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INTEGRATING GENDER IN FUNDING, RESEARCH, AND TEACHING

THE GENDER-SMART CIRAD COMMUNITY OF PRACTICE FOR INTEGRATING THE GENDER+ PERSPECTIVE

CIRAD, France

The Gender-SMART project is a community composed of seven European Research Performing & Funding Organisations, operating in the broadly framed field of research in food, agricultural and life sciences, committed to advancing gender equality.

This fact sheet illustrates one of the twelve experience-based good practices collected by the project to encourage and steer change in Gender-SMART Partner Institutions.

Results are meaningful and scalable to reach out to a larger number of beneficiaries.

AREA



Integrating Gender
 in Funding, Research,
 and Teaching

CATEGORY



Governance
 and Research

PARTNER



CIRAD, France



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Key stakeholders

Researchers and Gender-SMART
 CIRAD focal points for Gender in
 research content

Main Description

The audit, carried out in the framework of the Gender-SMART project, revealed that there was room for progress for integrating gender in research. It was not clear whether the gender perspective was present or invisible.

A collective learning and appropriation process at institutional level was launched at CIRAD building on existing practices and experiences (case studies), involving staff interested in integrating gender in research.

A Community of Practice (CoP) was set up aiming to (i) make visible tools and methods already applied by CIRAD for integrating gender in content; (ii) improve existing practices and tools with new approaches tailored to specific needs (Agricultural Research for Development); (iii) design and promote a global gender perspective in content strategy at institutional level.

Sharing experiences and exchanging with peers led to the creation of a preliminary toolbox, offering a variety of tools and approaches rather than a one-size-fits-all solution. "Share, learn, review, reflect, improve" are the key objectives of the Community of Practice.

Key implementers were researchers, and projects support staff.

Background

CIRAD (Agricultural Research Centre for International Development) is the French agricultural research and cooperation organization working for the sustainable development of tropical and Mediterranean regions.

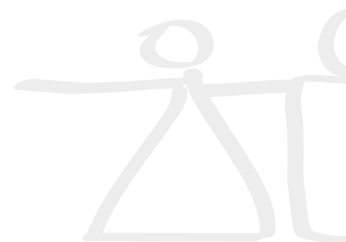
CIRAD works with its partners to build knowledge and solutions and invent resilient farming systems for a more sustainable, inclusive world. It mobilizes science, innovation and training in order to achieve the Sustainable Development Goals. Its expertise supports the entire range of stakeholders, from producers to public policymakers, to foster biodiversity protection, agroecological transitions, food system sustainability, health (of plants, animals and ecosystems), sustainable development of rural territories, and their resilience to climate change.

CIRAD was founded in 1984 as a public establishment (EPIC), following a merger of French tropical agricultural research organisations, and is under the joint authority of the Ministry of Higher Education, Research and Innovation and the Ministry for Europe and Foreign Affairs. As such, it supports French science diplomacy operations.

CIRAD works in some fifty countries on every continent, thanks to the expertise of its 1650 staff members, including 1140 scientists, backed by a global network of some 200 partners.



CIRAD Action Plan for Gender Equality



Specifics of the measure

The CoP was set up launching an expression of interest to mobilise CIRAD staff interested in the topic and invite to submit case studies. At present, the Community includes 53 members (19 men) and 10 project case studies have been presented.

A resource centre (on Teams platform) was created for posting documents and organising trainings. Eight meetings and workshops were held in 2020-2021. A common framework was built to characterise the gender sensitivity of case studies, select pilots and discuss the diversity of tools, approaches, trainings available and/or to be developed. Gender sensitivity was evaluated based on several dimensions (gender accommodating, gender transformative, intersectionality) and the different steps of the project life cycle (following Yellow Window Gender Toolkit published by the EC).

The CoP scheduled a multiple day's training session in collaboration with GREAT project early in 2022 focused on data collection and analysis.

Furthermore, the CoP approach and the pilot case studies were disseminated at Gender-SMART project level (within CIRAD and consortium) and outside through international conferences (e.g., "Cultivating Equality" organised by WUR and CGIAR in October 2021).

A preliminary toolbox, containing a variety of tools and approaches, is now available. Researchers can use it according to the specific context of their project/research and how they wish to incorporate gender (step of the project life cycle; degree of integration; integration of gender or gender+ dimension, selection of appropriate tools and methods).

The toolbox is meant to be at the disposal of all the staff interested and offer a space for dialogue. CIRAD wish is to institutionalise the incorporation of gender in research and raise awareness on these practices when working with partners.

As relates to monitoring, the number of case studies, CoP members, and attendees at CoP activities were recorded. To date, 3 case studies have been screened, and, hopefully, this figure will be up to 10.

CoP members represent 53 persons today, of which 19 are men. Attendees to CoP activities range from 10 to 15 per activity, a figure that is expected to increase.

Lessons learned

This practice mobilised CIRAD staff successfully. It allowed to define and implement the common framework for case studies analysis. The increasing internal demand by researchers for support on how to integrate gender spurred this initiative. Indeed, donor requests to include gender in research, as well as researchers' awareness that gender dimension is to be taken into account in research revealed the need for approaches, methods and tools.

The focus on gender shall be maintained in order to ensure that the gender dimension is considered.

Thanks to this approach, staff members, who felt isolated when considering gender issues in their work, feel now more confident with the relevant tools and methods developed for the integration of the gender dimension in research and projects.

