



A Gender Transformative Approach: Why, What and How?


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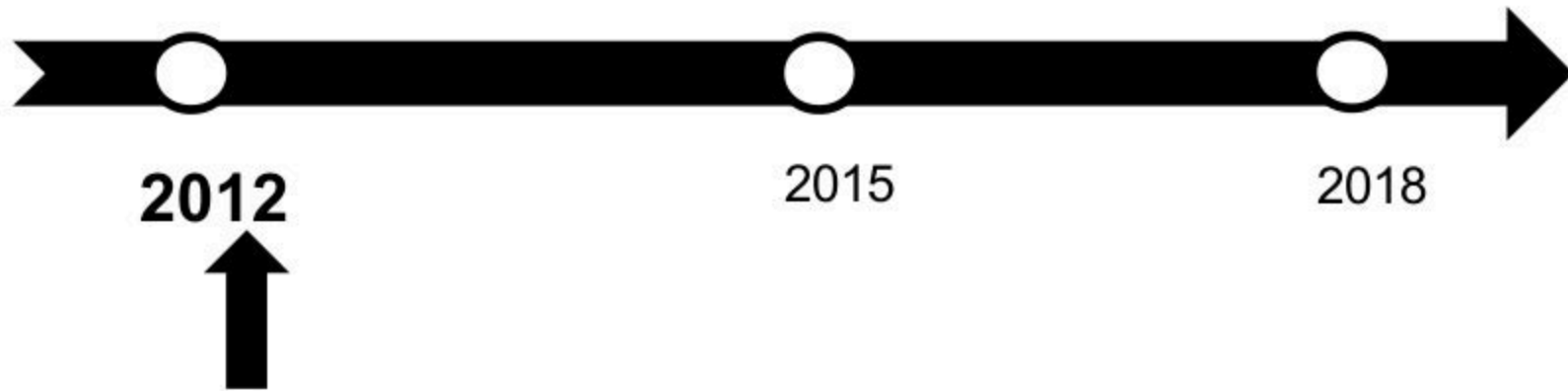
Why?



Questioning impacts of
'business as usual'
gender in
development interventions...



...Limitations,
not necessarily systemic or sustained,
backlash?



Conceptualizing a complementary way forward:

‘Gender transformative approach’





Building evidence base: how gender norms shape innovation in Ag/NRM



GENNOVATE

ENABLING GENDER EQUALITY
IN AGRICULTURAL AND
ENVIRONMENTAL INNOVATION





2012

2015

2018

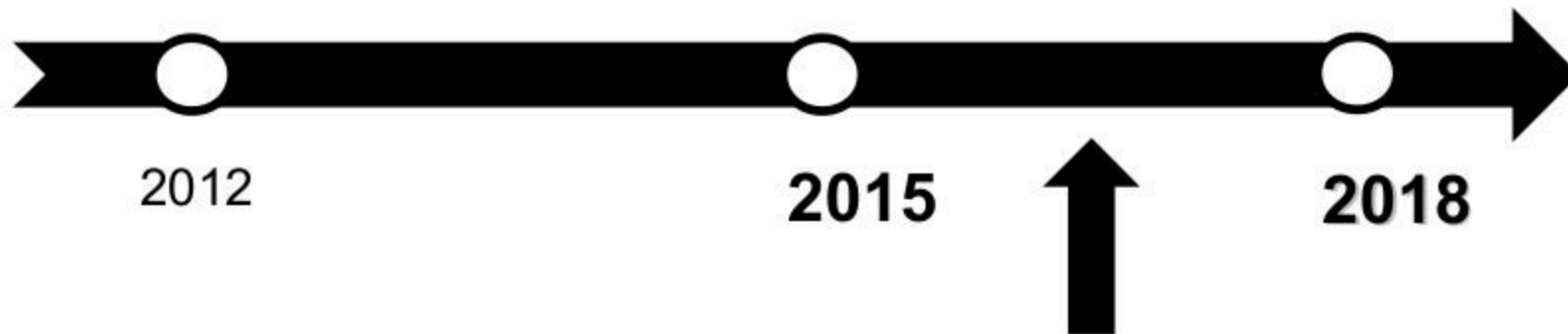
Piloting (research on) gender transformative strategies in

Micro-credit
(Zambia)



Smallscale
aquaculture
technologies
(Bangladesh)

