, introduction/testing of improved technologies/practices, training)
- Gender awareness/capacity strengthening for project staff and partners
- Gender responsive special studies related to specific aspects of project implementation, e.g. local knowledge and practices, livelihood strategies, intra-household dynamics etc.
- Gender sensitive output monitoring
- Integration of gender in project reporting and communication
- Special studies on gender and outcome monitoring

Examples of specific deliverables likely to be achieved as part of output V include:

- Gender disaggregated data sets from surveys and participatory research activities
- Increased staff and partner gender awareness and capacity to address gender issues in project implementation
- Gender analysis of specific project issues
- Improved evidence and understanding of gender issues in relation to wheat R4D, including the needs, preferences and constraints of female and male wheat farmers and consumers.
- Gender sensitive output M&E, reporting and communication
- Gender sensitive outcome monitoring

3. Gender in the WHEAT Impact Pathway and Monitoring & Evaluation

The WHEAT CRP Document contains an outline of how its different elements complement each other and combine into an overall impact pathway (see diagram in Annex 3). In addition to this a Research Management Framework (RMF), “You Can’t Eat Potential”, has been developed, which outlines how the WHEAT strategy is operationalized and managed. The gender impact pathway is part of the general WHEAT impact pathway, and the strategy for pursuing it is to use the RMF as the framework for mainstreaming gender in WHEAT.

The successful integration of gender into the RMF for WHEAT ensures that the consideration of gender issues becomes an integral part of formal research management and procedures. Accompanied by strengthening of capacity and technical support in the area of gender, this, in turn, ensures that new WHEAT research for development projects explicitly consider gender in relation to the specific research in question. If special gender considerations are found to be relevant, they must be addressed in project design and budgeting. Conversely, if gender is found not to be a relevant concern for the research proposed, this shall be appropriately explained.

Thus, the integration of gender into the RMF along with additional enabling, institutional circumstances for systematic gender consideration, will drive the integration of gender into the research project portfolio and the related budgeting and funding aspects. At the same time, to further strengthen the knowledge base, strategic gender research will be carried out to address issues of strategic importance. Ultimately, all of this will lead to more gender responsive wheat research for development, greater and more equitable benefit sharing and contribute to closing the gender gap in wheat-based agriculture.

Monitoring and Evaluation (M&E) is a key part of the RMF, and follow up on gender issues at project and FP level will be an integral part of CRP M&E. M&E of the integration of gender in WHEAT will be mainstreamed into the Research Management Framework at the following levels:

On the strategic level, Research Impact Pathway Enhancement (RIPE) will be used to cultivate continual improvement of the impact pathways for each FP in WHEAT. RIPE is an adaptation of the Participatory Impact Pathway Analysis (PIPA)⁴. The RIPE process consists of an initial analysis phase and subsequent regular follow-ups with the purpose of refining/adjusting the impact pathway of research as it develops.

RIPE focuses on the research outcome level. Gender is mainstreamed into the RIPE process, starting with the revision of the impact pathways. The results of the initial RIPE workshop constitute the basis for M&E of the outcomes of each FP and the projects they include.

The Research Output Management system provides information on the progress towards the outputs of the different projects. This must all be considered together with the information gathered on the progress towards the FP outcomes, and the network and partner analysis. The forum for this is the annual RIPE Reflection and Adjustment Workshop. The Reflection and Adjustment Workshop is critical in maintaining a strategic focus for the project portfolio in aFP, and the periodic revision ensures that the projects not only do the things right, but even more importantly, that they do the right things. The RIPE process furthermore constitutes a critical mechanism for findings and lessons from all parts of the Research Management Framework to feed back into the research and decision making processes of partners in WHEAT.

At the project level, the focus is on achieving due consideration of gender in the project design phase and appropriate incorporation of gender in project outputs and budgets. This will be ensured through the gender screening in the project development process, which serves as a quality-check to ensure that relevant gender considerations have been addressed and incorporated as appropriate in project outputs and milestones. Through this procedure the monitoring of gender in outputs and milestones becomes an integral part of the general Research Management System (RMS), where progress is registered on a quarterly basis. The RMS is also the main platform for a series of Key Performance Indicators. A measure for sex-disaggregation has been integrated in a number of these in 2013, e.g. Number of: a) Maize lines with characteristics valued by women farmers; b) Technologies evaluated with explicit relevance for women farmers; c) Trials conducted with women farmers; d) Demonstrations conducted with women farmers; e) Technologies demonstrated with explicit relevance for women farmers; f) Surveys with sex-disaggregated data.

