



INITIATIVE ON  
Gender Equality



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Diversification in East  
and Southern Africa



GENDER  
Platform

# Practical Guide for Mainstreaming Gender in Multi-Stakeholder Platforms in Agri-Food Systems

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## **ABBREVIATIONS**

<b>BBIPS</b>	Bean Business Innovation Platforms
<b>FGDs</b>	Focus Group Discussions
<b>GIS</b>	Geographic Information Systems
<b>HER</b>	Harnessing Gender and Social Equality for Resilience In Agrifood Systems
<b>KPIs</b>	Key Performance Indicators
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MCTs</b>	Multicrop Threshers
<b>MSPs</b>	Multi-Stakeholder Platforms
<b>PABRA</b>	Pan-Africa Bean Research Alliance
<b>STIBs</b>	Socio-Technical Innovation Bundles
<b>SMART</b>	Specific, Measurable, Achievable, Relevant, And Time-Bound
<b>UU</b>	Ukama Ustawi

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## INTRODUCTION TO GENDER MAINSTREAMING IN AGRI-FOOD SYSTEMS

### 1.1 Purpose of the guide, scope, and target audience

#### Purpose

This guide provides comprehensive and practical strategies, tools, and best practices for mainstreaming gender in the design, implementation, and evaluation of multi-stakeholder platforms (MSPs) within agrifood systems for promotion of equity, enhancing collaborative outcomes, and contributing to sustainable agricultural development. These platforms are designed to facilitate collaborative efforts among diverse stakeholders, ensuring that gender equality is a central focus in addressing agricultural and food security challenges. It is designed to enable practitioners to understand gender issues in agri-food systems and guide them on how to address the challenges by taking actionable steps to mainstream gender in MSPs for sustainable and inclusive development. This guide aims to:

- increase awareness of importance of gender in MSPs,
- provide practical tools for integrating gender in MSPs from the design, implementation, and evaluation,
- promote best practices (e.g., by providing case studies and lessons learned),
- encourage inclusive participation,
- support policy development

#### Scope

The scope of this guide focuses on enabling stakeholders across the agri-food system to mainstream gender effectively within multi-stakeholder platforms (MSPs). This guide covers a range of actionable approaches, frameworks, and best practices to ensure gender equity is embedded in the entire MSP lifecycle—from planning and design to implementation, evaluation, and scaling. It is structured to address gender dynamics specific to agri-food systems, including the structural, cultural, and social factors that influence gender equity in agriculture and food security. By encompassing tools, frameworks, and case studies that cater to various stages of gender integration, the guide provides tailored content for practitioners, policymakers, and other actors involved in MSPs.



This guide provides comprehensive and practical strategies, tools, and best practices

for mainstreaming gender in the design, implementation, and evaluation of multi-stakeholder platforms (MSPs) within agrifood systems for promotion of equity, enhancing collaborative outcomes, and contributing to sustainable agricultural development.

Key areas include:

- Gender Analysis in Agri-food Systems: Providing methodologies for assessing gender dynamics, labour contributions, access to resources, and decision-making power within agri-food value chains.
- Gender-sensitive MSP Design and Implementation: Addressing gender-specific needs and integrating inclusivity from the inception and planning of MSPs.
- Monitoring and Evaluation (M&E) of Gender Impact: Introducing gender-sensitive indicators and M&E frameworks to assess and improve the effectiveness of MSPs in achieving gender equality goals.
- Policy Development and Advocacy: Outlining strategies to support policy initiatives that promote gender equity and inclusion within the agricultural sector.
- Case Studies and Lessons Learned: Showcasing practical examples and best practices from previous MSP initiatives, highlighting successful gender-mainstreaming approaches, challenges, and resolutions.

#### Target audience

This guide is designed for diverse audience involved in planning, implementation, and management of MSPs in the agri-food sector. These stakeholders include:

- Policymakers and government officials involved in formulation and enforcement of agricultural sector and gender equality policies and agendas.
- MSP facilitators and coordinators involved in organizing and managing MSP activities at sub-national, national, and regional levels. These stakeholders are critical to ensuring equal participation in MSPs.
- Agricultural practitioners and extension workers directly involved implementation of agricultural programs and dissemination of knowledge. These personnel directly work with men, women, youth, and marginalized communities.
- Non-governmental organizations advocating for sustainable agriculture, gender equality, and community development.
- Researchers and academics involved in developing socio-technical innovations, knowledge dissemination, translating scientific discoveries into practical applications, and studying gender issues and agricultural systems.
- Donors and development agencies providing financial support for MSPs and interested in promoting gender-responsive initiatives and agricultural development.
- Farmers and communities: Local stakeholders, including farmers (both women and men), producer and indigenous groups, and youth, who are directly affected by MSP activities and outcomes.

### **Multi-stakeholder platforms**

Multi-stakeholder platforms (MSPs) have emerged as a crucial mechanism to address persistent challenges related to poverty, food insecurity, unsustainable farming practices, and climate change in agricultural landscapes. These platforms facilitate collaboration among various stakeholders – including farmers, donors, researchers, and both public and private actors – to co-create knowledge and foster innovation (Tengberg et al., 2021). MSPs also strive to ensure that marginalized voices of women, youth, and indigenous communities, are included in the dialogue and decision-making processes. The concept of MSPs is rooted in the understanding that ‘wicked problems’ like food security, climate change, and social inequities which are complex

and multifaceted that resist straightforward solutions (Rittel & Webber, 1973), require a blend of codified scientific knowledge and context-specific experiential knowledge (van Ewijk & Baud, 2009). This combination is essential for effective learning and problem-solving across disciplines and sectors. MSP ensure that marginalized voices, such as those of women and indigenous communities, are included in the dialogue.

### **Purpose of multi-stakeholder platforms**

**Knowledge exchange:** MSPs facilitate the exchange of knowledge among different stakeholders by sharing both scientific insights and practical experiences. This collaborative enables a holistic understanding of the issues at hand, bridging gaps between theory and practice. Incorporation and consideration of women, youth, and marginalized groups’ perspectives enriches knowledge base ensuring that MSPs solutions for agri-food system challenges are inclusive and culturally sensitive.

**Joint learning:** Joint learning refers to a change in understanding that transcends individual knowledge to become embedded within wider social units or communities of practice through social interactions (Shaw & Kristjanson, 2014). MSPs encourage learning through collaboration, fostering a community-based approach to problem-solving. Integration of gender considerations into MSPs makes joint learning processes more comprehensive and effective in addressing specific needs and challenges of women, youth, and marginalized groups.

**Joint problem-solving:** MSPs enable stakeholders to collaboratively address both tangible issues (e.g., soil erosion) and intangible issues (e.g., marketing challenges) (Musvoto et al., 2015), ensuring that solutions are comprehensive and context-specific. Involvement of women, youths, and other marginalized groups enables MSPs to tap diverse experiences and knowledge for effective and sustainable solutions for challenges experienced by different actors in agri-food systems.

**Knowledge co-creation:** MSPs foster knowledge co-creation by combining diverse kinds of

knowledge from various stakeholders to generate new insights. This process is pivotal in developing innovative solutions tailored to local contexts (van Ewijk & Ros-Tonen, 2021). Tapping gender-sensitive perspectives in knowledge co-creation ensures that MSPs generate innovation address the needs of diverse stakeholders to enhance impact.

**Innovation platforms:** As an innovation platform, MSPs promote agricultural practices that enhance productivity and sustainability by bringing together farmers and other stakeholders to exchange ideas, learn from each other, and co-develop innovative practices (Klerkx et al., 2013). Farmers can share their local knowledge and experiences, which fundamentally shape agricultural innovations and trigger peer-to-peer learning (Dabire et al., 2017; van Ewijk et al., 2024). Active involvement of women, youth, and marginalized groups in MSPs can foster gender-responsive innovations that positively impact communities.

