

Gender Strategy

1. Preamble

The Academy for International Agricultural Research (ACINAR), is a project of ATSAF e.V. funded through the BMZ via giz for an international PhD scholarship and graduate school program aiming to foster the scientific cooperation between German and international agricultural research. ATSAF e.V. has founded, based on this project, the ATSAF Academy for International Agricultural Research, in the following ATSAF-Academy.

Beside many gender equality statements and regulations there are prevailing unacceptable gender inequalities at many different levels – in agriculture, in science, and in the development domain worldwide,

The Gender Strategy of the ATSAF Academy presents the Academy's goals and priorities in addressing these gender gaps and defines the objectives, deliverables, and accountability mechanisms put in place in order to ensure the Academy's contribution to gender equality and fair and equitable working conditions in international agricultural research for development.

2. Principles

The ATSAF Academy's gender strategy acknowledges the CGIAR Consortium Level Gender Strategy, endorsed by the (CGIAR) Consortium Board in November 2011, the related gender strategies developed and implemented by the CGIAR Research Programs (CRPs), and the CGIAR Discussion Paper "Implementing Gender Transformative Approaches in Agriculture". The Academy understands, that all research undertaken by its scholars is in line with these strategies and implementation plans.

The ATSAF Academy will adhere to the following guiding principles in all its activities:

Do no harm

Existing inequalities and discrimination based on gender must not be accelerated by any measure implemented in the context, or under the umbrella, of the ATSAF Academy.

Mainstreaming

All measures implemented (PhD scholarship program, the ATSAF Academy's PhD training program, the development of training materials) will be designed to adequately take gender-specific vulnerabilities, assets, capacities, constraints, and opportunities into account. Particular attention will be placed on providing equal opportunities to women and men alike in order to foster gender equality on all levels.



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Empowerment

In order to ensure gender equality, the ATSAF Academy will actively take measures towards empowerment, which will promote self-confidence, freedom of choice, and self-determined decision making. The ATSAF Academy's work and its implementation of measures (PhD scholarship program, PhD training program, development of training materials), will, wherever feasible, tackle structural constraints, cultural norms, and societal stereotypes that cement unequal power relations and reinforce gender inequality.

Through the ATSAF Academy's PhD training program and the development of training materials the Academy will sensitize its scholars on gender integration in R4D activities and enable them to understand and implement gender mainstreaming activities.

3. Goals

In all its activities, the ATSAF Academy aims to contribute to gender equality within the context of international, development oriented agricultural research.

Goal A:

Gender Mainstreaming into agricultural research and implementation to ensure, that both women and men are reached by project activities like trainings and technology development. This is to be achieved through the following approaches:

- Gender analysis: Undertaking a gender analysis to understand men and women differential needs and requirements. The purpose of the analysis of gender differences is to inform the entire research cycle: targeting, priority setting, research design, implementation, research adoption/utilization, monitoring, evaluation, and impact assessment.
- Gender research: Designing and conducting studies in which gender and gendered relations are the main research topic.

Goal B: Gender equality at the workplace: The ATSAF Academy's fellowship program provides fair and equitable working environments for scientific talents regardless of gender, sexual orientation, identity, racial and/or ethnic identity, and geographical / national origin.

To ensure the workplace meets the above criteria, the ATSAF Academy links to the CGIAR++ Center's gender strategies and the gender policies of the hosting universities.

This is to be achieved through adhering to the following principles:

- Equal participation and decision-making: Ensuring balanced participation of women and men in fellowship programs and in the Expert committee of the Academy
- Equal and fair working environment: Implementing measures to resolve gender-related constraints and disadvantages (e.g., family-friendly working hours, financial compensation).



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- To ensure the workplace meets the above criteria, the ATSAF Academy will consider relevant strategies and regulations of host institutions in Germany and the CGIAR++ centers.

4. Deliverables & accountability

In order to achieve goals A and B above, ACINAR shall produce the following deliverables.

	Deliverables	Means of verification
Goal A	<ul style="list-style-type: none"> ▪ PhD-applicants and associated research-partners are encouraged to address gender issues in their research ▪ Gender expertise (concepts & methods of gender analyses) are to be included in ATSAF Academy's PhD training activities ▪ Encourage gender-sensitive research and inclusion of gender analyses in the PhD projects and reflection on possibilities how to do that by the PhD students 	<ul style="list-style-type: none"> ▪ Call for proposals, guides of procedures ▪ PhD training curriculum ▪ Documentation of trainings conducted in the form of modules of the ATSAF Academy ▪ Annual progress reports of the PhD students have a compulsory section explaining of how gender is addressed in the PhD project. ▪ Collated information on gender-relevant research activities, data and outcomes reflected in a specific section in the ACINAR annual report, making reference to gender-relevant outcomes made publicly available in peer reviewed journals, at international conferences
Goal B	<ul style="list-style-type: none"> ▪ Aiming at an equitable share of female and male PhD students ▪ Ensure an equitable and fair working environment for scientists and staff of all genders (with or without families) alike. ▪ Aiming at an equitable share of female representatives in the ATSAF Academy's staff and committees 	<ul style="list-style-type: none"> ▪ List of fellowship contracts, list of ATSAF Academy funded PhDs enrolled at German universities and related tridem partners (at CG- Centers) ▪ Documentation of the Academy's financial compensation offered to fellows for accommodating research and family needs ▪ List of the gender of ATSAF Academy staff and committee members

5. Plan of implementation

In order to implement the ACINAR Gender Strategy, the following plan of implementation is foreseen:

1. Endorsement of and commitment to the ATSAF Academy Gender Strategy by the Expert Committee of the Academy
2. Communication of the Academy's Gender Strategy on the ATSAF Academy website.
3. Prescription of acknowledgement of the ATSAF Academy's Gender strategy by all scholars funded.
4. Inclusion of Gender aspects into the PhD-student's training
5. Bi-annual documentation of the implementation of the ACINAR Gender Strategy
6. Final evaluation and documentation of gender-related PhD-research