

Building capacity in gender analysis and gender mainstreaming in the NARS of ASARECA

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Introduction

The project on “building capacity in gender analysis and gender mainstreaming in the National Agricultural Research Systems (NARS) of the Association of Agricultural Research in Eastern and Central Africa (ASARECA)” is a collaborative initiative between ASARECA and the CGIAR System-wide Program in Participatory Research and Gender Analysis (PRGA). The project is implemented by the Eastern and Central Africa Programme for Agricultural Policy Analysis (ECAPAPA).

A needs assessment in regard to capacity in the ASARECA region to conduct gender analysis was conducted in 2003. It revealed that capacity to carry out gender analysis in the region was lacking and there were serious institutional gaps with respect to mainstreaming of gender. It was under this background that the project was initiated in 2004 to develop and enhance the capacity of selected participants from the region to utilize gender sensitive participatory research and mainstream such approaches in their respective organizations in the region. Two participants were selected to represent the NARS: Democratic Republic of Congo, Ethiopia, Kenya, Madagascar, Rwanda, Sudan, Tanzania, and Uganda. The participating organizations received grants to support gender sensitive participatory research.

The main objective of the project was to institutionalize participatory research and gender analysis in NARS of ASARECA. Specific objectives were to:

1. Generate a viable set of ‘best practices’ for mainstreaming gender-sensitive participatory approaches within core programs of selected organizations in the region using a learning and change approach
2. Develop human resources through building capacity in ASARECA participating organizations for mainstreaming gender-sensitive participatory approaches in research
3. Establish a network of innovators in the eastern and central African region for mainstreaming gender-sensitive participatory approaches in agricultural research for development.

Capacity building in gender analysis and gender mainstreaming was a major focus of the project and a curriculum was formulated focusing on concept, methods and skills on gender analysis and gender mainstreaming. The project utilized 'learning by doing approach' with guidance and support. Participating researchers would get together for gender training conducted by a resource team and then go back to their organizations and implement what they had learnt. They would do that through field research build around their current activities. After some time they would meet with the resource team for another round training and they would try out the lessons in the field. This allowed the researchers to put in practice what they had learnt, to present success stories and challenges they had met giving good opportunities for sharing of experience and lessons.

Four training workshops were conducted under this project. The first workshop was held in Nairobi, Kenya in November 2004 and was attended by 19 participants from nine countries. During this two weeks workshop, participants were taken through gender concepts with an emphasis on gender analysis and organizational change. Further, they went through a rigorous process of proposal formulation that came up with a well defined work plan on activities to be carried out during the first phase of the project (Appendix 1). In this phase, participants carried out an assessment of the gender terrain in their respective organizations.

The second workshop was held in Addis Ababa, Ethiopia in July 2005. This provided and opportunity to get in to depths of gender analysis and organizational change as well as focus on the gender change agents in an organization. There were intense discussions on the activities that would help each country team to enhance the institutionalization of gender analysis in their organizations. The strategies included gender training as well as field studies that would generate empirical evidence to support the mainstreaming of gender sensitive approaches in agricultural research. The third workshop was held in Nairobi, Kenya in June 2006. Participants shared their experiences in their efforts to influence change as well as the field research they had undertaken. The focus for this workshop was training of trainers on gender analysis aimed at enhancing the participants' capacities to train fellow scientists in their NARS on gender analysis. The fourth workshop was held in Entebbe, Uganda in November 2006, and was on leadership. It was aimed at enhancing the skill on influencing change in organizations. As gender change agents, the participants were expected to spearhead the institutionalization of participatory research and gender analysis in their organizations.

Having attended the training workshops through the project, participants organized and conducted gender training in their respective organizations. The intense training of trainers which the participants were taken through equipped them with the necessary skills and confidence to train other scientist in gender sensitive participatory methodologies in agricultural research.

It was important to understand where each organization was in as far as gender mainstreaming was concerned, hence the need for institutional assessment. Although the assessments were not carried out in a uniform manner (among the organizations), they were based on the nine box framework for organizational assessment (Groverman and Gurung 2001). This framework distinguishes nine elements of an organization:

- policies and action,
- tasks and responsibilities,
- expertise, policy influence,
- decision-making,
- room for manoeuvre/innovation,
- organizational culture,
- cooperation/learning, and
- attitude

Closely related to this is the four elements framework which has been found to be useful in transforming organizations. This framework focuses on political will, technical capacity, accountability and organizational culture in organizational analysis (InterAction's CAW, 2005). This is elaborated in the last section of this paper.

