Gender Guidelines for Proposal Development
Feed the Future Innovation Lab for Collaborative Research on Sorghum and Millet
January 2014

In order to assure the greatest overall impact of its research, the Feed the Future Innovation Lab for Collaborative Research on Sorghum and Millet (SMIL) will place emphasis on incorporating gender issues into all participating projects. Each proposal submitted to the SMIL is expected to describe the gender issues the research team anticipates encountering, how they will be addressed and how projects will promote equitable participation by women. All projects have gender implications but some will require greater attention than others, in particular, those that are closer to the delivery of new technologies, knowledge, production systems or products.

WEAI: Setting the stage for gender considerations
The Women’s Empowerment in Agriculture Index (WEAI) is one point of reference that is regularly used by USAID to measure gender empowerment. More importantly, the WEAI serves as a metric to look at the value chain when evaluating the potential effects of proposed research activities on women. One logical place to begin thinking about gender issues in SMIL projects is by assessing how directly your project activities will affect the elements that construct the WEAI. Some projects will work directly with end users, but not all.

Secondly, the WEAI is an individual measure that uses all household activities in its construction. It is important to consider whether sorghum and millet are central or peripheral activities to the household and whether interventions generated from these two crops significantly influence outcomes within the household. Another way to examine the gender implications is to consider whether a limitation in one of the WEAI domains will affect the potential adoption and utilization of the technologies or knowledge developed by the project.

Specifically, the WEAI divides empowerment into five domains*:

- **Production:** “Sole or joint decision-making over food and cash-crop farming decisions, livestock and fisheries as well as autonomy in agricultural production.” Does an individual have the agency to determine what crop or variety will be planted, which inputs will be used and when cropping activities or processing will occur?
- **Resources:** “Ownership, access to and decision-making power over productive resources such as land, livestock, agricultural equipment, consumer durables and credit.” If access to productive resources is biased towards one gender over another, will it affect the potential adoption of the innovation? Do women have equal access to land or similar land quality, access to household produced inputs like compost, cash or credit to purchase inputs?
- **Income:** “Sole or joint control over income and expenditures.” If a new technology or knowledge increases production, marketing and income, how will those benefits be captured within the household?
- **Leadership:** “Membership in economic or social groups and comfort in speaking in public.” Alternatively, do women have the ability to interact with technology development agents to ensure that what is being developed is adapted to their conditions?
- **Time:** “Allocation of time to productive and domestic tasks and satisfaction with the available time for leisure activities.” For example, if a technology is labor-intensive, how will it affect household time allocation and will it displace nutritional activities, caregiving or other income-generating activities?

*Additional information on the WEAI can be accessed at [http://www.ifpri.org/publication/womens-empowerment-agriculture-index](http://www.ifpri.org/publication/womens-empowerment-agriculture-index).

Applicants are encouraged to familiarize themselves with the five domains of the WEAI and use it to set the stage for the incorporation of gender considerations into their proposal.
Gender-specific issues by focus area
There are a variety of specific issues along the sorghum/millet value chain that may influence men and women farmers', processors' and consumers' actions and decisions differently. In general, women in the focus countries of Ethiopia, Niger and Senegal face several similar constraints when working in agriculture. These can be segmented by area of inquiry as follows:

1. Genetic enhancement of sorghum and pearl millet
   - Cultural norms as to the type of work men and women do during the cropping season
     - This is often defined according to the physical demand of the task (such as land-clearing and plowing being conducted by men while weeding and other technical activities are conducted by women). Some traits developed by plant breeders may be gender-neutral (e.g. those that enhance host plant resistance to stresses), while nutritional, processing and organoleptic traits may be more important to women. Furthermore, some traits may have either positive or negative effects: For example, varieties with greater resistance to weeds may reduce the time required by women during weeding, which could be positive if those resources are captured in other household activities or it could be negative if weeding is her wage-earning activity.
   - Access to and control of resources that is generally mediated through men (either husbands or fathers)
   - Limited access to water among women
   - Time constraints for profitable activities due to responsibilities to the household and children
   - Roles in seed selection, seed keeping, seed selling/distribution
   - Varieties and volumes of sorghum/millet produced and for what purpose (home consumption, brewing, local sale, commercial sale, etc.)

2. Production systems management
   - Cultural norms as to the type of work men and women do (as above)
   - Access to and control of resources that is generally mediated through men (either husbands or fathers)
   - Limited access to water among women
   - Limited access to credit among women
   - Lack of access to land or land of similar quality to men
   - Access to information, extension, networks and associations
   - Cultural/religious constraints in mobility, public participation/visibility, and interaction with persons of the opposite sex

3. Added-value products research and marketing development
   - Cultural norms as to the type of work men and women do (as above)
   - Access to and control of resources that is generally mediated through men (either husbands or fathers)
   - Engagement in agricultural activities of low profitability (low demand for product)
   - Limited access to credit among women
   - Time constraints for profitable activities due to responsibilities to the household and children
   - Access to information, extension, networks and associations
   - Decision-making over earnings
   - Cultural/religious constraints in mobility, public participation/visibility, and interaction with persons of the opposite sex

Additional information regarding country-specific constraints faced by women can be found by accessing the USAID gender assessments available at the SMIL website: http://www.k-state.edu/smil.