Integration of gender into MSP strengthens their importance in driving significant transformations in agri-food systems by promoting inclusive knowledge exchange, joint learning, joint problem-solving, knowledge co-creation, and innovation platforms. Additionally, integration of gender perspectives into these areas makes MSPs powerful vehicles for promoting gender equality in agri-food systems and empowering women, youth, and marginalized groups. Reaching these levels require strategies that mainstream gender broadly and deeply within MSPs to ensure that MSPs become avenues for inclusive and sustainable agricultural development.

## 1.2 Importance of gender equality in agri-food systems

**Enhancing Agricultural Productivity:** Gender equality in agri-food systems increases productivity by enabling equitable access to resources and opportunities for women.

**Promoting Food Security and Nutrition:** Inclusive practices support better food security and nutrition outcomes, as women's roles in food production and family nutrition are recognized and strengthened.

**Fostering Innovation and Sustainability:** Women's unique insights and skills can drive innovation and promote sustainable agricultural practices.

**Economic Growth and Poverty Reduction:** Empowering women in agriculture contributes to economic growth and reduces poverty, as it expands income-generating opportunities.

**Resilience to Climate Change:** Gender equality enhances resilience by incorporating diverse strategies and experiences in adapting to climate change impacts.

**Social Equity and Human Rights:** Equal access to resources in agriculture supports social justice and upholds basic human rights for all.

**Role in Multi-Stakeholder Platforms (MSPs):** Including women, youth, and marginalized groups in MSPs helps address inequalities and power imbalances, enriching policymaking, planning, and evaluation with a fuller range of perspectives and knowledge for impactful, inclusive solutions.

## 1.3 Overview of gender-responsive multi-stakeholder platforms

### Gender-responsive multi-stakeholder platforms

A gender-responsive MSP is a collaborative forum that brings together a wide range of stakeholders— including farmers, policymakers, researchers, women, youth, marginalized groups, and community leaders – to address issues within agrifood systems. Its primary focus is on promoting gender equality, ensuring that the voices, needs, and perspectives of all genders are equally represented and considered in decision-making processes. This inclusive approach leads to more equitable and effective outcomes in agricultural development.

### Importance of gender-responsive multi-stakeholder platforms

**Enhances decision-making:** Gender-responsive MSPs lead to more informed and effective decision-making processes by incorporating diverse perspectives. Diverse stakeholders contribute unique insights and experiences. They also propose comprehensive and well-thought-

out strategies for addressing complex agri-food challenges. For example, women are custodians of indigenous knowledge and possess valuable experiences that can inform and support decision-making processes.

**Promotes inclusivity:** These platforms ensure that all stakeholders, particularly marginalized groups such as women, have a voice in shaping agrifood policies and practices. Inclusivity fosters a sense of ownership and commitment among participants enabling MSPs to

**Sustainable outcomes:** Gender-responsive approaches contribute to sustainable agricultural productivity and food security, benefiting entire communities.



### 1.4 Why gender-responsive approaches matter

Implementing gender-responsive approaches in agrifood systems is critical for several reasons.

**Improving Climate resilience:** Women and other marginalized groups possess traditional knowledge in climate change adaptation while youth are innovative. Integration of their knowledge and innovations are crucial for enhancing climate resilience.

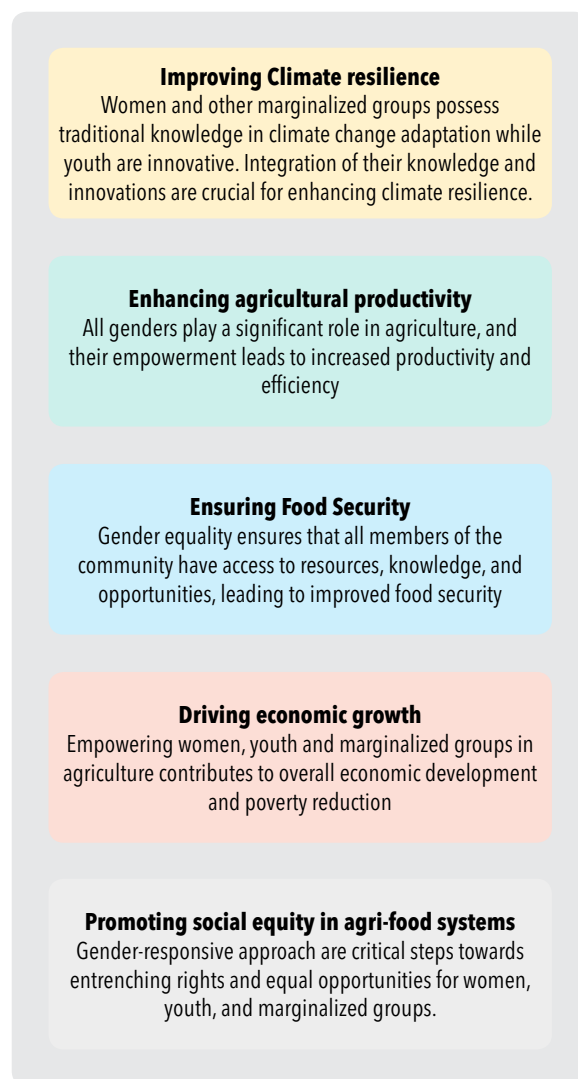
**Enhancing agricultural productivity:** Both men and women play a significant role in agriculture (e.g., farming, process, and marketing). Empowering both genders, youth, and other marginalized groups would enable them to effectively perform these roles, leading to increased productivity and resource use efficiency.

**Ensuring food security:** Gender equality ensures that diverse community members - regardless

of gender - have equitable access to resources, knowledge, and opportunities, and decision-making power, leading to households and communities achieving improved food security and nutrition outcomes.

**Driving economic growth:** Empowering women, youth and marginalized groups in agriculture generates broader economic benefits, such as increased production and income, economic development, and poverty reduction.

**Promoting social equity in agri-food systems:** Gender-responsive approach are critical steps towards entrenching rights and equal opportunities for women, youth, and marginalized groups.



## UNDERSTANDING GENDER RESPONSIVENESS IN MULTI-STAKEHOLDER PLATFORMS

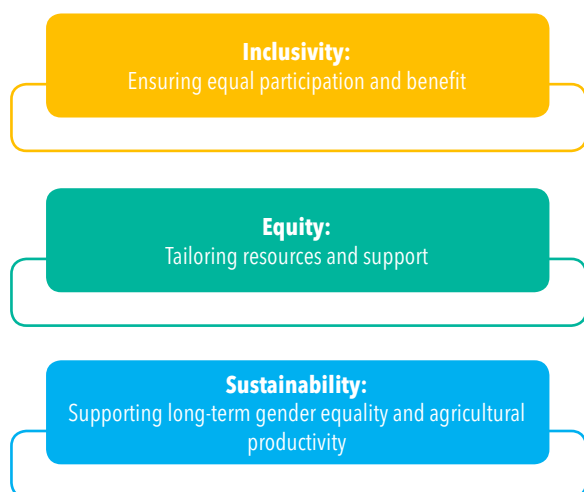
### 2.1 Definition and key principles

Gender responsiveness in MSPs involves the recognition and systematic integration of gender considerations to address gender inequalities in policies and practices of MSPs. The key principles of gender responsive MSPs include:

**Inclusivity** - Ensuring both men, women, youth, and other marginalized have equal opportunities to participate and benefit equitably from MSPs.

**Equity** - Providing tailored resources, support, and capacity building of stakeholders involved in MSPs to meet their specific needs in gender-sensitive manner.

**Sustainability** - Promoting practices that support long-term gender equality and agricultural productivity by integrating gender-responsive approaches.