Findings

The organizational assessments revealed that the participating organizations were at different stages of incorporating gender in their work. While some have been making these efforts for a long time - 10 years for Kenya Agricultural Research Institute (KARI) - others were still at infancy in as far as gender mainstreaming is concerned. The project therefore provided a good forum to learn from each other. Those that were at infancy received tips which they could tailor to their situations while the more experienced organizations learnt that gender mainstreaming as a process was not an end by itself.

Out of the eight participating organizations only three KARI, the National Agricultural Research Organization (NARO) and the Ethiopian Institute of Agricultural Research (EIAR) had a gender coordinating unit. There have been long debates on the importance of a gender unit in an organization. Some people argue that since gender is 'cross cutting', it should be everyone's responsibility and not a responsibility of one person or unit. However, it has been noted that when this attitude prevails then gender actually ends up being nobody's responsibility and it evaporates. Too often, mainstreaming has meant that everyone and thus no one in particular had responsibility to talk about gender and too often no remedial action is taken. There is therefore need for a coordinating office which holds everyone accountable. In a planning seminar at NARO, participants

suggested that there should be a gender coordinator at NARO and gender advisors in all research institutes, the arrangement in practice at KARI.

It is however important to work out mechanisms that will give the coordinating office clout so as to realize positive impact. During a planning seminar at KARI, participants felt that the coordinating office should be strategically located and reporting directly to the Director General. Gender focal units / coordinator should also be viewed as a resource to the scientists and not as someone to do the work for them or to whom all gender business is referred to.

During the internal evaluation of the project, it was found out that even in organizations where there was no gender focal unit participants in this project were already being seen as informal gender coordinators. On perceptions and skills on participatory research and gender analysis, it was found that most scientists are well acquainted with participatory research but not gender analysis. There was clear need for a common understanding of gender concepts since many scientists still equated 'gender' to 'women'.

In KARI, a systematic schedule of training in gender was carried out (through the gender task force established in 1995) in all centres which included training of trainers and training of gender advisors. Through this exercise, 80% of KARI researchers were trained high staff turn-over had necessitated the need to make gender training a continuous activity. In the other organizations, it was noted that some researchers have been exposed through one-off seminars or workshop but there was no organized strategy for gender analysis in agricultural research.

Policy and action

At EIAR, gender is reflected in its strategy which states that “focus on gender responsive research is one of the principles and values of the organization” (EIAR, 2001). The same strategy has been incorporated in research strategies at sector and centre level. At the Department for Research and Training (DRT) in Tanzania, researchers were not aware if their organization had a policy on gender. However, the agricultural sector policy documents had been emphasizing gender mainstreaming (ASDS, 2005). At KARI, gender is reflected in the strategic plan (KARI, 2005). In NARO, the assessment showed that apart from the NARO statute (1992) that provides for women representation on the board of directors there was no policy provision for gender considerations.

The need for a policy on gender was well articulated by one respondent from KARI during the project internal evaluation “what I would like to see is that we move to the policy arena and ensure there is a policy on gender institutionalization within all levels in the NARS. If we can have clear guidelines, our work will be much easier”.

Recruitment

Number of women in NARS was found to be lower than that of men with the gap widening up the hierarchy. For instance in DRT there were 23% women and 77% men staff members. This was a common problem emanated in part from the education system where females were not encouraged to take science subjects. However, mechanisms such as affirmative action are being used alleviate this problem in many countries in the region.

Decision making

In most of the organizations, gender factor is not taken into account in approval of new proposals and there are no monitoring and evaluation criteria that can be used to follow-up on the implementation of gender consideration in research process. Gender is usually emphasized where specific donor request for it after which the idea dies out. Asked whether gender questions (or criteria) were included in project proposal approval, one respondent said, “in the case of proposals submitted to donors, gender questions have to be considered before they can be approved”. Another respondent commented that, ‘usually, as in the previous projects, when the project ends things return to the starting point’. This trend highlights the need to institutionalize PRGA, to ensure sustainability beyond short term donor funded projects. Institutionalizing PRGA in the NARS will also help to eliminate the attitude held by some scientists that gender is a foreign concept.

