



L&F Uganda partner gender capacity assessment

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Back ground

The pig value chain like any other is marred with inequities from the lowest to the highest node. The value chain is characterized by men dominating the post production node-marketing and control of household income earned from sales yet women do most of the work. These gender issues among many are perpetuated by public policies that have a weak gender string coupled with rigid societal norms. Developing the capacity of value chain actors and support services would attempt to foster gender equity. Little is however known of what capacities exist and thus imperative to carry out gender capacity assessments so as to develop strategic gendered interventions for L&F partners. The focus was research and development partners at national, regional and local levels. This specifically included agricultural research institutes and universities, private sector players and development NGOs operating in the sector.

Core gender capacities

Six core gender capacities were identified for and assessed per partner:

1. Gender analysis and strategic planning
2. Gender responsive programming, budgeting and implementation
3. Knowledge management and gender responsive M&E
4. Effective partnerships and advocacy on promoting gender equality
5. Gender and leadership
6. Innovation in gender responsive approaches

Levels of analysis

The gender capacity assessment were conducted at three different levels including environmental, organizational and individual levels. The existing and desired capacities are scored using a scale of 1 to 5: ranging from very low— little or no evidence of the gender capacity—to

very high—gender capacity exists and is fully developed and integrated into the organization.

Methodology and process

Between the 28th April and 5th June, 2015, the gender capacity assessment guide and tools developed by TI for ILRI were administered/ used to collect data in Uganda. The gender capacity assessments were conducted for ILRI national research and development partners in the Central and Eastern regions of Uganda. The partners for capacity assessments were selected based on criteria agreed upon by ILRI Uganda staff during a one day brainstorming exercise. The first step involved mapping out all ILRI partners and scoring them on a scale of 1-5 based on:

1. Level of Capacity
2. Partner Category
3. Shared Common objectives
4. VC Experience
5. Trust (credibility, governance, transparency)
6. Learning partnerships
7. Long term vision (food security & poverty reduction)
8. Grounded local action (engagement) and commitment
9. Influencing Ability
10. Gender

This led to identification of 39 potential partners that could be suitable to undertake the gender assessment. The next step in the partner selection process involved ILRI Uganda and Nairobi consultations through emails, and face to face interactions. Hand picking was applied to the list of partners selected in step one to come up with a total of 11 Organizations interviewed.

Before the commencement of the assessments, ILRI gender researcher took two days to train the participating gender research team and VC Scientists in the gender capacity assessment (toolkit), and on how carry out the current gender capacity assessment of the Livestock & Fish Pig Value Chain partners, while drawing from experiences from Ethiopia and Tanzania assessments. The team also got to interact with the TI Consultant, who clarified on issues/comments that emerged from the training and shed more light on the tool and the methodology.