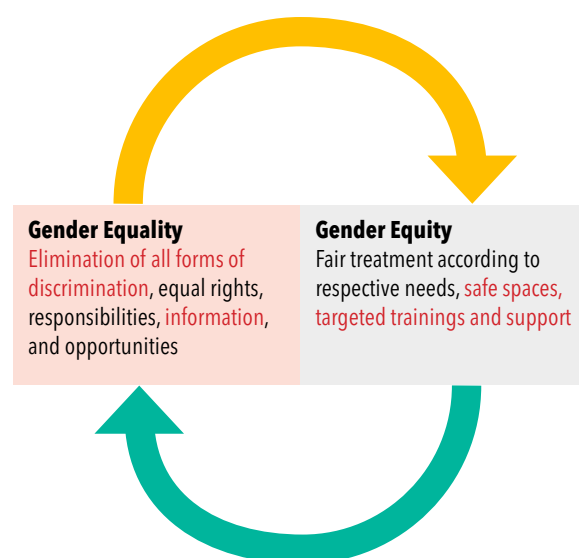
### 2.2 Gender equality vs. Gender equity

Understanding the distinction between gender equality and gender equity is fundamental for developing effective MSPs in agrifood systems.

**Gender equality** - Refers to the provision of equal rights, responsibilities, and opportunities for all genders. In MSPs, this means eliminating discrimination by ensuring that men, women,

and marginalized groups have equal access to resources, information, and decision-making processes. This is crucial in allowing all participants in MSPs to equally contribute and benefit from their participation.

**Gender equity** - Involves fairness in treatment for all genders, based to their distinct needs and circumstances. In MSPs, this may involve offering targeted trainings and to support women, youth and marginalized groups in accessing resources or accessing opportunities. It also involves creating safe spaces for women, youth, and other marginalized groups to effectively and actively participate in MSPs.



### Implications for MSPs in agrifood systems

Gender equality and equity are critical for ensuring that all genders –men, women, youth, and marginalized groups – have equal representation and voice in decision-making processes within MSPs. Integration of these principles enables MSPs in agrifood systems to implement policies that address the unique challenges faced by different genders, leading to more effective and inclusive agricultural practices.

### 2.3 Gender mainstreaming

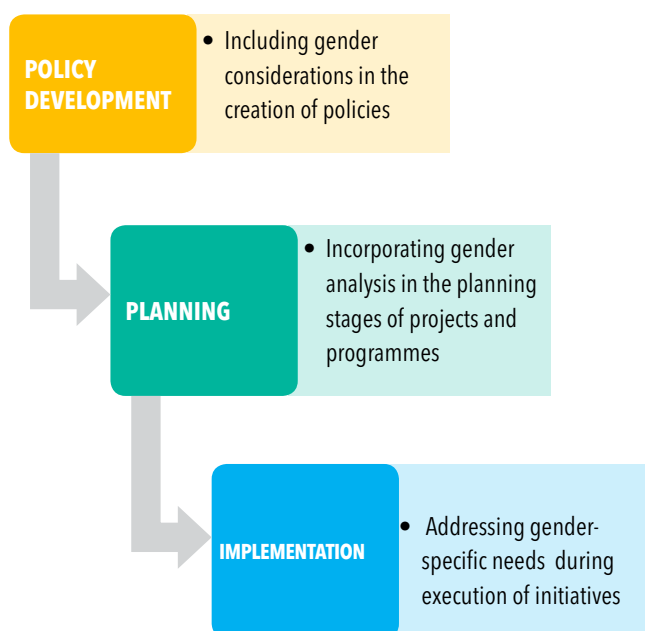
Gender mainstreaming is the process of integrating gender perspectives into all aspects of agricultural policy, planning, and implementation within MSPs. The goal of gender mainstreaming is making gender considerations central to every

stage and operation of MSP to ensure equitable outcomes. This involves:

**Policy development:** Ensuring that gender considerations are incorporated into the formulation of policies. It may involve developing guidelines that require gender-sensitive approaches in policy and strategy development.

**Planning:** Incorporating gender analysis in the planning stages of MSP projects and programmes. This is to ensure that the needs and perspectives of men, women, youth, and marginalized groups are integrated in MSPs' objectives, strategies, and resource allocation.

**Implementation:** Ensuring that gender-specific needs are addressed during the execution of agricultural initiatives. The purpose is to monitor and adjust strategies to ensure that men, women, youth, and marginalized groups are equally benefiting from MSP interventions.



### Benefits

**Improved outcomes:** Gender mainstreaming leads to more effective and sustainable agricultural practices.

**Empowerment:** Enhances the role of women, youth and marginalized groups in agriculture, leading to increased productivity and food security.

## KEY COMPONENTS OF A MULTI-STAKEHOLDER PLATFORM

### 3.1 Stakeholders' identification

Identifying key players is crucial for the success of a gender-responsive multi-stakeholder platform. Each stakeholder plays distinct and crucial in enabling MSPs to achieve their objectives and operations in an inclusive way. The stakeholders include:

#### Farmers

- Inclusive of men, women, youth, and marginalized groups actively involved in agricultural production.
- Farmers are central to the MSP, bringing firsthand knowledge, experience, and diverse perspectives essential for building responsive and equitable systems.

#### Government Agencies

- Comprising entities responsible for agricultural policies, regulations, and support services.
- Their role includes creating an enabling environment for gender equality through policy frameworks, resource allocation, and regulatory support.

#### NGOs and Civil Society Organizations

- Providing support, advocacy, and resources to advance agricultural development and gender equality.
- These organizations help bridge the gap between communities and policy initiatives, advocate for marginalized voices, and offer critical resources and training.

#### Private Sector

- Encompassing businesses and corporations within the agrifood value chain, from production to distribution.
- Their role includes driving innovation, creating market opportunities, and investing in gender-inclusive practices that promote equitable growth within the sector.

#### Researchers and Academics

- Researchers and academic institutions provide essential knowledge, innovation, and data to support informed decision-making.

- They conduct studies, develop gender-sensitive agricultural technologies, and generate evidence to guide policies and programs.

### Agricultural Practitioners and Extension Workers

- Practitioners and extension workers act as a link between research, policy, and farmers.
- They provide guidance on best practices, integrate gender-sensitive approaches, and offer training to farmers, ensuring equitable knowledge transfer.

### MSP Facilitators and Coordinators

- Responsible for organizing, managing, and ensuring inclusivity in MSP operations.
- They play a vital role in facilitating collaboration among diverse stakeholders, addressing gender biases, and promoting transparent, participatory decision-making.