Field level research

There is need for locally relevant cases and material to support the use of gender analysis. Most of the cases to support gender analysis have come from other sectors like health or community development which do not work closely with agricultural scientists. Case studies relevant to agriculture generated locally can be used not only to demonstrate the importance of gender sensitive participatory methodologies but also as part of the training material for scientists.

The following section presents a summary of the different field studies conducted by the participants in their organizations.

Institut National pour l'Etude et la Recherche Agronomiques (INERA), Democratic Republic of Congo

The study was on “Gender analysis in cassava production system: Bateke Plateau, Kinshasa”.

Specific objectives were to identify:

- and highlight the roles of different interest groups in the production system of new varieties of cassava
- who, between men and women had access and control to the resources related to production activities

Findings

This survey showed that current cassava production system had a number of opportunities such as training, supervision, farmer’s organizations and groups, and farm field studies based on which its performance could be improved. Women were overworked as they had to combine cassava production with domestic chores. They also had less control and access to the production resources as well as to the profits generated out of cassava production

Ethiopian Institute of Agricultural Research (EIAR), Ethiopia

The study was on “Gender analysis case study in the mixed crop-livestock farming systems of Kersa-Kondeltiti district, Ethiopia”. It focused on generating crop livestock mixed farming based gender disaggregated datasets that will enable researchers, extension personnel, development workers and policy makers to take into consideration of gender issues in their research, extension, development and policy agenda. Specific objectives of the study were to:

- Investigate gender roles in crop-livestock mixed farming systems.
- Analyze access to and control over resources and benefits, and decision making systems in a household
- Identify and prioritize gender based constraints and suggests appropriate intervention options and opportunities to mitigate the constraints

Findings

55% of men attended different levels of education as opposed to 19% of women. 48% men and 3% women had access to public extension services in crop production. In livestock production 51% men and 5% women had access to public extension services. 89% of men and 66% women had access to credit services.

Land preparation and planting of field crops was the responsibility of adult men assisted by boys (97% of men, 5% of women). Men and women had equal responsibility (60%) in weeding of field crops assisted by boys and girls. 78% men and 26% women were involved in harvesting and feed collection, 93% men, 74% women were involved in feeding of cattle, 5% men and 72% women were involved in milking, while milk processing was done by women assisted by girls.

Men had more access than women in selling and controlling incomes from large quantity of cereals and high value livestock such as cattle and equines. Women had more access to sales and controls of incomes from root crops such as potato and false banana. Generally, a large proportion of household income was controlled by men, but decision making about farming was equal for men and women.

According to 15% of respondents, there are roles in crop production that have changed from men to women and 11% reported change of roles from women to men.

Challenges

During the survey, women were not able to describe their ideas freely in front of men, and when they did, they expressed that everything happened smoothly. It was difficult to get adequate numbers of female enumerators who have completed their secondary level education in the locality. During questionnaire survey, one-to-one interview of a male enumerator with female respondent did not work out well because husbands would sit along with wives, thus inhibiting their free response.

Lessons learnt from institutional assessment and field research

- One time training is not adequate to convince researchers of the importance of gender and gender analysis techniques. More training on practical applications are required.
- Research management should emphasize the importance of gender responsive research for technology up-take, so that gender will be internalized.
- Gender mainstreaming modules need to be prepared to facilitate gender institutionalization processes
- Success stories of adopting gender responsive research elsewhere need to be compiled to help the trainees better understand the importance of gender
- During surveys, it is better to discuss with groups of women separately so that they express their ideas freely
- During questionnaire survey, it would be better to use female enumerators to interview female respondents.

Kenya Agricultural Research Institute (KARI), KENYA

The study was on “Experiences and lessons learnt in the mainstreaming of gender analysis and participatory research in agriculture in eastern and central Africa: the case of Kenya Agricultural Research Institute (KARI)”. The main objective of the case study was to assess whether gender mainstreaming in KARI had enhanced technology adoption levels. Specific objectives were to:

- identify projects implemented in KARI using gender sensitive participatory approaches
- assess the gender participation in the identified project activities
- assess the impact of gender sensitive participatory approaches on technology adoption
- assess the contribution of such adoption towards empowerment of women and youth in target farming communities

The case study that was identified was on “the improvement of indigenous poultry production in western Kenya”.

