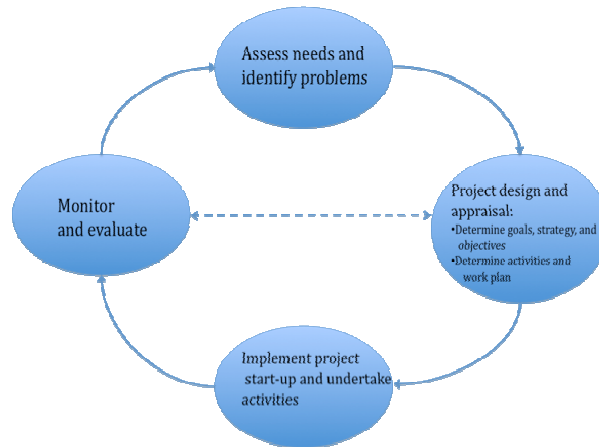# Integrating gender into PROLINNOVA programs and projects

Rationale

- Allow integration of gender issues in a systematic way—gender does not get lost

- Gender in design, implementation, staffing and budgets

- Gender as part of project, and not add on

Framework for integrating gender in the project cycle

Assess needs and identify problems

Project design and appraisal:
- Determine goals, strategy, and objectives
- Determine activities and work plan

Implement project start-up and undertake activities

Monitor and evaluate

Assessing needs and identifying the problem

Identifying key gender issues

- Starting with a gender analysis
- Collect and analyze information about:
  - The status of women and men (broader socio-economic context)
  - Women's and men's roles in the project activity
  - Women's and men's participation in groups involved in the activity/decision-making about the activity
- Identify constraints and opportunities for both women and men, which can help in designing an intervention that can address the needs of both.

Identifying key gender issues….

- Some example of key issues in PID..
- Differences in men and women's innovations and concerns
  - Differences in technology choice by men and women depending on preferences
  - Women may prefer multiple purpose innovations that reduce time burden
- Before the start of the PID process, indentify what these different issues are so as to take them into account /address them during implementation

What are some of the key issues in other programs?

- LISF?

Design and Appraisal

Defining key gender objectives and goals

- What do we want to achieve from a gender perspective? What will we do about the key gender issues identified?
  - Example: of gender objective for PID: Develop, test a promote innovations that are responsive to men and women's needs and that address their constraints.
- Defining key objectives ensures gender stays on the agenda, implementation process and the monitoring and evaluation

Who are the stakeholders /partners?

- The actors involved in the process, along with their values and understanding of gender issues, will significantly determine the outcome of your policy or project.
- Men and women as stakeholders need to be brought on board
- In case of gender imbalance , take measures to involve more of the underrepresented gender – be it men or women
- Identify stakeholders /partners with gender expertise
- Capacity building on gender (awareness, analysis, attitudes, facilitation etc)

Implementation

Identify key gender activities (integrating gender in key activities)

- Key gender activities to address issues and achieve gender objectives

Key PID steps	Gendered activities
Identification of different practices, innovations done by farmers	Identify practices by men and women farmers Document key men and women's constraints that the practices address Identify the multiple purposes that innovations would address and how these relate to men and women's productive and reproductive roles
Evaluate technologies based on environmental, ecological and social soundness	Include gendered evaluation criteria (e.g ability to address women's constraints, serves multiple purposes) as an evaluation criteria Innovation evaluated separately by men and women to take into account different perspectives
Joint experimentation to improve technology	Involvement of women and men in decision making on what aspects of experimentation Topics of joint experimentation should consider what men and women want to improve Location of the experimentation plots /venue

Implementation: Specific gender activities

- Training men and women on gender relations to address underlying assumptions / cultural biases

- Give women the opportunity /confidence to actively participate

Resources for implementation

- Capacity in gender and gender analysis
  - Awareness and commitment to gender, skills gender analysis, facilitation and tools for implementation
    - All program staff needs this first level of skills
  - Specialised gender analytical skills—the gender focal person

- Money /resources
  - For gender specific activities such as training identified and clear in the budgets
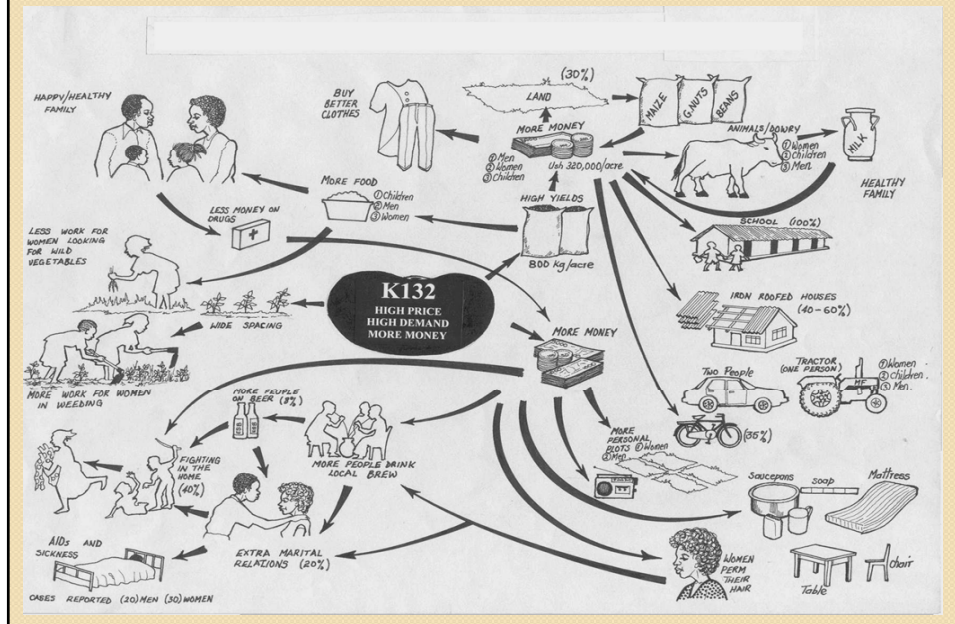
Monitoring and evaluation