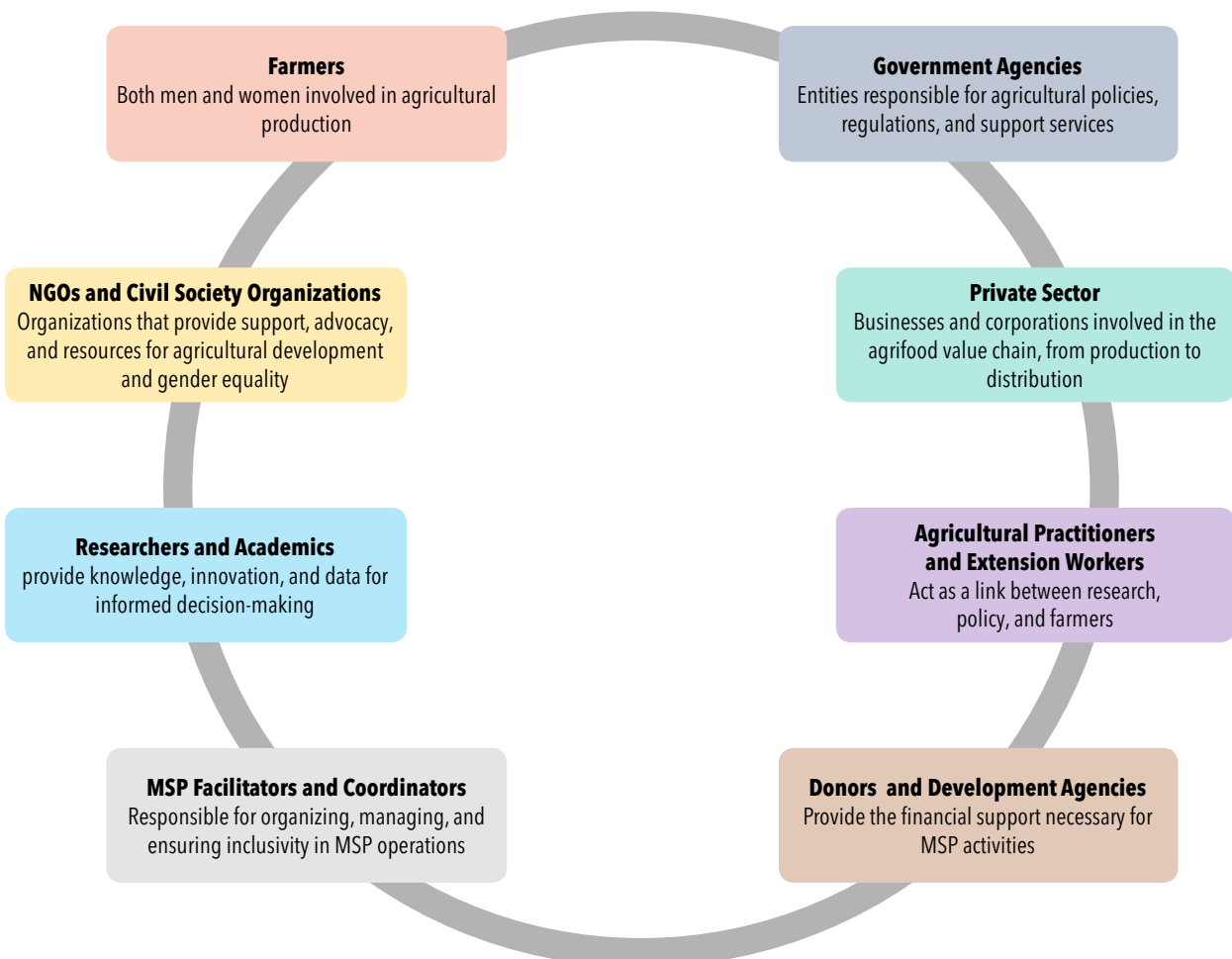
### Donors and Development Agencies

- These agencies provide the financial support necessary for MSP activities.
- They prioritize and fund gender-responsive initiatives, ensuring resources are allocated to empower women, youth, and marginalized groups within the agricultural sector.

### 3.2 Governance structure

Establishing a robust governance model that supports inclusive decision-making, transparency, and accountability is essential for the success of MSPs:

**Inclusive decision-making:** Ensure that all stakeholders, especially women, youth, and marginalized groups, have a voice in the platform’s decisions. This includes creating spaces for representation of women, youth, and people from marginalized groups in MSPs’ leadership and decision-making roles.



**Transparency:** Maintain open communication and clear processes to build trust among stakeholders. Open and regular sharing of information is critical in fostering trust among MSP stakeholders. Information sharing also allows collective and iterative learning and adjustments of MSP objectives and strategies to further mainstream gender.

**Accountability:** Set up mechanisms for monitoring, evaluating, and reporting on the platform’s activities and outcomes. This includes developing and monitoring gender-specific indicators to track progress of gender mainstreaming in MSPs.

**Governance models may include:**

1. **Steering committees:** Small groups representing all stakeholders to guide platform activities. The cardinal rule should be having a gender-balanced representation in steering committees.
2. **Working groups:** Task-oriented teams focused on specific issues such as gender equity, policy development, or resource management. Working groups are granular in nature to allow give more attention to gender issues in MSP activities.
3. **Regular meetings:** Scheduled gatherings for stakeholders to openly discuss progress, challenges, and next steps to ensure that voices of marginalized groups are heard.

<b>Steering Committees</b>	Inclusive Decision-Making
	Ensure that all stakeholders have a voice in decisions

<b>Working Groups</b>	Transparency
	Maintain open communication and clear processes

<b>Regular Meetings</b>	Accountability
	Set up mechanisms for monitoring, evaluating, and reporting

### 3.3 Establishing a Gender-Responsive Multi-Stakeholder Platform

**Steps for establishment**

**a) Needs assessment: contextual analysis**

The first step in establishing a gender-responsive

MSP is conducting a thorough needs assessment and contextual analysis. This involves:

- **Understanding local context:** Gather qualitative and quantitative data on the socio-economic conditions, cultural norms, and existing gender dynamics within the community. This would involve directly engaging local communities and other stakeholders to capture gender nuances.
- **Identifying gaps and needs:** Based on the data, determine the specific challenges faced by different genders in agrifood systems, such as inequitable access to resources, limited decision-making opportunities, and educational barriers. This is crucial to identifying gender disparities that MSPs will address or avoid exacerbating them.

**Stakeholder mapping**

Identify and map out all relevant stakeholders who should be involved in the platform. This includes:

**Key players:** Farmers, government agencies, NGOs, private sector entities, research and academia, agricultural practitioners and extension workers, MSP facilitators and coordinators, donors and development agencies Target to have representation from diverse farmer groups in order to include women, youths, and people from marginalized groups.

**Roles and influence:** Analyze the roles, influence, and interests of each stakeholder to understand how they can contribute to and benefit from the platform. Mapping should focus on stakeholder’s commitment to gender equality. This should be a crucial undertaking for it informs stakeholder engagement strategies.

**b) Setting objectives and goals**

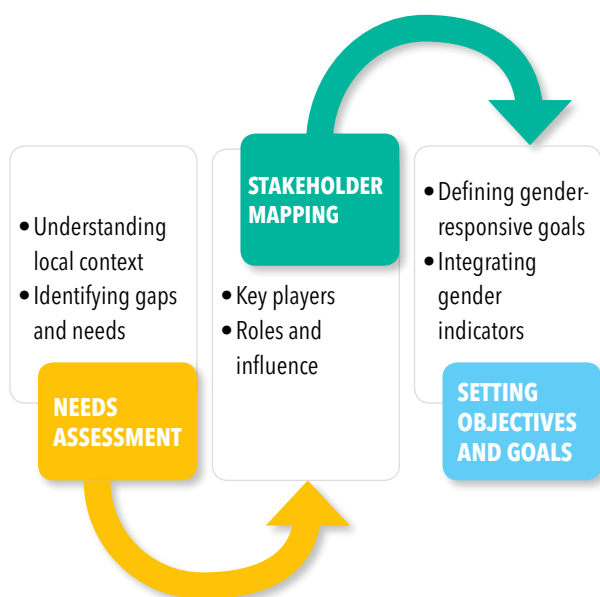
Establish clear objectives and goals for the platform, ensuring they are gender-responsive. This includes:

**Defining gender-responsive goals:** Set specific, measurable, achievable, relevant, and time-bound (SMART) goals that address gender inequalities and promote gender equality within agrifood systems. Examples of SMART gender-

responsive goals could be to increase women's access to agricultural training or ensuring equal participation in decision-making processes.

**Integrating gender indicators:** Develop indicators to monitor and measure progress towards gender-responsive goals. These indicators should be disaggregated by gender and track changes in gender equality, such as the number of women in leadership positions or the gender gap in access to resources.