⁴ Douthwaite et al, 2008, see also Alvarez et al. 2010; Douthwaite et al. 2007; and Douthwaite et al. 2003. RIPE is inspired by and builds on PIPA, and due credit should be paid to the originators of PIPA. However, as it is foreseen that the approach will develop and be adapted over the coming year to the specific needs for CRP outcome and impact pathway monitoring, a different term was chosen from the on-set in order to avoid confusion with the original concept.

4. WHEAT gender budget strategy

Gender funding in WHEAT will be addressed using a two-tiered strategy, aligned with the twin-track approach in figure 2 above: From the Windows 1 & 2 institutional management resources allocated to WHEAT, resources are allocated to gender mainstreaming and strategic gender research in WHEAT. These resources provide the basis for strengthening the institutional capacity to ensure adequate integration of gender in the overall Research Management Framework and technical support. This establishes the enabling conditions (components I-IV in figure 2), which, in turn, provide the ground for appropriate integration of gender considerations in project design, including adequate budgeting for gender implementation at project level.

A certain level of core institutional gender expertise will be required to provide technical support and develop and oversee the application of policies and procedures in support of gender integration. This will require special funding, either as part of the Windows 1&2 funding or via special projects. In most situations this funding aspect will be similar in the case of strategic gender research. Meanwhile, integrative gender research, i.e. the integration of gender perspectives into technical wheat research, e.g. breeding, crop management, or value chain development (component V in figure 2) shall be funded via the specific projects themselves. Special studies, which can include strategic gender research, or be related to gender outcome monitoring or diagnostic assessments, can be funded via special funding or as part of a particular project.

In order to be able to monitor and track investments in gender research and mainstreaming in a systematic and transparent way, and in consultation with the CO Senior Gender Advisor, CRP WHEAT has adopted the DAC Gender Marker developed and tested by the UNDP (see annex 2).

The budget presented in table 2 below is based on the two-tiered budgeting strategy explained above, and reflect an analysis of the key components required to undertake a process of continual improvement of gender mainstreaming in WHEAT over a five-year period.

Table 2: Estimated funding for integration of gender in WHEAT, 2013-2017.

WHEAT Gender strategy components	2013	2014	2015	2016	2017	Total
I. Gender Audit of WHEAT	151000	0	0	0	0	151000
II. Strategic gender research & Consolidation of wheat-gender knowledge base	195000	325000	325000	285000	300000	1430000
III. Gender mainstreamed in Research Management Framework	0	21750	175000	175000	190000	561750
IV. Tools, policies and capacity strengthening for gender integration	20000	14352	196528	196528	211528	638936
Subtotal, Enabling gender integration in MAIZE	366000	361102	696528	656528	701528	2781686
v. Integration of gender in specific project implementation (based on DAC marker)	2114000	6318898	4710372	5071882	5170092	23385244
Total	2480000	6680000	5406900	5728410	5871620	26166930

5. Organization of gender integration in WHEAT

The overall integration of gender in WHEAT is led by CIMMYT's strategic leader for gender research and –mainstreaming, who forms part of the CIMMYT Socio-Economics Program (SEP) and reports to the Director of SEP, who, in turn forms part of the WHEAT Management Committee. In a similar way, as a co-lead center, ICARDA shares responsibility for the integration of gender in WHEAT through the contributions of the ICARDA Gender Specialist.

To ensure alignment with the gender strategy, staff for who gender makes up an important part of their work, form part of the gender unit and are supervised by strategic leader for gender research and -mainstreaming. In coordination with the projects that fund gender positions, all gender staff recruitment will be the responsibility of the strategic leader of gender research and –mainstreaming. Under the latter's leadership, the gender unit manages the budget specifically related to gender staff activities and is responsible for providing technical support to Project- and FP leaders and other researchers with respect to gender integration and the overall strengthening of gender awareness and gender analysis capacity; as well as guidance and recommendations with regards to strategic gender research and targeting.

The incorporation of gender in planning, implementation and reporting at the individual project level will follow the steps and procedures laid out in the Research Management Framework, and are the responsibility of the Project Leader and, ultimately, the respective Program Director. Whenever possible, gender concerns in project implementation are addressed via partner expertise. Gender integration in processes at the FP and CRP level is the responsibility of FP leaders and the CRP manager.

6. Assessment of capacity for gender analysis and gender research in CRP WHEAT

An assessment of the capacity for gender analysis and gender research was carried out as part of the Gender Audit of WHEAT in 2013. The WHEAT gender audit found that there is an overall appreciation of the relevance of gender to CRP WHEAT. While, in most cases, this does not entail an understanding of gender as a social relation, thereby ignoring the relative opportunities and constraints women and men experience, the Audit *did* uncover such perspectives in a minority of cases. Also present, though not common, was an understanding of promoting gender equality as an end in itself.