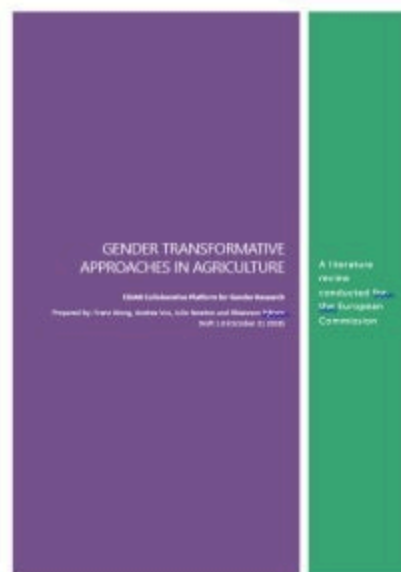
Reducing
postharvest losses
(Zambia)



Growing demand for transformative approach



Collaborative
Platform for
Gender Research



What?

For what?



For what?

More fundamental, systemic and enduring positive outcomes
Pro-active mitigation of potential backlash

Transformation *of what?*

Transformation *of what?*

The *underlying* causes of gender
inequality

Transformation *of what?*

....of “power dynamics and structures
that act to reinforce gendered
inequalities”

(Hillenbrand et al. 2015, 10).

Transformation of *what*?



- **Norms** that perpetuate and reproduce inequalities

A large iceberg floats in a clear blue ocean under a bright blue sky with scattered white clouds. The visible tip of the iceberg is jagged and white, while the much larger, submerged part is dark blue and textured. Two semi-transparent dark blue rectangular boxes with white text are overlaid on the image. The top box is positioned over the visible tip of the iceberg, and the bottom box is positioned over the submerged part. The text in the top box reads "How society says women and men should behave" and the text in the bottom box reads "How society values women and men".

How society says women
and men should behave

How society values
women and men

A large iceberg floats in a clear blue ocean under a bright blue sky with scattered white clouds. The visible tip of the iceberg is a jagged, snow-capped mountain. Below the waterline, the submerged part of the iceberg is much larger and more complex, with many smaller peaks and valleys. Two dark blue rectangular boxes with white text are overlaid on the image. The first box is positioned over the visible tip, and the second box is positioned over the submerged part. A white speech bubble with a tail pointing to the second box contains a quote in dark blue text.

How society says women
and men should behave

How society values
women and men

“

The armpit can
never be higher than
the shoulder...

(Adage, Zambia Assessment,
WorldBank 2004)

A large iceberg floats in clear blue water under a bright blue sky with scattered white clouds. The visible tip of the iceberg is jagged and white, while the much larger submerged portion is dark blue and textured. A semi-transparent dark blue rectangular box is overlaid on the submerged part of the iceberg, containing white text.

Institutions:
'rules of
the game'


**Yet historically gender barriers
addressed by...**

An iceberg floating in clear blue water. The tip of the iceberg is visible above the surface, while the much larger, jagged base is submerged below. The sky is blue with a few white clouds.


Participation

What capacities women have

What assets women have

An iceberg floating in the ocean. The tip of the iceberg is above the water surface, while the much larger, jagged base is submerged underwater. The sky is blue with some clouds, and the water is a clear, deep blue.

Reach
Empowerment
(agency, resources)

An iceberg floating in the ocean. The tip of the iceberg is above the water surface, while the much larger, jagged base is submerged. A semi-transparent dark blue box is overlaid on the top right of the image, containing white text. A large white question mark is centered on the submerged part of the iceberg.

Reach
Empowerment
(agency, resources)

?

How?



It's not about the tools

Focus
on two
mechanisms

- ✓ Spark 'critical consciousness' through social learning processes

“ Fish are the last ones to know about the water



- ✓ Spark 'critical consciousness' through social learning processes

Catalysing self-awareness
of the norms and dynamics
in which we are
immersed...

