



Gender Capacity Assessment

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Capacity Assessment – Why?

AR purpose: “to provide pathways out of hunger and poverty for small holder families, particularly for women and children” (Program Framework)

Gender capacity of all AR partners a precondition for reaching this goal

Four objectives of the assessment



Capacity Assessment – How?

Three levels:

Individual (survey with 76 respondents)

Organizational (focus group discussion)

Environmental (evaluation of policies)

Six core capacities (Livestock and Fish),
background and learning preferences (UN
Women)



Capacity Assessment – Findings

Good foundation:

60,5 % - gender concerns significantly
influence their everyday work

Strong management commitment



Capacity Assessment – Findings

More efforts (comparison of levels)?

Agreement: Need to develop capacities in gender analysis and in transformative approaches

Disagreement: Management commitment versus lack of mandate to mainstream gender (37,3 %)



Capacity Assessment – What Next?

Capacity development plan: training in gender analysis

Case studies: pilot transformative approaches

Stakeholder analysis with gender focus:
selection of partners for next phase



Thank You

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