## Fundamental Gender Analysis Competencies for All Actors

1. **Seeks gender equality**
   - Reflects on how your own culture shapes your definition of gender disparity
   - Believes that improving gender equality is fundamental to the CGIAR’s work

2. **Is committed to exploring the role of gender in agricultural research**
   - Understands why agricultural research outcomes depend on social inclusion, power, inequality and gender
   - Includes gender analysis in research projects and in monitoring and evaluation
   - Proactively looks at ways to provide support and resources for gender analysis

3. **Values interdisciplinary skills and collaboration**
   - Invites the contribution of social science into agricultural research
   - Is open to and sees as valid the research methods and measurements used in the social sciences
   - Creates an environment where cross-functional perspectives produce innovation

4. **Promotes knowledge sharing on gender in agricultural development**
   - Articulates a basic description of gender inequalities in agriculture, explains key reasons why these influence productivity, food security, health, nutrition, poverty and sustainability
   - Supports networking of gender experts to inform their learning and collaboration
   - Participates in knowledge exchange opportunities and looks for mentors to better understand gender

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1 Refers to relations between men and women, men and men, women and women
## CGIAR GENDER ANALYSIS COMPETENCIES

Skills, knowledge, attitudes and behaviors critical to supporting/conducting gender analysis in agricultural research at CGIAR.

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<thead>
<tr>
<th>Actor</th>
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<tr>
<td><strong>Senior Management</strong>  (Project Manager and above, including CRP Scientific Advisory bodies and Center Boards of Trustees)  <em>Organizational leader who sets strategy and direction, creates policy, and allocates resources. Champions gender analysis and research in agriculture.</em></td>
<td>1. Fundamental Gender Analysis Competencies  2. Builds a supportive organizational culture that fosters collaboration between different disciplines  3. Uses results-based management to hold researchers and managers accountable for providing the necessary support and resources for inclusion of social and gender analysis in research  4. Monitors and reviews progress on gender research objectives  5. Seeks representation of social science as a discipline in research teams and fosters the contribution of gender analysis to agricultural research in the CGIAR  6. Values diversity and the perspectives it brings to a senior management team</td>
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| **Gender Expert**  
*PhD or Masters in a social science.*  
*Research social scientist with specialization in gender analysis in agriculture.* | 1. Fundamental Gender Analysis Competencies  
*General Competencies*  
2. Works independently on social and gender research as a scientist in own right  
3. Works effectively providing gender expertise to a multi-disciplinary team  
4. Develops the capacity of colleagues to appreciate and know when to call on and how to make use of a gender expert  
5. Listens to others to understand all perspectives  
6. Is able to propose and lead a scientific research project addressing social and gender issues  
7. Produces research on social and gender issues suitable for publication  
*Research Competencies (see end notes for details)*  
8. Applies Advanced Social Science Concepts for gender analysis in agriculture  
9. Makes skillful use of advanced Design, Data Collection and Analysis in gender research  
10. Goes beyond the role of a critic: Is skilled at detecting *ex ante* the implications of gender relations for the adoptability of agricultural innovations proposed by non-social scientists.  
11. Leads and champions greater understanding of the relevance of gender to agricultural research  
   - Communicates commitment to reducing inequalities and improving research efficiencies  
   - Knows how to get beyond diagnostics to integrate advanced social science concepts for gender analysis into team research  
   - Expresses complex ideas with minimal jargon to multiple audiences (e.g., donors, partners, non-social science colleagues)  
   - Motivates colleagues and partners to engage in new perspectives and ideas  
   - Motivates and coaches other researchers to use gender analysis to strengthen their research  
   - Mentors and coaches the next generation of gender experts  
12. Bridges research and development practices  
   - Skilled at partnering with scientific colleagues, relevant policymakers, practitioners to expand capacity for social research and recruit political support for gender.  
   - Understand how to advise development practitioners on what gender means for impactful use of CGIAR research |
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| Social Research Expert | 1. Fundamental Gender Analysis Competencies  
**General Competencies**  
2. Works independently following guidelines for conducting social research especially in field conditions, so that measurement and findings are reliable  
3. Works effectively in a team to explain constructively why resources and time devoted to gender research is important for everyone’s impact  
4. Produces comprehensive written reports on the rationale, methods and findings of a research project  
5. Is able to communicate to development practitioners and similar audiences the content of policy briefs and summaries of research findings on gender  
6. Understands why gender analysis needs integration at all phases of agricultural R&D from priority setting to evaluation of impact  
**Research Competencies**  
7. Knows basic evidence about gender roles and relations in their own culture, gender gaps in assets and services, gender and technology adoption, gender and poverty  
8. Uses social frameworks and analysis to explain how men and women conduct farming practices, technology choices, use of agricultural advisory services and how policy impacts agriculture  
9. Knows how to design and conduct research to identify basic descriptions of gender differences such as the intra-household division of labor and control of resources  
10. Understands the basics of different types of research design used to collect sex disaggregated data (understands the rationale for controlled comparison, whom to interview and why)  
11. Understands both principles and technical aspects of sample design and sampling needed to carry out data collection, understands concepts of validity and reliability in measurement  
12. Has familiarity with the use and limitations of simple gender analysis tools to collaborate with gender experts in sex-disaggregated data collection  
13. Understands field work ethics and protocol for social science data collection  
14. Knows how to collect, analyze and interpret descriptive social data using quantitative and/or qualitative research methods |