- a) Stakeholder mapping
- b) Needs assessment: contextual analysis
- c) Setting objectives and goals
- d) Resource mobilization
- e) Capacity building
- f) Building strategic partnerships and stakeholder engagements
- g) Developing communication strategies
- h) Establishing governance and decision-making structures
- i) Creating monitoring, evaluation, and learning systems



### 3.4 Tools and Methods

#### Gender impact assessments

Conduct gender impact assessments to evaluate the potential effects of policies, programmes, and projects on different genders. This helps in:

**Identifying potential impacts:** Understand how proposed actions might affect men and women differently.

**Mitigating negative impacts:** Develop strategies to address any potential negative impacts on specific genders.

#### Participatory approaches

Use participatory approaches to engage all stakeholders, ensuring their voices are heard and their needs are addressed. This includes:

**Workshops and focus groups:** Facilitate discussions where stakeholders can share their experiences and perspectives.

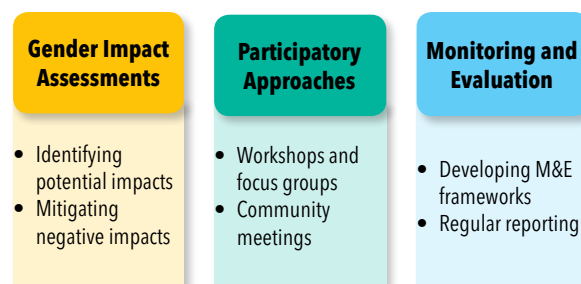
**Community meetings:** Hold regular meetings to gather input and feedback from the community, ensuring inclusivity.

#### Monitoring and evaluation

Implement robust monitoring and evaluation (M&E) mechanisms to track progress and assess the effectiveness of the platform. This involves:

**Developing M&E frameworks:** Create frameworks that include gender-specific indicators to measure outcomes.

**Regular reporting:** Ensure transparent reporting on progress, challenges, and successes, with a focus on gender equality impacts.



### 3.5 Engagement Strategies for Inclusivity

#### Ensuring diverse and inclusive participation

To foster an effective gender-responsive multi-stakeholder platform, it is crucial to ensure diverse and inclusive participation. This involves:

**Active outreach:** Proactively reach out to underrepresented groups, including women, youth, and marginalized communities, to encourage their involvement.

**Intersectionality:** Consider intersectional factors such as age, ethnicity, and socio-economic status to understand how these intersect with gender and influence participation.

**Flexible participation methods:** Offer various ways for stakeholders to participate, including online platforms, in-person meetings, and flexible meeting times to accommodate different schedules and responsibilities.

#### Capacity building for gender analysis in agriculture

Building the capacity of stakeholders to conduct gender analysis is vital for integrating gender perspectives into agrifood systems. This includes:

**Training programmes:** Provide targeted training on gender analysis, focusing on identifying and addressing gender-specific challenges and opportunities in agriculture.

**Resources and tools:** Develop and distribute practical tools and guidelines for conducting gender analysis, including case studies, checklists, and templates.

**Expert support:** Engage gender experts to offer guidance and support to stakeholders in applying gender analysis to their work.

#### Creating safe and inclusive spaces for dialogue

Creating safe and inclusive spaces for dialogue is essential for meaningful participation and effective decision-making. This involves:

**Cultural sensitivity.** Respect and integrate cultural considerations into the design and facilitation of dialogues. Understand and honor local customs,

traditions, and communication styles.

**Safe environments.** Ensure that the spaces, both physical and virtual, are safe and welcoming for all participants. This includes addressing potential barriers such as language, accessibility, and safety concerns.

**Facilitation techniques.** Use inclusive facilitation techniques that encourage open and respectful dialogue. Techniques like small group discussions, anonymous feedback mechanisms, and participatory decision-making processes can enhance engagement.

#### ENSURING DIVERSE AND INCLUSIVE PARTICIPATION

- Active Outreach: Proactively reach out to underrepresented groups
- Intersectionality: Consider intersectional factors
- Flexible Participation Methods: Offer various ways for stakeholders to participate

#### CAPACITY BUILDING FOR GENDER ANALYSIS

- Training Programs: Provide targeted training on gender analysis
- Resources and Tools: Develop and distribute practical tools and guidelines
- Expert Support: Engage gender experts to offer guidance and support

#### CREATING SAFE AND INCLUSIVE SPACES FOR DIALOGUE

- Cultural Sensitivity. Respect and integrate cultural considerations
- Safe Environments. Ensure that the spaces, both physical and virtual, are safe and welcoming for all participants
- Facilitation Techniques. Use inclusive facilitation techniques

## PRACTICAL CASE STUDIES OF GENDER-RESPONSIVE MULTI-STAKEHOLDER PLATFORMS IN SUB-SAHARAN AFRICA

### 4.1 Successful gender-responsive platforms in agrifood systems

#### I. Alliance Bioversity International and CIAT's Pan-Africa Bean Research Alliance (PABRA) Bean Business Innovation Platforms (BBIPs)

Alliance-PABRA's Bean Business Innovation Platforms (BBIPs) employ a market-driven "Bean Corridor" approach to enhance the bean value chain, integrating research, production, and distribution. These platforms foster collaboration among diverse stakeholders, including seed companies, agro-dealers, aggregators, off-takers, and processors, creating a coordinated environment for interaction, learning, negotiation, and transactions. A significant aspect of these platforms is their gender responsiveness, actively involving women and youth in leadership roles, and addressing cultural norms that restrict women's participation in agriculture. Since their inception in 2010, they have established nearly 76 business platforms, with 110 women and 20 youth leaders and achieved other notable milestones:

##### **Tanzania**

The Alliance-PABRA initiative has significantly promoted gender responsiveness in Tanzania's bean value chain through inclusive multistakeholder platforms. Integrating BBIPs with school feeding programs has reached over 200 communities with nutrient-rich bean varieties. Involving women and youth in bean business platforms resulted in their perspectives and needs being integrated into the development of new bean varieties, agricultural practices, and technologies. The promotion of gender-responsive technologies, such as multicrop threshers (MCTs) and solar bubble driers, has reduced the time spent on labor-intensive tasks traditionally performed by women, improving their efficiency and well-being. Additionally, the creation of job opportunities for youth as MCT operators and transporters has contributed to youth empowerment and economic inclusion. This holistic approach has not only enhanced



Alliance-PABRA's Bean Business Innovation Platforms (BBIPs) employ a

market-driven "Bean Corridor" approach to enhance the bean value chain, integrating research, production, and distribution.

the livelihoods of women and youth but also strengthened the overall bean value chain in Tanzania. (<https://www.pabra-africa.org/making-the-bean-corridor-work-lessons-from-tanzania/>)

##### **Malawi**

Alliance-PABRA has been promoting MSPs in Malawi under the Malawi transforming seed systems through MSP project funded by USAID through the Legumes Systems Innovation Lab. The initiative has contributed to gender responsiveness in Malawi's bean value chain through MSPs by facilitating the integration of women into the digital agricultural space. Through the reactivation of the bean MSP and the subsequent collaboration with Tradeline Corporation, PABRA has created a platform where women farmers can access information, markets, and support services. While specific data on women's participation and the platform's gender-specific interventions are necessary for a comprehensive assessment, the initiative's focus on digital technology offers the potential for overcoming gender disparities in access to information and resources, which can empower women farmers to enhance their livelihoods. (<https://www.pabra-africa.org/digitalizing-malawis-common-bean-value-chain/>)

##### **Rwanda**

The Alliance-PABRA initiative in Rwanda has made strides toward gender responsiveness by creating platforms that amplify women's voices within the bean value chain. Despite entrenched gender norms that limit women's participation in agricultural decision-making, PABRA has successfully integrated women into bean business platforms. Ten (10) district-level platforms have been linked to major exporters and processors, and



## Ukama Ustawi (UU) and Harnessing Gender and Social Equality for Resilience

in Agrifood Systems (HER+)  
are CGIAR initiatives that have  
collaborated to promote gender-  
responsive agriculture in Kenya.

women's participation and leadership have been increased in these activities which is now at 48.6%. While only 32% of elected committee members across platforms are women, their inclusion has been instrumental in addressing gender gaps in the bean value chain. By providing a platform for women's voices, PABRA has empowered them to contribute to decisions impacting their livelihoods. Although challenges persist, the initiative's focus on gender equality is laying the groundwork for increased women's participation in the bean sector, ultimately contributing to their economic empowerment and the overall sustainability of the value chain. (<https://www.pabra-africa.org/empowering-women-take-leadership-roles-bean-business-platforms-rwanda/>)

