CCAFS Gender Impact Pathway for East Africa

Gaps in policy

Efforts to mainstream gender by regional organizations exist but how complete or how well these are working is not known

Gaps in sensitization

Most research organizations and their researchers still equate gender with women

Biological scientists

perceive gender as social issue and not relevant for their disciplines

Teaching gender as integral part in relevant disciplines is a challenge

Gaps in implementation & lack of capacity

Government targets on marginalized women are underestimated: women and other marginalized groups are not homogenous

Inadequate capacity within government agencies to apply gender

Pilot projects in **government** institutions to apply gender are not sustainable

Regional organizations have no specific processes for mainstreaming gender concepts, tools and methods into research agenda

Regional organizations have limited skills for analyzing, using and communicating gender data

New activities that can fill gaps

Learn about, document and facilitate gender activities, gender strategy and mainstreaming processes

Develop and implement gender mainstreaming strategies

Include gender in TORS and staff performance evaluation

Build capacity of university staff to integrate gender in their teaching

Build multidisciplinary and interdisciplinary teams to facilitate teaching and research

Open up to agencies that work with gender to improve relevance of curriculum

Course review to integrate gender

CCAFS to build successful cases of interdisciplinary gender applications for universities as instructional materials

Deliberately target and invest in women and other marginalized groups

> Periodic reviews and implementation of gender policy

Jointly develop and implement activities with existing government structures

Reflect project activities in existing local government plans

Build capacity on gender and gender mainstreaming through a variety of methods

Identify training opportunities on gender mainstreaming within the region (AGRIPROFOCUS)

Hire subject matter specialists to support gender mainstreaming in institutional programs

Outcome Targets for East Africa

Regional organizations mainstreaming gender in their research agenda

Regional research organizations and their staff embrace gender mainstreaming as integral part of the research agenda and their organizations

Universities understand and apply gender concepts in their teaching and research agenda

University staff have the skills to customize and integrate gender into their respective disciplines

Universities and their staff embrace gender as a crosscutting issue rather than a social science concept

Government appreciates and embraces roles and contributions of

roles and contributions of women and marginalized groups to agricultural development

Government agencies understand and apply gender sensitive tools, approaches and concepts

Regional organizations understand and apply gender concepts, tools and methods

Staff have skills to facilitate gender mainstreaming

Gender Impacts for East Africa

Equitable access to assets and other livelihoods support systems among women and other marginalized groups

Capacity of women and other marginalized groups enhanced to actively participate in and have equitable control in decision making proces

Increased confidence of women and other marginalized groups to make independent decisions