Overall the level of capacity with regards to analyzing and addressing gender issues in wheat R4D was found to be in need of strengthening. The extent of gender integration was found to vary considerably across and within projects, and the gender knowledge and skills of staff and partners was found to be relatively weak. The lack of capacity among staff was also found to be linked to the absence of systems and procedures that guide and hold staff accountable, which leaves the question and implementation of gender strategies open to individual interpretation.

Despite the general absence of formal policies and procedures, efforts to integrate gender into projects under WHEAT were observed in technology development with an emphasis on the promotion of women's participation through the targeting of women, as well as integrating gender issues in breeding, such as conducting gender-aware Participatory Varietal Selection. In some cases, efforts are also made to 'broker relationships' between women farmers and different actors across the value chain, for example by linking farmers, researchers and other stakeholders in such a way as to provide space for solving local problems and taking advantage of opportunities.

There are also examples of good practice, such as the promotion of women scientists, partly out of design but also out of individual initiative. Other practices go further, such as the promotion of women in non-traditional agriculture roles and the adoption of other gender transformative strategies. More recently, more projects seem to include more activities aimed at addressing gender concerns.

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Annex 1: Logical Framework for WHEAT Gender Strategy

Logical Framework: WHEAT Gender Strategy 2013-2017			
HIERARCHY OF OBJECTIVES	EXPECTED RESULTS	TARGET GROUPS	PERFORMANCE INDICATORS
OVERALL STRATEGY OBJECTIVE:	IMPACTS	TARGET GROUPS	PERFORMANCE INDICATORS
To increase the quality, efficiency and impact of wheat R4D by ensuring that wheat R4D interventions do not exacerbate existing gender disparities, but rather, whenever possible, contribute to improved gender equality and support the transformation of unequal gender norms and rights.	Improved, gender responsive wheat technologies help women and men farmers improve the food security and livelihoods of their households	Female and male farmer and their dependents, Governments, R&D sectors, Donors	<ul style="list-style-type: none"> • Access to, and use of improved wheat technologies by men and women increases and is associated with improved gender responsiveness of wheat R&D.
SPECIFIC STRATEGY OBJECTIVES	OUTCOMES	TARGET GROUPS	PERFORMANCE INDICATORS
<p>1: Mainstream gender in institutional frameworks and procedures of WHEAT</p> <p>2: Facilitate and strengthen the integration of a gender perspective in WHEAT projects and FPs wherever relevant and appropriate, ensuring that technology development and diffusion consider and address the needs, preferences and constraints of women and men target beneficiaries.</p>	<p>Increased institutional capacity in WHEAT to address issues of gender and social differentiation in R&D related to wheat-based systems</p> <p>Increased gender responsiveness of wheat R&D partners and greater incorporation of female and male farmers' and youths' (M/F) perspectives in the technology development and diffusion processes</p>	<p>CIMMYT and partners, Donors</p> <p>CIMMYT and partners, female and male farmers, Donors</p>	<ul style="list-style-type: none"> • Increased number of WHEAT projects with explicit gender commitments and budgeting. • Integration of gender in impact pathways for FPs Increasing numbers of female and young farmers involved in and providing feedback to participatory research activities • Increasing number of female and young farmers hosting on-farms trials and demos • Systematic use of sex disaggregation in socio-economic data collection and participatory research • Guidelines for gender-responsive development of wheat-based

