Gender capacity assessment and development tool

Key messages

• A gender capacity assessment tool offers a methodological approach that can be adapted to different contexts.
• It gives baseline information and indicators upon which progress towards gender capacity development can be measured and monitored.
• It provides a forum for discussion, indirectly raising gender awareness of the challenges and opportunities to promote gender equity.
• The tool can be used by gender experts to assess the gender capacity of partners against the desired capacity, and subsequently develop tailor-made interventions.

Livestock-based solutions

• Agricultural development interventions tend to favour men. They dominate markets and control family income earned from sales. Women do most of the work and receive fewer benefits.
• Women’s access to resources and services is often hindered; they have limited control over assets, access to markets, knowledge and social networks, and decision-making authority. Public policies, and social and cultural norms, often act as impediments to gender equity.
• Many development and research organizations lack the knowledge and skills to integrate gender approaches into their work.
• A starting point is to assess current gender capacities to give momentum to the implementation of strategic interventions responding to the needs of both men and women livestock keepers.
• The tool generates clear comprehensive—quantitative, qualitative and comparable—data on a wide variety of individual, organizational and environmental capacities. The tool helps to generate useful data for M&E of gender capacity development interventions.

Levels of capacities and core gender capacities

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<tr>
<th>Levels</th>
<th>Environmental</th>
<th>Organizational</th>
<th>Individual</th>
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<tbody>
<tr>
<td>Core Gender Capacities</td>
<td>A.I</td>
<td>A.II</td>
<td>A.III</td>
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<tr>
<td>Gender analysis and strategic planning</td>
<td>B.I</td>
<td>B.II</td>
<td>B.III</td>
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<td>Gender responsive programming, budgeting and implementation</td>
<td>C.I</td>
<td>C.II</td>
<td>C.III</td>
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<tr>
<td>Knowledge management and gender responsive M&amp;E</td>
<td>D.I</td>
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<tr>
<td>Partnerships and advocacy</td>
<td>E.I</td>
<td>E.II</td>
<td>E.III</td>
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<td>Leadership and transformation</td>
<td>F.I</td>
<td>F.II</td>
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Methodology

• Focus group discussion questionnaire for organizations
• Questionnaires for individual staff members
• Key informant interview checklist for enabling environment
• Capacities are scored on a scale of 1-5

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Results

Scale of the tool
Value chain

Status of the tool
Full roll out

7th Multi-Stakeholder Partnership Meeting
Achieving multiple benefits through livestock-based solutions, Addis Ababa, 8-12 May 2017