### II. Enhancing Gender Responsiveness through Socio-Technical Innovation Bundles (STIBs) in Kenya

Ukama Ustawi (UU) and Harnessing Gender and Social Equality for Resilience in Agrifood Systems (HER+) are CGIAR initiatives that have collaborated to promote gender-responsive agriculture in Kenya. These initiatives have addressed the challenges that women face in accessing and utilizing agricultural technologies through the introduction of Socio-Technical Innovation Bundles (STIBs). In Kenya's Embu and Makueni counties, the adoption of STIBs is higher among farmers involved in the UU initiative (98%) compared to non-UU farmers (33%). Despite slightly lower adoption rates among women, the initiatives' targeted support and participatory design processes helped narrow this gap. Farmers who adopted STIBs reported higher empowerment scores and increased productivity, with UU-supported plots showing

significantly better yields. This case highlights the effectiveness of integrating social innovations with technological advancements to ensure that women are included and empowered in agrifood systems (Ayuya et al., 2024. Available at: <https://hdl.handle.net/10568/140709>)

#### 4.2 Lessons learned from national initiatives

The Alliance-PABRA, UU and HER+ initiatives offer valuable insights into creating effective gender-responsive multistakeholder platforms. Key lessons learned include:

**Inclusion is key:** Deliberate efforts to involve women and youth in decision-making processes within the bean value chain are crucial for addressing their specific needs and challenges.

**Inclusive innovation:** The inclusion of social innovations alongside technological and technical advancements is crucial for ensuring that women benefit equally from agricultural innovations.

**Participatory design:** Engaging women in the co-design of innovation bundles ensures that their unique needs and challenges are addressed, leading to higher adoption rates and empowerment.

**Multi-stakeholder collaboration:** Collaborative partnerships between research institutions, government, private sector, and farmer organizations are essential for scaling and sustaining innovation platforms.

**Stakeholder ownership** is crucial for the success and sustainability of the platforms, which provide inclusive spaces for interaction, learning, and negotiation.

**Capacity building:** Providing training and support to women and youth on new technologies and business skills can empower them to participate fully in the value chain.

**Technology as an enabler:** Gender-responsive technologies can significantly enhance the livelihoods of women by reducing their workload and increasing their efficiency.

**Monitoring and evaluation:** Regular assessment

of the impact of interventions on gender equality is necessary to identify areas for improvement and to ensure that the benefits of the initiative reach the intended beneficiaries.

### **Key Takeaways and best practices for mainstreaming gender in MSPs Successful Integration**

The Alliance-PABRA BBIPs and the STIBs initiatives have proven the potential of gender-responsive MSPs to transform value chains by addressing gender norms, promoting leadership among women, and reducing gender-related barriers.

- **Challenges and Gaps:** Although platforms like PABRA in Rwanda have achieved notable milestones, gender norms and low representation in leadership roles reveal ongoing challenges that limit women's full engagement in decision-making.

### **Actionable Lessons and Best Practices**

- 1. Commit to Inclusive Participation:** Ensuring active involvement of women and youth in decision-making roles within MSPs, as seen in the Tanzania and Rwanda case studies, enhances relevance and gender responsiveness.
- 2. Integrate Social with Technical Innovations:** Combining social considerations with technical tools, such as STIBs in Kenya, increases the adoption and effectiveness of innovations among women farmers.
- 3. Leverage Digital Solutions:** Digitalizing value chains, as observed in Malawi, can enhance women's access to critical information, services, and market opportunities, bridging gender disparities.
- 4. Foster Collaborative Networks:** Partnerships across sectors (government, private, NGOs, etc.) enhance resource mobilization, foster mutual accountability, and support sustained impact, seen across all successful MSPs.

### **4.3 Recommendations and Guidelines for Future Gender Integration in MSPs**

- 1. Institutionalize Gender Mainstreaming:** Make gender responsiveness a core component of MSP agendas, with clear

objectives, processes, and accountability for gender equity.

- 2. Promote Participatory Co-Design:** Engage women in the design of platforms and innovations, ensuring the solutions developed meet their specific needs and constraints.
- 3. Develop Tailored Capacity Building Programs:** Provide training for women and youth on relevant technologies, business skills, and leadership to equip them for effective participation.
- 4. Emphasize Gender-Sensitive Monitoring and Evaluation:** Implement regular assessments to track the gender impact, identifying barriers, and capturing best practices for continuous improvement.

### **Guidelines for Scaling Successful MSP Examples**

- 1. Customize Approaches by Context:** Adapt the core components of successful MSPs to fit local cultural, economic, and gender contexts in different regions or value chains.
- 2. Build Local Capacity for Ownership:** Strengthen the capabilities of local organizations to sustain MSPs independently through training, resources, and a focus on community-led governance.
- 3. Facilitate Policy Support for MSPs:** Engage local and national governments in scaling efforts to ensure alignment with policies that promote gender equality and inclusive development.

### **4.4 Conclusion**

To maintain effective gender responsiveness, MSPs should adopt an iterative model that includes regular evaluations, stakeholder feedback loops, and adaptable practices. By documenting successes and failures and sharing insights, MSPs can foster a learning environment that continuously improves gender mainstreaming practices across different agri-food systems. This model can be sustained through an embedded framework that:

- Prioritizes **continuous learning** and **stakeholder feedback**,
- **Incorporates regular reviews** to refine strategies, and

- **Applies lessons from both successful and unsuccessful cases** to drive more impactful and sustainable gender-responsive initiatives.

#### 4.5 Monitoring, Evaluation, and Learning (MEL)

Effective MEL systems are crucial for the success and sustainability of gender-responsive multi-stakeholder platforms.

##### **Key performance indicators (KPIs)**

Key Performance Indicators (KPIs) are essential metrics used to measure the success and gender responsiveness of multi-stakeholder platforms. Examples of KPIs include:

**Participation rates:** The percentage of women and marginalized groups actively participating in the platform.

**Access to resources:** The number of women accessing agricultural resources such as land, credit, and training.

**Decision-making roles:** The proportion of women in leadership and decision-making positions within the platform.

**Income and productivity:** Changes in the income and productivity levels of women farmers.

**Training and capacity building:** The number of gender-focused training sessions conducted and the participants' feedback on their effectiveness.

##### **Data collection and analysis**

Collecting and analyzing data effectively is critical for monitoring progress and making informed decisions. Methods for gathering and analyzing data include:

##### **Quantitative methods**

**Surveys and questionnaires:** Conduct surveys to gather numerical data on participation rates, resource access, and income levels.

**Digital tools:** Use mobile applications and online platforms to collect real-time data from stakeholders.

##### **Qualitative methods**

**Focus groups:** Organize focus group discussions to gain in-depth insights into the experiences and

perspectives of women and marginalized groups.

**Interviews:** Conduct one-on-one interviews with key stakeholders to understand their challenges and successes.

##### **Mixed methods**

**Combining quantitative and qualitative data:** Integrate quantitative and qualitative data to provide a comprehensive understanding of gender dynamics within the platform.

##### **Reporting and accountability mechanisms**

Ensuring transparency and accountability is essential for maintaining trust and fostering continuous improvement within the platform. Mechanisms to achieve this include:

##### **Regular reporting**

**Progress reports:** Prepare and share regular progress reports with all stakeholders, highlighting achievements, challenges, and lessons learned.

**Gender audits:** Conduct gender audits to assess the effectiveness of gender-responsive initiatives and identify areas for improvement.

##### **Feedback mechanisms**

**Surveys and feedback forms:** Distribute surveys and feedback forms to gather input from stakeholders on the platform's performance and gender responsiveness.

**Digital feedback tools:** Utilize digital tools, such as mobile apps and online portals, to collect and analyze feedback in real-time.

##### **Accountability measures**

**Stakeholder meetings:** Hold regular meetings with stakeholders to review progress, discuss challenges, and agree on corrective actions.

**Transparency initiatives:** Ensure that all data and reports are accessible to stakeholders, promoting transparency and accountability.