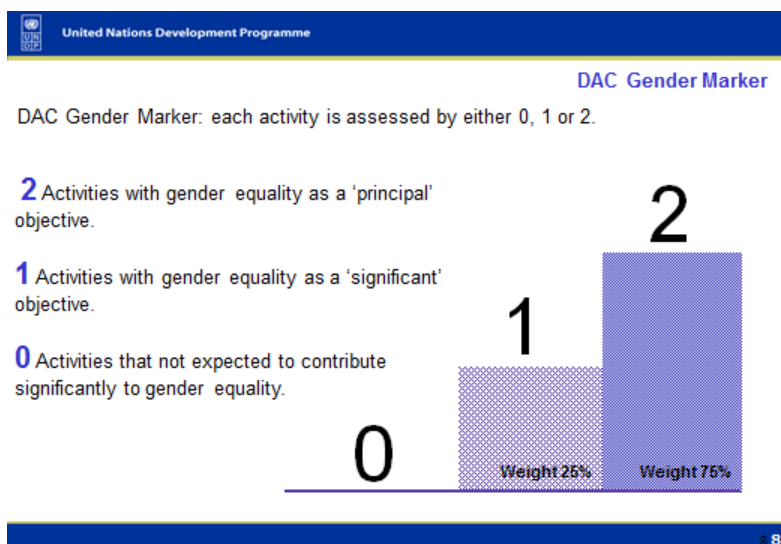
			systems
ACTIVITIES	OUTPUTS	TARGET GROUPS	PERFORMANCE INDICATORS
1) Finalize ToRs and Procure Consultancy services 2) Execution of Gender Audit 3) Interaction & supervision of consultant 4) Update of Gender Action Plan based on Audit findings	I. Gender Audit of CRP WHEAT	CIMMYT and partners	<ul style="list-style-type: none"> • WHEAT Gender audit report (Completed Dec. 2013)
1) Plan, design, implement and supervise strategic gender research related to wheat-based systems and livelihoods 2) Analysis and systematization of current wheat and gender knowledge base 3) Compilation of gender support materials 4) Create intranet portal for wheat gender resources and knowledge 5) Analyze findings, and elaborate guidelines for gender-responsive development of wheat-based systems	II. Strategic gender research and consolidation of wheat & gender knowledge base	CIMMYT and partners	<ul style="list-style-type: none"> • 1 studies initiated in yr. 2, 2 studies initiated in yr. 3 • Literature review paper on gender in relation to research on development of wheat-based systems • Intranet portal for wheat gender resources and knowledge • Guidelines for gender-responsive development of wheat-based systems drafted for at least one key target area
1) Develop and pilot gender screening of proposals 2) Define procedure for capturing gender in output M&E 3) Integration of gender in guidelines for RIPE process 4) Conception of Gender KPI for WHEAT 5) Gender Support tool for scientists/project leaders for incorporation in project design 6) Develop procedure for integration of gender screening in sub-grant agreements	III. Gender mainstreamed RMF	CIMMYT and partners	<ul style="list-style-type: none"> • Gender screening procedure developed and piloted • Note on procedure for capturing gender in output M&E • Note on procedure for integrating gender in RIPE process • Gender KPIs defined • Guidelines for integration of gender in project design (completed Dec. 2013) • Procedure for integration of gender in sub-grant agreements established

ACTIVITIES	OUTPUTS	TARGET GROUPS	PERFORMANCE INDICATORS
<ol style="list-style-type: none"> 1) Development of gender policy for WHEAT and CIMMYT 2) Develop and implement protocol for gender disaggregated data collection 3) Develop and implement protocol for social inclusion in Participatory Research 4) Develop gender equality competency framework and capacity strengthening plan Implement gender capacity strengthening plan 5) Representation of WHEAT in CGIAR Gender and Agriculture Research Network 	<p>IV. Basic tools, policies and strengthened capacity for gender integration in WHEAT</p>	<p>CIMMYT and partners</p>	<ul style="list-style-type: none"> • Gender policy developed and adopted • Protocol for gender disaggregated data collection • Protocol for social inclusion in participatory research • Gender capacity strengthening plan developed • Senior Mgt and >50% of project leaders have passed basic gender awareness test
<ol style="list-style-type: none"> 1) Implement Gender Screening process 2) Implement procedure for gender in output M&E 3) Collect and analyze Gender KPI for WHEAT 4) Gender sensitive studies or gender studies as part of project implementation 	<p>V. Gender integrated in FPs and projects</p>	<p>Male and female farmers and their families, CIMMYT and partners</p>	<ul style="list-style-type: none"> • Gender screening reports • WHEAT gender KPIs collected yearly • Depends on project portfolio

Annex 2: DAC Gender Marker in WHEAT budgeting

Levels		Criteria/Examples
4 - Projects with gender equality as the SOLE objective	100%	Sole use for (strategic) gender research. Budgets of gender specialists.
3 - ... a PRINCIPAL objective	75%	Majority are women beneficiaries and they are selected and will be likely the main partners/beneficiaries/users of the project results.
2 - ... a SIGNIFICANT objective	25%	Gender is mainstreamed in these projects and significant/substantive benefit by women is will be achieved and documented.
1 - ... with SOME CONTRIBUTION to gender equality	10%	Projects with evidence that they work on women prioritized constraints (eg processing, quality, HH food security) or generate products/outcomes that are particularly relevant for women (eg lower wheat prices). Effort to reach women needs to be made.
0 - Projects that do not expect to contribute significantly to gender equality	0%	Gender neutral research; Examples: Genebank, molecular breeding, bioinformatics.

Adapted from UNDP approach:



Further information: http://www.gender-budgets.org/index.php?option=com_joomdoc&task=document.download&path=resources/by-theme-issue/financing-for-gender-equality/tracking-gender-related-investments-in-undp&Itemid=823,
http://www.wikigender.org/index.php/Gender_Equality_Marker_System;
<http://www.undp.org/content/dam/undp/library/corporate/fast-facts/english/FF-Gender-and-Institutional-Development2.pdf>

Annex 3: WHEAT Impact Pathway (from the original CRP WHEAT document)

