

EVIDENCE PATHWAYS TO GENDER EQUALITY AND FOOD SYSTEMS TRANSFORMATION

July 2021



TRANSFORMATIVE APPROACHES FOR GENDER RESPONSIVE AND EQUITABLE FOOD SYSTEMS

- **Vital role of women** – inequalities persist
- **Discriminatory social norms**
- Shift from ‘**addressing the symptoms**’ to **tackling root causes**
- **Transformative change**



WHAT IS TRANSFORMATIVE CHANGE?

Engaging women and men together as 'agents of change'



RAISE THE VISION FROM 'INDIVIDUAL INCLUSION' TO 'CHANGING STRUCTURES'

- From empowering individual women to **confronting wider systemic barriers**
- More attention:
 - **social norms**
 - **gender-based violence**
 - **household decision-making/access to land**
 - **laws, policies & capacities**



USE THEORIES OF CHANGE TO CONNECT PROGRAMMATIC ACTION WITH INSTITUTIONAL INTENT

- **Disjunct** – Gender Policy/programme action
- Recommend:
 - Clear **conceptual vision** - ‘what does gender mean’?
 - **Theories of change**

A photograph of three women standing in a lush green cornfield. The woman on the left is wearing a purple patterned shirt and a plaid skirt, smiling at the camera. The woman in the middle is wearing a blue shirt with a white collar and is also smiling. The woman on the right is wearing a blue patterned shirt and has her back to the camera. In the background, there are more corn plants and some trees under a bright sky. A large green number '3' is overlaid on the right side of the image.

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UNDERSTAND LOCAL GENDER NEEDS AND TARGET TO CONTEXT

- **‘Women’** ≠ homogenous group
- Recommend:
 - more granular **analysis**
 - **targeting strategies** for context



MOVE FROM 'EQUAL PARTICIPATION' TO ENGAGED DECISION-MAKING

- 'Including women' ≠ changing gender relations
- Recommend:
 - Opportunities to participate in **decision-making**
 - Engage women in **project management structures**



CHALLENGE STEREOTYPES AND ASSUME WOMEN AS ACTORS

- **Gender stereotypes persist**
- **Recommend:**
 - **CHECK & AVOID**
 - **Women's strengths, capacities & resilience**



FOCUS ON SOCIAL RELATIONS TO AVOID BACKLASH

- **'Targeting women' solely:**
 - Missed opportunities
 - Backlash
- Recommend:
 - **Social relations** lens
 - **Space for dialogue** - gender norms



BUILD CAPACITIES FOR THE FUTURE

- Potential – transformatively-gearred **capacity strengthening**
- **Demand** outstrips supply
- Recommend:
 - **Multi-level approaches**
 - **Normative** frameworks



MATCH TRANSFORMATIVE ACTION WITH TRANSFORMATIVE MEASUREMENT

- Corporate **measurement systems** limited
- Recommend:
 - **Measurement:**
 - Flexible & creative
 - Diverse methods
 - **Tools:**
 - Complexity
 - Behaviour & institutional change



CREATE ALLIANCES FOR CHANGE

- **Untapped potential**
- **Recommend:**
 - Multi-agency synergies + combination of practices = **Transformative effects**



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