Findings

The project on “the improvement of indigenous poultry production in Western Kenya” had achieved high adoption rates for the technologies disseminated to the farmers changing the poultry production systems from free range with little or no supplementary feeding, disease control and planned breeding to a well managed indigenous poultry production. The technologies that achieved highest adoption levels were: brooding management (99%), disease control (95%) and supplementary feeding (92%). Adoption levels by gender showed high adoption among women with respect to feeding (56%), disease control (50%), and brooding management (100%). Modern housing for birds was poorly adopted (34%) due to lack of resources to buy inputs.

Through the poultry project, women and men can sit and plan together, which did not happen previously. Initially, indigenous chicken were for women, but this is changing and women can keep exotic hybrids.

Existing cultural practices were identified as a major challenge, for example, women were not allowed to slaughter chicken, eat some parts of the birds or to sell cock which belonged to men. However, the gender relations are changing and women can slaughter birds are getting financially empowered and some have opened bank accounts.

Lesson learnt through this case study was that gender considerations in agricultural research can increase technology adoption levels. It was also clear that some scientists have gender skills and some utilize them.

Centre National de Recherche Appliqué au Développement Rural (FOFIFA), MADAGASCAR

The study was on “challenges for gender mainstreaming in FOFIFA”.

Opportunities for gender mainstreaming

- Madagascar already has a National Action Plan on Gender and Development (2004) and being implemented to 2008
- Gender network in Madagascar is strong and involves many institutions at local and international level as well as individuals
- Many individuals from different institutions were trained on participatory approaches and gender concept. However, only a few practiced or integrated these issues in their work.

Lessons learnt from institutional assessments

- Setting a task force for gender mainstreaming helps to do things better
- Training / sensitizations is not enough to ensure integration of gender issues in the activities
- Training of the researchers for capacity building is necessary
- There is different comprehension / understanding of gender mainstreaming creating a need for clarification

Institut des Sciences Agronomiques du Rwanda (ISAR), RWANDA

The study was on “gender analysis in participatory promotion of climbing beans: case study in Musasu and Runyinya in Butare province”. The general objective was to analyse gender differentials in climbing beans production and marketing in Rwanda. Specific objectives were to:

- analyze the role of gender participation in climbing beans production
- accelerate the scaling out of climbing beans technologiesinstall climbing beans on-farm trialsprovide future direction for the national bean program on breeding varieties and related agronomic practices

Achievements

A training workshop was conducted for 42 farmers from Musasu and Runyinya in two rounds. In each round 21 farmers were trained in beans production, fertilizing and pests and diseases control. The training program was written on the flip-charts and was copied by farmers in their notebooks. The 42 farmers visited Gitarama agro forestry family nurseries to learn by doing. They practised planting seeds, potting and transplanting seedlings on farms.

Forty two farm trials were initiated in Musasu and Runyinya in collaboration with the national bean, soil and water, and agro forestry programs. Farmers were trained on use of *Tithonia diversifolia* (a common farm hedge) to ameliorate soil fertility problems but it could not be implemented due to prolonged drought in 2005

Challenges

Overlap of other activities such as staff meetings and planning activities of season for 2006 caused delays which disappointments farmers. There were problems of enumeration, use of data recording forms, communication due to power interruptions and poor internet connection

Agricultural Research Corporation (ARC), SUDAN

The study was on “Current situation and future prospects of participatory research and gender analysis and its implication on the Agricultural Research Corporation (ARC) of Sudan”. The main objective of the study was to increase understanding of the importance of participatory research and gender analysis (PRGA) among stakeholders of agricultural technology generation, dissemination and adoption; and to set forth and execute a plan that enhances sensitization of the two concepts in the agricultural research system of Sudan including the required organizational change. Specific objectives were to:

- assess the status of PRGA in the ARC of Sudan
- identify the opportunities and constraints for integrating PRGA in the ARC
- suggest what needs to be done in order to sensitize the ARC with respect to PRGA
- identify gender-based constraints that affect the selection of cropping pattern, crop mix and production technology and implication on household
- assess the implication of gender-biased cropping pattern, crop mix and technologies on the way the ARC conducts its applied research

An impact assessment was done as a collaborative effort with scientists involved in project whose essence was to enhance farm performance through generation and dissemination of productivity-promoting techniques including varieties and cultural practices in a participatory way.

