

IEA Evaluation of Gender in CGIAR Research and in the CGIAR Workplace

Introduction to the Overall Evaluation and
Headline Findings

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Independent
Evaluation
Arrangement

Evaluation Core Team

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Evaluation Purpose

Accountability to CGIAR on progress at System, Center, and CRP levels in:

- Developing appropriate gender strategies in pursuit of SRF objectives;
- Integrating gender analysis in research and engaging in appropriate gender research;
- Achieving gender equity in the workplace.

Identification of **lessons learnt and recommendations** to:

- Make research more gender-sensitive, promote gender equity and enhance research effectiveness;
- Make the CGIAR a gender-responsive workplace.



Evaluation Scope

- Gender strategies and system level accountability
- Gender mainstreaming in research
- Gender-specific research
- Gender capacity and expertise
- Gender in the workplace (separate Volume)

Evaluation Methodology

- 2 'Issue Papers' on Gender Mainstreaming and Gender Research in A4RD
- Case Studies: 4 CRPs analyzed to identify success areas and draw lessons
- 71 interviews, 3 field visits, 4 surveys, Annual meeting in Cali
- Extensive document review and analysis (CRP Gender Strategies, GB minutes, CRP annual reports, etc.)
- Bibliometric analysis of gender publications across all CRPs & qualitative review of selected outputs (for case study CRPs)

HEADLINE FINDINGS



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Headline Findings (1)

- CGIAR system level commitment to gender equity has moved forward significantly since 2010 – albeit slowly and in a piecemeal fashion.
- The Consortium Level Gender Strategy (CGLS), despite limitations, played a catalytic role in embedding gender in CGIAR research
- Institutional measures and investments to support gender mainstreaming have provided clear incentives – particularly requirement to allocate budget to gender related research



Headline Findings (2)

- Gender mainstreaming has advanced in most CRPs since the beginning of the evaluation period, following the CLGS.
- Gender has come out of its “silo” – and is now considered more widely than previously in CGIAR research, among senior managers, plant breeders, and other social scientists.
- In addition to the gender strategies, and specialists hired to support these (e.g. GRCs), leadership at CRP level, and donor interest in gender mainstreaming are major driving factors in integrating gender in CGIAR research

Headline Findings (3)

Clear gains in the last 4-5 years are:

- A growing body of highly relevant gender research that is demonstrably contributing to mainstreaming
- A significant increase in CGIAR published gender specific research
- A qualitative advance in the integration of gender in CRP2s and promising 'impact pathways' emerging
- Some CRPs systematically monitoring gender mainstreaming
- Progress in integrating gender into baseline and impact assessment tools across a number of programmes and sites
- Significant cross-learning and collaboration on gender research and practice, enabled by "Gender Network"

Headline findings (4)

Current changes in the system provide opportunities to further embed gender in CGIAR research but gains are partial and fragile and there are risks, if a clear framework is not in place:

- Action has stalled on gender in the workplace
- Gender equity is not well embedded in 2016-30 SRF and its framing of gender alongside youth is problematic
- A significant heterogeneity in commitment and capacity remains –reflected in variable quality of gender research
- There is no clear common understanding of what constitutes gender capacity and expertise
- Excessive and conflicting demands on some gender staff may continue to impact on recruitment and retention

RECOMMENDATIONS



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Draft Recommendations

11 Recommendations on

- System Level Framework and Accountability (3)
- Institutional capacity and resources for gender mainstreaming (2)
- Gender capacity and expertise (2)
- Monitoring and evaluation (3)
- Cross learning and collaboration (1)



Next Steps

DRAFT REPORTS

- Volume I – Gender in Research: draft being finalized, will be sent to CGIAR stakeholders and expert reviewers by Friday 3 February
- Volume II – Gender at work: sent for comments to stakeholders on 25/01

FINALIZATION OF REPORTS

- Reports finalized by mid-march and submitted to SMB who will coordinate management responses
- Submitted to SC in mid-April for consideration at its May meeting

Thank You



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