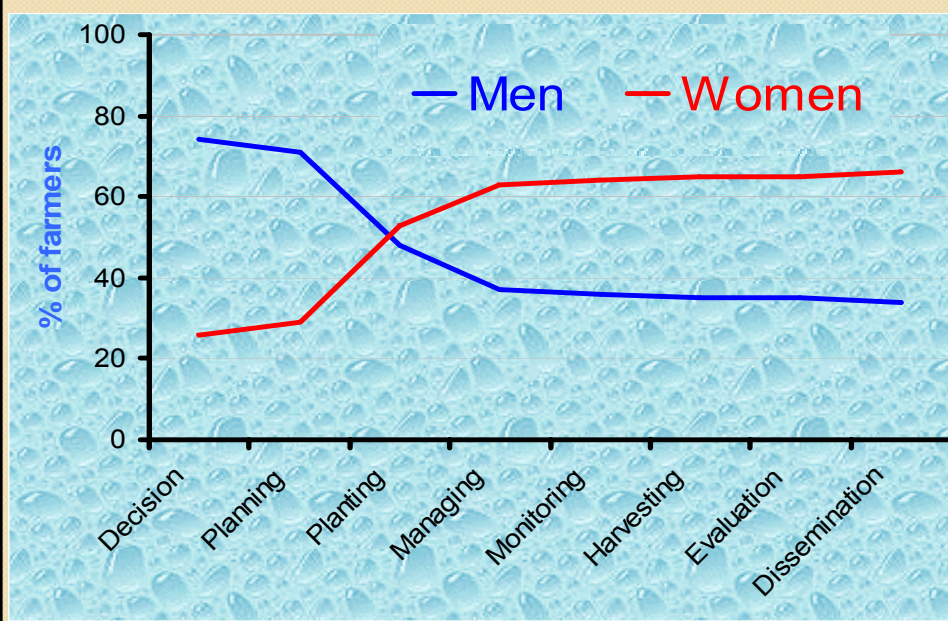---

Monitoring and evaluation

- Men and women have different indicators based on their preferences
- Identify indicators /evaluation criteria from men and women
- Separate evaluation between men and women to take into account differences
- For PID, what tools can we use to capture these gender differences

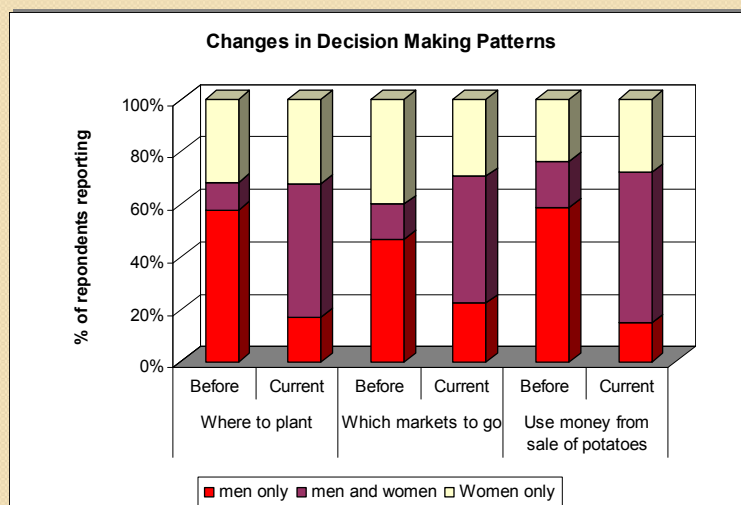Technology evaluation tool for men and women

Participatory Impact Diagramming

Who participates? *Gender...*

Evaluating changes in household decision making

- When women start managing income from enterprise, household decision-making becomes more shared

Changes in Decision Making Patterns

Monitoring and Evaluation

Other key issues in evaluation

- Who to ask questions, interview?
- Disaggregation of data..what data and what level of disaggregation
- Including gender objectives in the evaluation
- Use tools and methods that bring out the gender issues;

Group Activity

- Four groups
  - PID
  - LISF
  - Capacity Building
  - Multi-stakeholder partnerships

Group Activity

- Identify what are the key gender issues
- Develop at least 2 gender objectives
- List the activities you would undertake to achieve the objectives and address the issues
- Key indicators you would use to monitor and evaluate progress
- For each indicator, mention some tools you would use