A survey covering 309 households was executed in the Nile Valley and Northern States. The results showed no differences in farm productivity between project participants and those who did not take part in the project. This was attributed to the way participatory methods were applied.

For the gender analysis, there was a marked gender based difference in access and control of resources and services that resulted in difference in farm performance and in the end in support of

livelihoods of households. The main source of land ownership was inheritance (91 and 84%) for male and female headed households respectively in Kordofan and similar in Gezira. The quality and distribution of land favoured men. The average land owned by male-headed household was 15 ha as opposed to 14 ha for female-headed households in Kordofan, 8 ha and 6 ha for male and female farmers in the Gezira respectively. Male-headed households had better resources, mainly labour and cash to manage larger areas than female-headed households. Male-headed households owned more livestock compared to female-headed households. This was more important in Kordofan where donkeys were used by women to fetch water and firewood for household needs.

There was clear gender division of labour between men and women. In Kordofan women participated in almost all activities of productive roles except for marketing and to a lesser extent in land preparation. In the Gezira, women were less involved in productive activities but the general trend is similar to that of Kordofan. This tended to skew the distribution of disbursement of return from selling produce in favour of men.

Men had better access to services like extension and inputs by virtue of being well-represented in community local structures that facilitate and organize the flow of such services. Women access to financial arrangement was hindered by their absence from (community local structures) where such services were channelled.

Decision making was usually done by head of the household. In female-headed households, male members - sons, neighbours and relatives took made decisions on many farming aspects both in Kordofan and Gezira.

There was a mixed understanding to the concept of participatory research. Clients were brought into the process only during the dissemination phase. Discussions revealed that proper participatory research was not practiced. The implication is that no claim can be made on the importance of participatory research in enhancing the impact.

There are positive developments at the organizational level. The ARC has established a Centre for Agricultural Economic Studies and Policy Analysis, in Khartoum, mandated to help demonstrate impact of the technologies generated by the ARC among others. This will reinforce PRGA. At national level, there is an increasing concern with gender issues. However, this will require strategic planning and coordination especially in training and ARC will be expected to take lead role.

Division of Research and Training (DRT), TANZANIA

The study was on “Status and opportunities for mainstreaming gender in national agricultural research system in Tanzania”. The overall objective was to assess the status of gender issues incorporation in technology development and adoption for mainstreaming gender in the National Agricultural Research System. Specific objectives were to:

- assess the extent of incorporating gender issues in research activities in different projects
- outline different activities carried out in relation to gender dimensions
- identify existing opportunities and existing gaps
- develop project monitoring and evaluation indicators

Study was carried out in November, 2005 in eastern agro-ecological zone.

Findings

There were gender differences to access and control over resources that could influence research design. There have been efforts by researchers to incorporate women priorities in the projects particularly in designing, selecting varieties and selecting farmers and timing of projects. 57% of the respondents did not find any differences between the needs of men and women in ways that would influence problem identification. Only 14% of the respondents said they differed. Further, the needs of women and men did not differ greatly to influence research design, technological choices and technological adoption. Women were in favour of labour saving and food security technologies such as weed control, oxidization, processing and storage. These priorities were not being addressed adequately by researchers.

Lessons Learned for the Design and Gender Mainstreaming in R4D

Gender aware research for development (R4D) is a valuable tool to identify ways in which women and men are affected by processes of farm-level technological change and also ways in which gender biases in institutions, affect the implementation and outcome of agricultural reform policies. Initiatives for R4D can only succeed if technology preferences are analyzed critically from a gender perspective.

Higher and sustained use of agricultural technological packages is significantly associated with better gender sensitivity in demand-responsive projects. Supply driven agenda of innovations cannot effectively respond to the complex social and environmental realities of vulnerable rural groups.