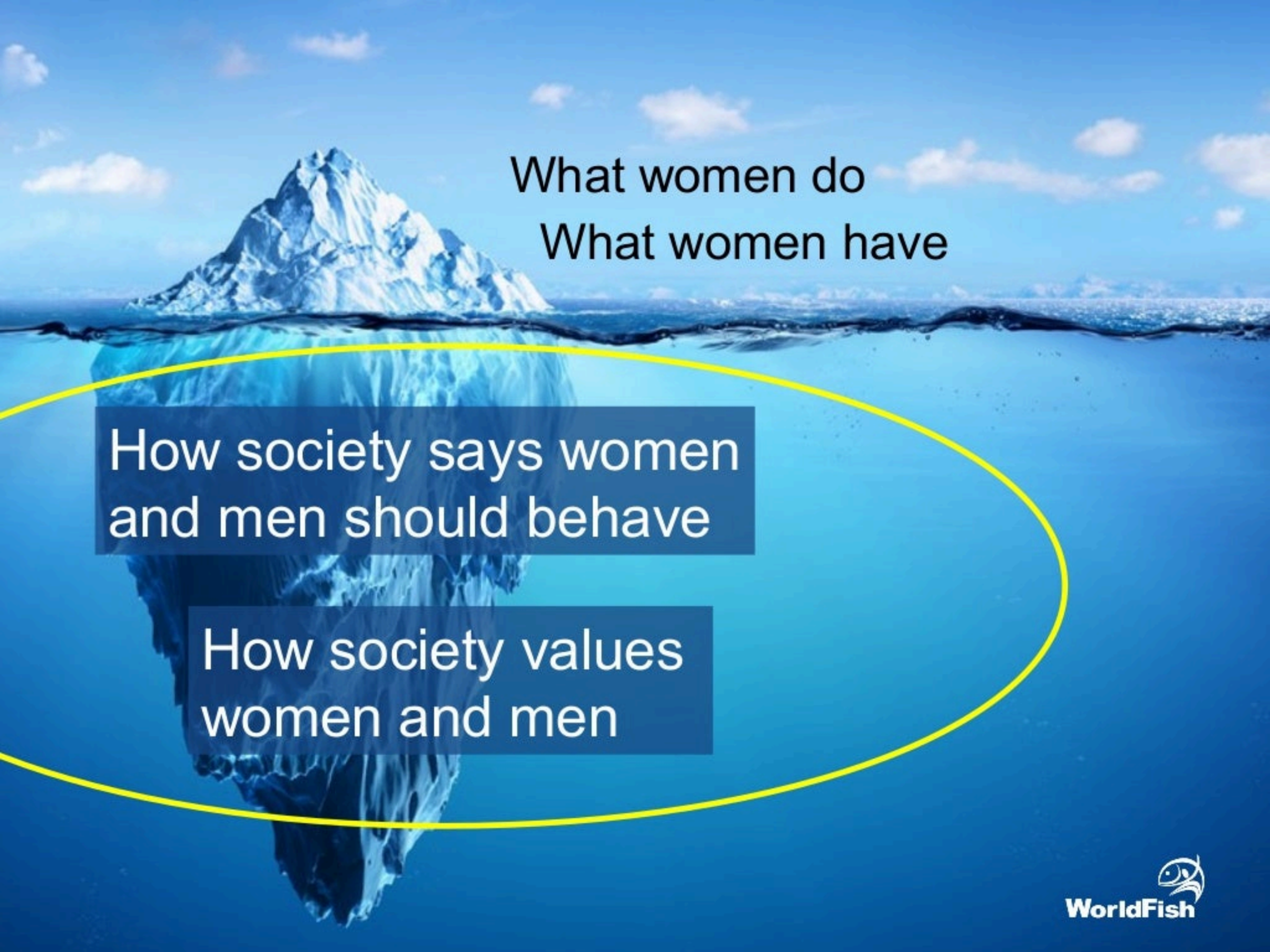
- ✓ Spark 'critical consciousness' through social learning processes

Catalysing self-awareness
of the norms and dynamics
in which we are
immersed...
and their effects

- ✓ Engaging women and men together as actors in locally-driven shifts towards equality



Jointly engaged, both agents of change

An iceberg floating in the ocean. The tip of the iceberg is above the water, and the much larger base is submerged. A yellow oval highlights the submerged portion. The sky is blue with some clouds.

What women do
What women have

How society says women
and men should behave

How society values
women and men

Case Examples...



We would like to acknowledge all CGIAR Research Programs and Centers for supporting the participation of their gender scientists to the *Seeds of Change* conference.



RESEARCH PROGRAM ON Policies, Institutions, and Markets



Collaborative Platform for Gender Research



Photo: Neil



Australian Government

Department of Foreign Affairs and Trade



Global Affairs Canada

Affaires mondiales Canada



Irish Aid

Government of Ireland
Rialtas na hÉireann



Government of the Netherlands



USAID
FROM THE AMERICAN PEOPLE