Partner capacity assessment

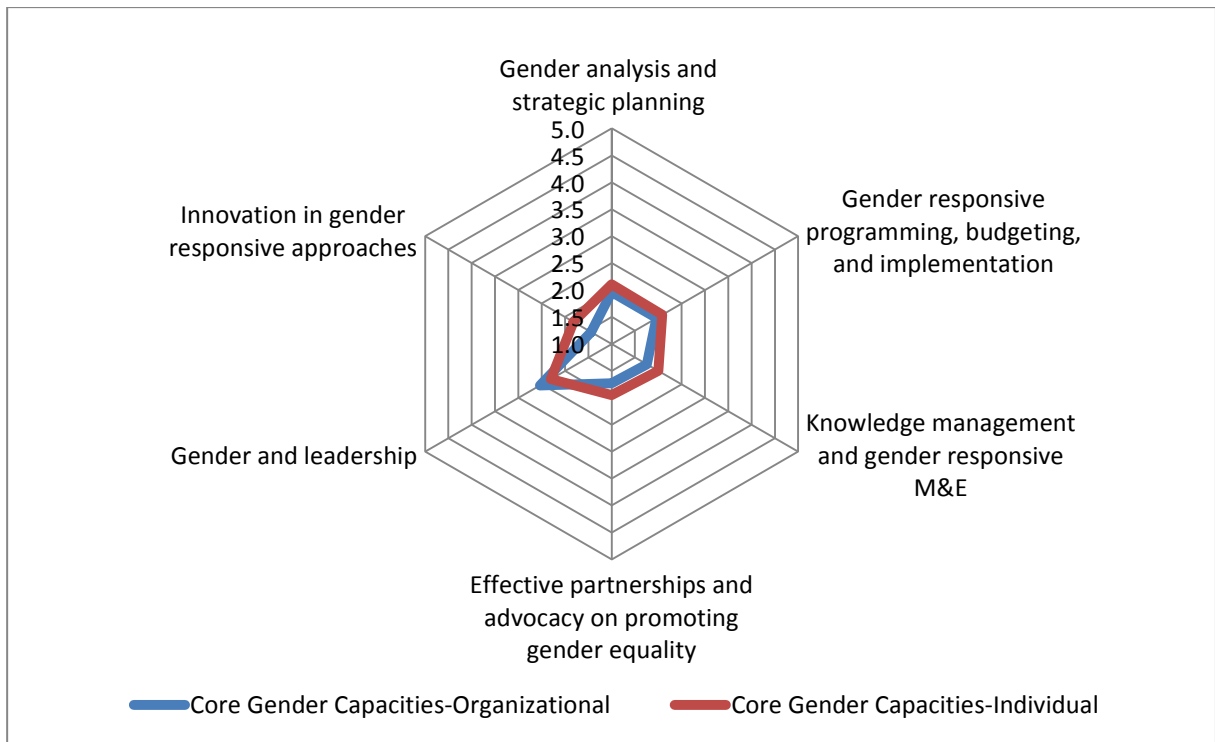
The assessment kicked off with a Key Informant Interview (KII) workshop with the national representatives composed of SNV Uganda; Village Enterprise; District Community Development Officer (DCDO), Mukono; Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) Animal Nutrition division; VEDCO; and Makerere University. This workshop aimed at introducing the partners to the gender capacity assessment and development agenda within the Livestock and Fish CRP and to collect relevant information on the gender enabling or disabling environment including downstream and upstream policies, rules, regulations, power relations and social norms that influence the Uganda pig value chain. Focus group discussions utilizing an interview guide for organizations were used to assess organizational level capacities of seven partners. These included six development organizations (ISU; DVO Masaka; DVO Mukono; VEDCO; KKCU Masaka; PPM Limited) and one national research partner (Makerere University). Individual level capacity assessments were conducted through administration of questionnaires to each staff member of the participating organization.

Findings

From these assessments, it was found that most partners apart from VEDCO, scored low in core capacities for

gender analysis and strategic planning. Most of them however collect sex-disaggregated data about beneficiary participation in project activities but have limited capacity to conduct gender analysis. These partners lack mechanisms to ensure gender is taken into consideration in analysis, programming and leadership with exception of VEDCO that has a gender policy and gender experts at both the board and management level. A gender responsive M&E system was also lacking in many organizations assessed. VEDCO has the capacity to develop implement joint gender advocacy materials with other organizations such as PELUM, Food Right Alliance, Climate change alliance; and use research outputs and other material to advocate for gender equality. This core capacity received the highest scores in general. All the assessed organization, with the exception of VEDCO, did not have capacity in gender transformative approaches at all.

VEDCO had scored highest in more than one third of the six core gender capacities and it the organization could be useful for building the capacities of, and sharing their experiences with other partners in line with existing tools and methodologies. This is a starting point to a networking drive and knowledge sharing on gender issues. The GALS approach is one of the GTA tools and methodologies that should be shared by VEDCO.



Acknowledgements

We would like to acknowledge our partners for their participation and invaluable insights on gender capacities at the environmental, organizational and individual levels and L&F for the funds.



CGIAR is a global partnership that unites organizations engaged in research for a food secure future. The CGIAR Research Program on Livestock and Fish aims to increase the productivity of small-scale livestock and fish systems in sustainable ways, making meat, milk and fish more available and affordable across the developing world. The Program brings together four CGIAR centres: the International Livestock Research Institute (ILRI) with a mandate on livestock; WorldFish with a mandate on aquaculture; the International Center for Tropical Agriculture (CIAT), which works on forages; and the International Center for Research in the Dry Areas (ICARDA), which works on small ruminants. <http://livestockfish.cgiar.org>

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