Use of multi-method approaches is particularly important for the assessment of variables such as gender sensitive participation, resource control and the extent to which institutions employ gender sensitive planning, policy, management, organization and implementation methods.

National Agricultural Research Organization (NARO), UGANDA

The study was on “Incorporation of participatory research and gender analysis (PRGA) in the research technology development/generation in the NARO projects at research institutions”. Specific objectives were to:

- establish the integration of PRGA in research projects
- document PRGA success cases

Outputs

1. Gender team formed
2. Integration of PRGA in research projects established
3. Researchers sensitized about PRGA
4. Stakeholders workshop conducted

One-day workshops were conducted at three NARO institutions to sensitize the staff on the importance of mainstreaming gender in research and development and ensure gender incorporation in research projects. The institutes were: the Fisheries Research Institute (FIRI), Livestock Research Institute (LIRI), and Serere Agricultural and Animal Research Institute (SAARI). Participants comprised of heads of programmes, project leaders, scientists and support staff. In-depth discussions were held with project leaders to assess level of gender integration in research projects.

Biological scientists still thought that gender analysis was used by socio-economists only highlighting the needs for wide sensitization. The time allocated to gender analysis in most projects was not enough. In project write ups, gender was often mentioned, but at implementation stage it was given little attention. This could be as a result of low experience/expertise in gender analysis skills.

The study recommended training to all staff at research institutes on PRGA. This would require that funds be availed and creation of gender desks at the institute levels.

Summary of the PRGA project outcome

It is clear from the studies carried out in the eight countries that as a result of participation in the project, considerable capacity has been developed in enhancing capacity to conduct gender analysis and participatory research. Also skills in mainstreaming gender analysis and participatory research through organizational change and skills to train others in the use of gender analysis and participatory research have been enhanced. However, there is also the strong recognition that more needs to be achieved at the institutional level in order to mainstream these approaches. More specifically, for a strategy of mainstreaming to be successful requires the following four components:

- **Political commitment:** involves top-level leadership publicly providing support for integration of gender sensitive participatory approaches in research by committing staff time and resources, and by instituting needed policies and procedures. The following three components grow out of this dimension of political commitment.
- **Technical capacity:** entails building individual skills and changing organizational procedures. Individuals can take their skills with them when they leave an organization, but new procedures and systems become basic to how an organization operates.
- **Accountability:** requires building responsibility for integrating gender sensitive participatory approaches in research into job descriptions, work plans, and performance assessments.
- **Organizational culture:** deals with the informal norms and embedded attitudes of an organization.

Rationale

In the global context, there is now a growing body of evidence that PRGA approaches generate substantially positive impacts on technology adoption and farmer welfare (Farnworth and Jiggins 2002; Johnson et al., 2001; Lilja and Erenstein 2002; Weltzein et al., 2000). Farmer participation in research and development can improve the design of technologies, the speed of adoption, the size and scale of the beneficiary group, and in some cases lead to the development of more appropriate technologies for groups such as poor rural women, who are often marginalized from conventional technology transfer system.

For the poor to benefit from public sector R4D and to access a wide range of agricultural and natural resource management technologies, a demand-driven approach using gender-sensitive participatory approaches is needed. Over the past five years, the uptake in the use of PRGA

approaches by International Agricultural research Centres (IARCs) and NARS has increased notably. However, broad and effective application is critically constrained¹ by the prevailing organizational structure in the supply-driven approach to research. The proposed solution is to mainstream PRGA approaches by affecting changes in organization procedures and policies to stimulate demand driven approaches to innovation. This will be achieved by developing innovative mechanisms for interaction with demand constituencies in the R4D system, capacity building for institutional change among existing projects that use PRGA approaches, and scaling up such approaches as an input to institutional change.