Monitoring and evaluation of gender-specific impacts
Gender-specific impacts should be taken into account when monitoring and evaluating overall project progress and success. Generally, these impacts are best measured at the individual level (man/woman) rather than at the household aggregate.
Some suggested indicators may include:

- Change in percentage of women with access to agricultural inputs
- Change in control of assets
- Adoption of recommended practices and technologies among men and women farmers, before and after program activity
- Percentage of men and women farmers who have access to high quality, locally-adapted seeds or improved livestock breeds
- Change in access to production and market information (including extension)
- Change in access and completion of skills training
- Change in number of women with access to and using financial services
- Change in number of women with control of productive assets
- Change in income earned by women (compared to men) employed in agricultural and non-agricultural labor
- Change in percentage of women earning an income from agribusiness and food processing
- Change in adoption by women to land management practices that mitigate the effects of climate change
- Increased number of women in leadership positions within farmer organizations

**General expectations**

The extent to which gender-specific issues will need to be addressed within the research proposal is heavily dependent on the scope and nature of the program and activities. Each proposal’s gender strategy will be evaluated based on how they intend to address the applicable issues. Proposals should:

- Either demonstrate an understanding of women’s and men’s existing roles, constraints, and opportunities along sorghum and millet value chains (including seed and other input markets/sources) or have a plan to build that understanding, especially surrounding the areas of the value chain where the project will operate
- Plan to address any differences in women’s and men’s incentives and access to resources that may affect participation in and success of proposed activities
- Explain how gender considerations will be integrated into project implementation equitably and actively involve women and men in development of technologies, including seed varieties and in other research activities
- Describe how the anticipated results of the work may affect women and men, including potential unintended consequences (which may especially arise from changes in workload and labor allocation or income)
- Draft a plan that collects sex-disaggregated data for participation, outreach and relevant outcomes

Any additional questions specifically related to planning for gender-related issues should be directed to Kira Everhart-Valentin at kevalentin@ksu.edu.
## CHECKLIST FOR GENDER INCLUSION IN SORGHUM AND MILLET RESEARCH

The following checklist of considerations can serve as a useful guide in evaluating your strategy for incorporating gender into the proposed research. Some points are relevant across most research areas and activities, while others are only applicable in specific situations.

### Technical Approach

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Does the proposal explicitly refer to men and women?</td>
</tr>
<tr>
<td>2</td>
<td>Will both men and women participate in the project activities?</td>
</tr>
<tr>
<td>3</td>
<td>Does the proposal describe stakeholder consultation and participation strategies?</td>
</tr>
<tr>
<td>4</td>
<td>Has consideration been given to the current gender division of labor?</td>
</tr>
<tr>
<td>5</td>
<td>Has consideration been given to who has access to and control of productive resources?</td>
</tr>
<tr>
<td>6</td>
<td>Have the beneficiaries of the project been identified?</td>
</tr>
<tr>
<td>7</td>
<td>Has consideration been given to how social, cultural, religious, economic, political, environmental factors will influence women’s and men’s participation?</td>
</tr>
<tr>
<td>8</td>
<td>Will the project interventions aim to improve women’s social status and empowerment, including their role as decision-makers?</td>
</tr>
<tr>
<td>9</td>
<td>Does the proposal include a plan to monitor gender impacts, including appropriate use of gender-sensitive methods and indicators?</td>
</tr>
<tr>
<td>10</td>
<td>What considerations for gender are made in selecting participants to be involved in training activities?</td>
</tr>
</tbody>
</table>

### Personnel

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Does the project staff in the lead institution have the capacity to implement gender-sensitive projects?</td>
</tr>
<tr>
<td>12</td>
<td>Does the project staff in the partner institutions have the capacity to implement gender-sensitive projects?</td>
</tr>
</tbody>
</table>

### Institutional Capability

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Is there demonstrated institutional commitment to gender equity and expertise in the lead institution?</td>
</tr>
<tr>
<td>14</td>
<td>Is there demonstrated institutional commitment to gender equity and expertise in the partner institution?</td>
</tr>
<tr>
<td>15</td>
<td>Does project lead institution have organizational policies and procedures related to gender?</td>
</tr>
<tr>
<td>16</td>
<td>Do project partner institutions have organizational policies and procedures related to gender?</td>
</tr>
</tbody>
</table>

### Past performance

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>Do the U.S. investigators have a history of publications which address gender issues?</td>
</tr>
<tr>
<td>18</td>
<td>Do the partner institute investigators have a history of publications which address gender issues?</td>
</tr>
<tr>
<td>19</td>
<td>Does the lead institution have a successful history of working collaboratively worldwide with varied public and private institutions, including international and local organizations with proven gender expertise?</td>
</tr>
<tr>
<td>20</td>
<td>Do the partner institutions have a successful history of working collaboratively worldwide with varied public and private institutions, including international and local organizations with proven gender expertise?</td>
</tr>
</tbody>
</table>

### Budget

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Does the proposal adequately allocate resources to address gender issues?</td>
</tr>
</tbody>
</table>