## KEY PERFORMANCE INDICATORS (KPIs)

- Participation rates: Percentage of women and marginalized groups actively participating.
- Access to resources: Number of women accessing agricultural resources.
- Decision-making roles: Proportion of women in leadership and decision-making positions.
- Income and productivity: Changes in income and productivity levels.
- Training and capacity building: Number of gender-focused training sessions conducted.

## DATA COLLECTION AND ANALYSIS

- Quantitative Methods
- Surveys and questionnaires: Conduct surveys to gather numerical data.
- Digital tools: Use mobile applications and online platforms for data collection.
- Qualitative Methods
- Focus groups: Organize Focus Group Discussions (FGDs) to gain in-depth insights.
- Interviews: Conduct interviews with key stakeholders.
- Mixed Methods
- Combining quantitative and qualitative data: Integrate quantitative and qualitative data for a comprehensive understanding.

## REPORTING AND ACCOUNTABILITY MECHANISMS

- Regular Reporting
- Progress reports: Prepare and share regular progress reports with all stakeholders.
- Gender audits: Conduct gender audits to assess the effectiveness of gender-responsive initiatives.
- Feedback Mechanisms
- Surveys and feedback forms: Distribute surveys and feedback forms to gather input from stakeholders.
- Digital feedback tools: Utilize digital tools to collect and analyze feedback.
- Accountability Measures
- Stakeholder meetings: Hold regular meetings with stakeholders.
- Transparency initiatives: Ensure that all data and reports are accessible to stakeholders.

## Role of digital technologies

Digital technologies play a significant role in enhancing MEL systems for gender-responsive platforms

### 1. Data collection

**Mobile surveys:** Use mobile surveys to collect data from remote and rural areas, ensuring wider coverage and timely data collection.

**GIS mapping:** Apply Geographic Information Systems (GIS) to map and analyze the spatial distribution of resources and participation.

### 2. Data analysis

**Big Data analytics:** Leverage big data analytics to identify trends, patterns, and correlations in large datasets.

**Cloud-Based platforms:** Utilize cloud-based platforms for storing, managing, and sharing data securely and efficiently.

### 3. Feedback and learning

**Online forums:** Create online forums and communities where stakeholders can share experiences, challenges, and solutions.

**E-Learning modules:** Develop e-learning modules to build stakeholders' capacity in gender analysis and responsive practices.

#### Data Collection

- Mobile Surveys: Use mobile surveys to collect data.
- GIS Mapping: Apply GIS to map and analyze spatial distribution.

#### Data Analysis

- Big Data Analytics: Leverage big data analytics for large datasets.
- Cloud-Based Platforms: Use cloud-based platforms for storing, managing, and sharing data.

#### Feedback and Learning

- Online Forums: Create online forums and communities.
- E-Learning Modules: Develop e-learning modules to build stakeholders' capacity.

## **Sustainability and Scaling**

Ensuring the sustainability and scalability of gender-responsive multi-stakeholder platforms in agrifood systems requires strategic planning, embedding practices into regular operations, and effectively expanding successful models to new areas. This section outlines key strategies for achieving these goals.

### **Long-term planning and funding strategies**

Sustainability is rooted in long-term planning and securing adequate funding. Key strategies include:

#### ***Diversified funding sources***

**Government funding:** Seek support from national and local governments to ensure stable financial backing.

**Donor and grant funding:** Apply for grants from international organizations, NGOs, and development agencies focused on gender equality and agricultural development.

**Private sector partnerships:** Engage with private sector entities to establish mutually beneficial partnerships that support platform activities.

#### ***Financial planning***

**Budgeting and forecasting:** Develop detailed budgets and financial forecasts to plan for future expenses and identify funding gaps.

**Sustainability funds:** Create a sustainability fund to support ongoing activities and buffer against financial uncertainties.

#### ***Economic empowerment initiatives***

**Income-generating activities:** Implement projects that generate income for the platform, such as value-added agricultural products or services.

**Microfinance and credit schemes:** Facilitate access to microfinance and credit for women and marginalized groups to enhance their economic resilience.

#### ***Institutionalization of practices***

Embedding gender-responsive practices into the regular operations of agrifood systems ensures



Ensuring the sustainability and scalability of gender-responsive multi-stakeholder platforms in agrifood systems requires strategic planning, embedding practices into regular operations, and effectively expanding successful models to new areas.

that these initiatives become standard practice. Strategies for institutionalization include:

#### ***Policy integration***

**Gender policies:** Advocate for the development and implementation of gender policies within agricultural institutions.

**Mainstreaming gender:** Ensure that gender considerations are integrated into all policies, programmes, and activities.

#### ***Capacity building***

**Training and education:** Provide continuous training and education on gender-responsive practices for all stakeholders.

**Knowledge sharing:** Establish platforms for sharing best practices, lessons learned, and success stories.

#### ***Organizational commitment***

**Leadership support:** Secure commitment from organizational leaders to champion gender-responsive practices.

**Inclusive governance:** Incorporate gender equality goals into the governance structures and decision-making processes of agricultural institutions.

Long-term Planning and Funding Strategies
<ul style="list-style-type: none"> <li> <p><b>□ Diversified Funding Sources</b></p> <p><b>Government Funding:</b> Seek support from national and local governments.</p> <p><b>Donor and Grant Funding:</b> Apply for grants.</p> <p><b>Private Sector Partnerships:</b> Engage with private sector entities.</p> </li> <li> <p><b>□ Financial Planning</b></p> <p><b>Budgeting and Forecasting:</b> Develop detailed budgets and financial forecasts.</p> <p><b>Sustainability Funds:</b> Create a sustainability fund.</p> </li> <li> <p><b>□ Economic Empowerment Initiatives</b></p> <p><b>Income-Generating Activities:</b> Implement projects that generate income for the platform.</p> <p><b>Microfinance and Credit Schemes:</b> Facilitate access to microfinance and credit for women and marginalized groups.</p> </li> </ul>

Institutionalization of Practices
<ul style="list-style-type: none"> <li> <p><b>□ Policy Integration</b></p> <p><b>Gender Policies:</b> Advocate for policy development and implementation.</p> <p><b>Mainstreaming Gender:</b> Ensure integration of gender considerations into policies, programs &amp; activities.</p> </li> <li> <p><b>□ Capacity Building</b></p> <p><b>Training and Education:</b> Provide continuous training and education on gender-responsiveness.</p> <p><b>Knowledge Sharing:</b> Establish platforms for sharing best practices, lessons learned, and success stories.</p> </li> <li> <p><b>□ Organizational Commitment</b></p> <p><b>Leadership Support:</b> Secure commitment from organizational leaders.</p> <p><b>Inclusive Governance:</b> Incorporate gender equality goals into governance structures.</p> </li> </ul>

## Strategies for Scaling

### REPLICATION AND ADAPTATION

- **Model Projects:** Identify and document successful models that can be replicated in new areas.
- **Contextual Adaptation:** Adapt successful models to fit the specific cultural, economic, and environmental contexts of new regions.

### CAPACITY BUILDING FOR SCALING

- **Training Programmes:** Develop training programmes to build the capacity of new stakeholders to implement gender-responsive practices.
- **Mentorship and Support:** Establish mentorship and support networks to guide new initiatives.

### PARTNERSHIP AND COLLABORATION

- **Cross-Regional Collaboration:** Foster collaboration between regions to share experiences, resources, and best practices.
- **Public-Private Partnerships:** Leverage public-private partnerships to access additional resources and expertise.

### MONITORING AND EVALUATION FOR SCALING

- **Pilot Programmes:** Implement pilot programmes to test and refine models before scaling up.
- **Scalability Assessments:** Conduct assessments to evaluate the scalability of initiatives and identify potential challenges.