Recommendations for ASARECA

There is a need for mechanism to be put in place that will allow ASARECA to:

- develop a regional policy that ensures gender-sensitive participation becomes integral to Agricultural Research in the NARS
- play a catalytic leadership role in ensuring that member NARS mainstream gender-sensitive participatory research (PRGA) by integrating such approaches in their research programs and projects
- support and enhance the capacity of NARS members in their ability to conduct and mainstream PRGA approaches
- provide a regional platform for exchange of experiences and ‘best practices’ in PRGA within members countries
- generate criteria for gender compliance in the ASARECA competitive grants scheme concept notes and full proposals that are part of the competitive grants process
- develop performance indicators for programs that integrate PRGA approaches common to the NARS in the region so that they become accepted practice

¹ This refers to the ‘quality’ or type of participation that is used. In general, participation can be categorized in the following ways: contractual, consultative, collaborative, collegial, and farmer-led experimentation. It is argued that an organizational structure predicated upon the ‘pipeline’ system of R&D limits participation in PRGA approaches to ‘functional’ rather than ‘empowering’ types of participation by end users in technology development. This essential depiction of an organizational culture predicated upon a ‘pipeline’ approach to innovation does not preclude more collegial levels of farmer participation in technology development but generally, such experiences are confined to a project context and it is unlikely that the learning and change generated as a response to farmers’ feedback will extend to the research organization in the form of institutional change. Moreover, the incentive structures within a ‘pipeline’ predicated organization is unlikely to reward such behaviour to sustain the scientists’ initiatives in the long term. See Biggs 1989; Chambers 1995; PRGA Program 2000 for discussion on ‘quality’ or types of participation.

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APPENDIX 1: List of project country teams and studies conducted

Country (organization)	Principle investigators	Studies undertaken	
		Nov 04 – July 06	August 05 to date
DRC (INERA)	Prof. Kinkela Savy Sunda Mr. Celestin Bahandi	Cassava production system gender analysis: plateau de Bakeke case study	Baseline on PRGA perception and utilization level within the agricultural research and development organizations in Kinsasha and Bas-Congo Provinces
Ethiopia (EARO)	Mrs. Yeshi Chiche Mr. Agajie Tesfaye	Organizational assessment of gender issues: the case of Ethiopian Agricultural Organization (EARO)	Towards gender mainstreaming in National Agricultural Research Systems: the case of Ethiopia Agricultural Research Organization
Kenya (KARI)	Ms. Jane Ngugi Mr. Dave Nyongesa	Progress, challenges and prospects of participatory research and gender analysis in Kenya's Agricultural Research System: an institutional change, a case of Kenya	The enhancement of participatory research and gender mainstreaming in NARS: the case of KARI
Madagascar (FOFIFA)	Dr. Lea Randriambolanoro Mrs. Daniele Ramiaramanana	Analysis of FOFIFA's activities for integrating gender analysis and participatory research approach	Challenges of gender mainstreaming in FOFIFA
Rwanda (ISAR)	Ms. Mary Rucubigango Ms. Solange Mukakalisa Mr. Leonidas Dusengemungu ²	Gender analysis in participatory promotion of climbing beans in Rwanda: case study of Runyinya in Butare province	Gender analysis in participatory promotion of climbing beans in Rwanda: case study of Runyinya in Butare province
Sudan (ARC)	Dr. Ibrahim El-Dukheri Ms. Ishtiag Farough Abdalla	The current situation and future prospects of participatory research & gender analysis and its implication on the Agricultural Research Corporation of Sudan	Enhancing chances for mainstreaming of PRGA in the ARC
Tanzania (DRT)	Mrs. Florence Washa Mrs. Eva Kanyeka	Status and opportunities for institutionalizing and mainstreaming gender in National Agricultural Research System in Tanzania	Status and opportunities for institutionalizing and mainstreaming gender in National Agricultural Research System in Tanzania
Uganda (NARO)	Dr. Ruth Kabanyoro Mr. Gard Turyamureeba	Status, experiences and future prospects for participatory research and gender analysis in national agricultural organization of Uganda	Participatory research and gender mainstreaming in the National Agricultural Research Organization (NARO), Uganda

² Mr. Leonidas Dusengemungu joined the team when Ms. Solange Mukakalisa was on maternity leave. He has stayed on the team when Ms. Mary Rucibigango went for further studies

Glossary

Gender Mainstreaming is an organisational strategy to bring a gender perspective to all aspects of an institution's policy and activities, through building gender capacity and accountability. It is also the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.

Gender Analysis is a systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender.

Gender perspective is an approach that introduces a framework of analysis to assess how women and men affect and are affected by policies, programmes, projects, and activities in any development intervention.