*Developed by: CGIAR Gender and Agriculture Research Network 2013*
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| **Development Practitioner** | 1. Fundamental Gender Analysis Competencies  
2. Identifies and questions gender inequality:  
   - Has a comprehensive understanding of the significance of gender inequality, and of increasing women's empowerment and agency for development programming  
   - Understands the use and limitations of gender analysis tools to address gender inequality in development programming  
   - Has knowledge and experience of different ways to deliver products and services effectively to rural women, to define realistic goals and measurable impacts  
3. Has the skills to independently collect or supervise the collection of reliable sex-disaggregated social science data under the direction of a gender or social science expert  
   - Understands how language and culture shape meaning in data collection  
   - Understands basic principles of sampling and controlled comparison in data collection  
   - Respects diversity and local culture  
4. Collaborates with a gender expert to use and incorporate the results of gender and social analysis into development programs |

A partner who uses gender analysis for project implementation.

Participant in short course(s) on gender analysis tools or university level social science program, may be program staff of donor or development agencies, NGOs or other partners who use gender analysis tools, May have some experience in socio-economic data collection.

In research, works under the direction of a social research expert or gender expert in conducting research studies and may take a lead role in data collection for gender analysis.
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| **Scientific Collaborator**                                         | 1. Fundamental Gender Analysis Competencies  
                                                                          2. Respects social science as a discipline and values the contribution gender analysis brings to agricultural research in the CGIAR  
                                                                          3. Values diversity and the perspectives it brings to innovation  
                                                                          4. Can fluently articulate the potential benefits of gender analysis and the risks of overlooking gender disparities for the intended outcomes of their research  
                                                                          5. Collaborates with a gender expert to integrate gender and social analysis into all phases of his/her research (e.g., priority setting, design, data collection, analysis and final research product)  
                                                                          6. Has the knowledge to actively seek the inclusion of gender analysis in research proposals, budgets, M&E, reports, external evaluations and public relations whenever necessary  
                                                                          7. Collaborates with a gender expert to interpret and use the findings of gender analysis in his/her research  
                                                                          8. Is responsible for supporting and providing resources for inclusion of gender analysis in his/her research |

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A Gender Expert’s competency in advanced Social Science Concepts in Ag Gender Analysis is defined as follows:

- Skilled at going beyond basic descriptions of gender inequalities to discern the underlying gender relations and their significance for how men and women behave in managing productive resources for agriculture
- Knows and applies the up-to-date evidence and controversies from the literature, drawing on different fields, with respect to gender roles in different regions and cultures globally, gender gaps in assets and services, gender and technology adoption, gender and poverty
- Identifies strategic knowledge gaps in the evidence relevant to program outcomes and addresses these with research
- Understands thoroughly and uses social science theoretical frameworks: uses concepts of social inclusion, power, hierarchy, inequality, culture and symbolism, social capital, agency, empowerment, bargaining and gender relations to transform farming practices, technology choices, institutions and policy impacts in agriculture
- Discerns the significance of deep-seated gender inequality in social relations, institutions and organizations for the design, uptake and adoption of agricultural innovations (technologies, institutions and policies)
A Gender Expert’s competency in *Advanced Design, Data Collection and Analysis in Ag Gender Research* is defined as follows:

- Formulates hypotheses about the causes and consequences for agricultural innovations of gender relations (going beyond simple gender differences) and is able to design studies to test these empirically.
- Is thoroughly familiar with the pros and cons of alternative approaches to research design.
- Understands how to combine qualitative and quantitative social science research methods.
- Applies social science concepts to agricultural research when:
  - Designing a study (e.g., hypothesis formulation, identification of data needed, and method of collection, to allow for gender analysis).
  - Analyzing and interpreting data including, looking at gender differences in farming (e.g., asset ownership, labor, investments, technology choice, power, etc.) to assess the likely acceptability of proposed technology, to formulate scenarios and test hypotheses about its likely impact on men and women.
  - Evaluating whether a recommended technology is as adoptable for women as it is for men and what causes gender differences.
- Uses social science concepts within agricultural research in leading a gender analysis/research project when:
  - Located and uses from comprehensive literature reviews, evidence that crosses disciplinary lines (i.e., economics, sociology, anthropology, social geography, political science).
  - Attracts and works with colleagues from other disciplines.
  - Formulates research questions that are grounded in social science theoretical frameworks and concepts applied to agriculture to address knowledge gaps in gender analysis.
  - Knows how to move from analysis to action research and interventions.
- Designs and conducts both qualitative and quantitative research using advanced data collection techniques:
  - Understands that the researcher’s assumptions and culture impacts the design, conduct and findings of research.
  - Understands that the cultural, economic and political context, including the lived experience of all participants in research, impacts its design, conduct and findings.
  - Understands the uses and limitations of participatory action research.
  - Analyzes and interprets statistics.
  - Understands the use of a range of qualitative and quantitative methods.
  - Uses culturally sensitive data collection methods including selection of tools, language and methodologies.
  - Knows how to go beyond descriptive use of sex-disaggregated data to explain complex, multivariate cause-effect relationships that drive or result from gender inequality and that are grounded in the theoretical models of a social science discipline.