## CONCLUSION

### 5.1 Summary of key points

This guide provides a comprehensive framework for establishing and managing gender-responsive multi-stakeholder platforms in agrifood systems. The key points covered include:

**Understanding gender responsiveness:** Gender responsiveness in agrifood systems involves recognizing and addressing gender differences and inequalities. This includes ensuring inclusivity, equity, and sustainability in agricultural practices.

**Key components of gender responsive MSP:** Identifying stakeholders, defining their roles and responsibilities, and establishing a governance structure that supports inclusive decision-making, transparency, and accountability are crucial for the platform's success.

**Establishing gender responsive MSP:** Steps include conducting a needs assessment, stakeholder mapping, setting gender-responsive objectives and goals, and implementing tools and methods such as gender impact assessments and participatory approaches.

**Engagement strategies:** Ensuring diverse and inclusive participation, building capacity for gender analysis, and creating safe and inclusive spaces for dialogue are essential for meaningful engagement.

**Case studies and lessons learned:** Successful examples from Sub-Saharan Africa highlight the importance of culturally sensitive approaches, targeted support, and practical tools for integrating gender perspectives.

**Monitoring, Evaluation, and Learning (MEL):** Effective MEL systems are crucial for tracking progress, ensuring accountability, and fostering continuous improvement. This includes developing KPIs, data collection and analysis, and leveraging digital technologies.

**Sustainability and scaling:** Long-term planning, securing diversified funding, institutionalizing gender-responsive practices, and implementing strategies for scaling successful models are vital

for the sustainability and expansion of these platforms.

### 5.2 Future directions and opportunities

As gender-responsive multi-stakeholder platforms in agrifood systems continue to evolve, several emerging trends and areas for growth present new opportunities.

**Technological advancements:** The increasing use of digital technologies, such as mobile apps, GIS mapping, and big data analytics, can enhance data collection, analysis, and feedback mechanisms, leading to more informed decision-making and efficient resource management.

**Climate resilience:** Integrating gender-responsive approaches into climate-smart agriculture practices can help communities adapt to climate change while promoting gender equality and improving food security.

**Youth engagement:** Encouraging the participation of young people in gender-responsive platforms can bring fresh perspectives, drive innovation, and ensure the sustainability of initiatives.

**Cross-sector collaboration:** Strengthening partnerships between the public and private sectors, NGOs, and academia can lead to more comprehensive and impactful solutions to agrifood challenges.

**Policy advocacy:** Continued advocacy for gender-responsive policies at local, national, and international levels can create an enabling environment for gender equality in agrifood systems.

### 5.3 Call to action

The successful implementation and sustainability of gender-responsive multi-stakeholder platforms require the commitment and active participation of all stakeholders.

**Farmers**, both men and women, to actively participate in the platforms, share their experiences, and implement agreed-upon practices.

**Government agencies** to develop and enforce gender-responsive policies, offer technical and financial support, and monitor progress.

**NGOs and civil society organizations** to facilitate stakeholder engagement, provide training and resources, and advocate for gender equality.

**Private sector** to invest in sustainable practices, create market opportunities, and support gender-inclusive initiatives.

**Academia and researchers** to conduct research, offer expertise, and contribute to evidence-based policy and practice development.

**Donors and Development Agencies** to provide financial support, prioritize funding for gender-responsive initiatives, and enable resource allocation that empowers women, youth, and marginalized groups within the agricultural sector.

**MSP Facilitators and Coordinators** to organize and manage MSP operations, ensure inclusivity, and promote participatory decision-making processes that address gender biases and foster collaboration among all stakeholders.

**Agricultural Practitioners and Extension Workers** to serve as the link between research, policy, and farmers, integrating gender-sensitive approaches in training and sharing best practices to ensure equitable knowledge transfer across communities.

## APPENDICES

### Glossary of terms and concepts

**Agrifood systems:** The complex networks of all the interconnected activities and actors involved in the production, processing, distribution, and consumption of food and agricultural products. [FAO](#)

**Gender-responsiveness:** An approach that considers the different needs, interests, and experiences of individuals based on their gender, aiming to promote gender equality. [Alliance Bioversity & CIAT](#)

**Multi-stakeholder platform:** A collaborative forum that brings together diverse stakeholders to address common issues and make collective decisions. [CIFOR-ICRAF](#)

**Gender equality:** The state in which access to rights, resources, and opportunities is unaffected by gender. [UN Women](#)

**Gender equity:** Fair treatment for all genders, according to their respective needs and circumstances, which may involve different but equivalent allocations of resources. [Alliance Bioversity & CIAT](#)

**Gender mainstreaming:** The process of integrating gender perspectives into all policies, planning, and implementation activities to ensure gender equality. [Alliance Bioversity & CIAT](#)

**Inclusivity:** Ensuring that all individuals, especially marginalized groups, have equal opportunities to participate and benefit from activities and decision-making processes. [FAO](#)

**Participatory approaches:** Methods that actively involve stakeholders in the planning, decision-making, and implementation processes. [European Commission](#)

**Monitoring and evaluation (M&E):** The systematic process of collecting, analyzing, and using information to track progress, measure outcomes, and improve programme performance. [FAO](#)

**Key performance indicators (KPIs):** Specific, measurable metrics used to evaluate the success and effectiveness of initiatives. [KPI: KPIs for Agriculture Industry](#)

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### Additional resources and readings

1. [World Bank Gender Data Portal](#)
2. [Food and Agriculture Organization of the United Nations. Gender Checklists - Supporting Material for the Social Analysis for Inclusive Agrifood Investments. Practitioner's Guide](#)
3. [The Women's Empowerment Principles Gender Gap Analysis Tool](#)
4. [GIZ, \(2019\). Gender in Multi-Stakeholder Partnerships. Internal Guidance Note](#)
5. [Alliance Bioversity & CIAT](#)
6. [https://youtu.be/yJ51tcNxV\\_o](https://youtu.be/yJ51tcNxV_o)
7. [UN Women Training Centre eLearning. Campus. Gender Equality Glossary](#)
8. [European Institute for Gender Equality. Gender Mainstreaming: Concepts and Definitions](#)
9. [UNICEF. Gender Equality: Glossary of Terms and Concepts](#)

## Templates and Checklists

### Stakeholder engagement template

Actor name	Goal, role and motivation	Position in the network	Level of influence	Level of interest	Potential role	Engagement strategy				
						Inform	Consult	Involve	Collaborate	Empower
			H	H		✓	✓	✓	✓	
			L	L		✓	✓	✓		✓
			H	H		✓	✓	✓		✓
			L	L		✓				✓

Source: [CGSPACE https://cgspace.cgiar.org](https://cgspace.cgiar.org)

### Gender indicators for MSP

Level	Indicators	Assessment
Structural and organizational level	Equal representation of women and men/increasing participation of women.	Yes/No
	There are women in leadership positions.	Yes/No
	Women's organizations/gender experts are engaged in the MSP.	Yes/No
	Gender sensitivity is included in the MSPs Code of Conduct.	Yes/No
Content level	A gender analysis/gender impact assessment has been conducted.	Yes/No
	There is a public commitment statement on gender equality.	Yes/No
	Gender activities are being undertaken.	Yes/No
	A gender-sensitive project plan has been developed.	Yes/No
	Gender-sensitive monitoring is being conducted, using specifically developed indicators.	Yes/No
	Gender-disaggregated data are being generated.	Yes/No
	There is an appropriate budget for gender activities.	Yes/No

Source: [GIZ](#)

### Inclusive dialogue facilitation techniques

1. Small Group Discussions: Divide participants into small groups to ensure everyone has an opportunity to speak.
2. Anonymous Feedback: Use anonymous surveys or suggestion boxes to gather honest input without fear of repercussions.
3. Participatory Decision-Making: Use methods like voting, consensus-building, and rotating leadership roles to involve all participants in decision-making.





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To learn more about this Initiative, please visit this webpage.

To learn more about this and other Initiatives in the CGIAR Research Portfolio, please visit [www.cgiar.org/cgiar-portfolio](http://www.cgiar.org/cgiar-portfolio)

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