

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

Levels	Environmental	Organizational	Individual
Core Gender Capacities			
Gender analysis and strategic planning	A.I	A.II	A.III
Gender responsive programming, budgeting and implementation	B.I	B.II	B.III
Knowledge management and gender responsive M&E	C.I	C.II	C.III
Partnerships and advocacy	D.I	D.II	D.III
Leadership and transformation	E.I	E.II	E.III
Gender at the workplace	F.I	F.II	F.III

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

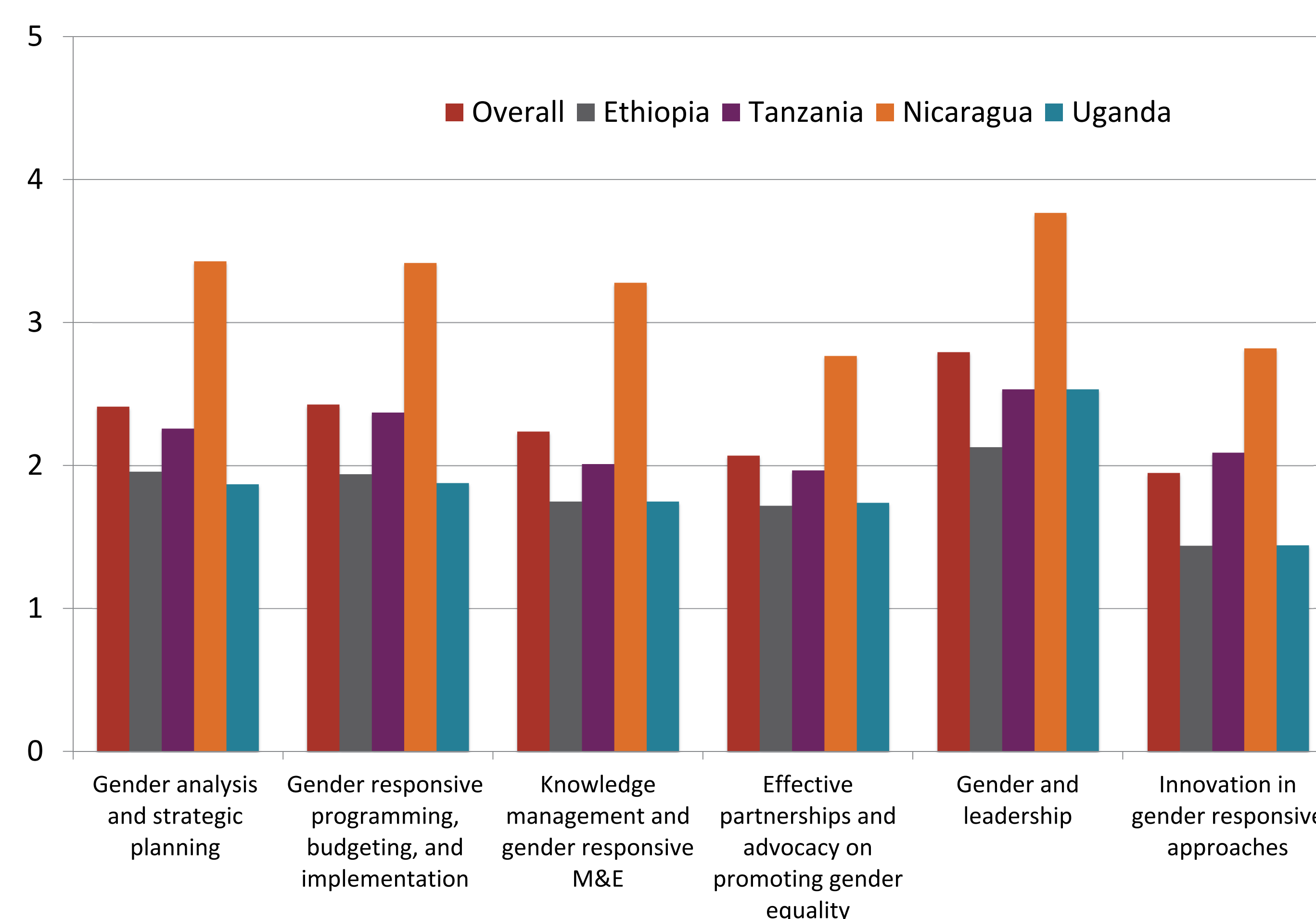
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<http://hdl.handle.net/10568/56983>



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

