



## Gender mainstreaming approach

*Outline of an approach to reducing gender inequality, acknowledging gender-related differences*

### Background and rationale

Globally women represent 40% of the workforce, 43% of the world's agricultural workforce and more than half the world's students. A World Bank report concludes that productivity will be raised if their skills and talents are more fully realised.<sup>1</sup>

Within the agriculture and rural sector FAO estimate that if women had the same access to productive resources as men, they could increase yields on their farms by 20-30%, reducing the number of hungry people by up to 17%.<sup>2</sup>

Women are commonly underrepresented in IT and tech sector industries. For example, within the UK women make up 49% of the UK labour force, but account for just [17% of IT and telecom professionals](#)<sup>3</sup>

We understand many of the key gender and inclusion issues faced within the field of Open Data (e.g., the participants being predominantly male, the implicit gender biases of 'Big Data'<sup>4</sup>) and

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<sup>1</sup> [World Development Report 2012: Gender equality and development](#). (2011) World Bank, Washington

<sup>2</sup> State of the World Agriculture Report 2010-2011: Women in agriculture; Closing the gender gap for development, FAO, Rome <http://www.fao.org/docrep/013/i2050e/i2050e.pdf>

<sup>3</sup> e-skills UK, Research Notes: Women in the IT & Telecomms Workforce Sector. e-skills UK Sector Skills Council Ltd 2000-2011 <https://www.e-skills.com/>

<sup>4</sup><https://simplifywork.blogs.xerox.com/2015/05/21/human-bias-in-computer-databases/#.VbJB67NViko>

<sup>1</sup><http://www.cabi.org/Uploads/CABI/about-us/4.8.5-other-business-policies-and-strategies/cabi-project-and-programme-gender-strategy.pdf>

<sup>1</sup><http://www.cabi.org/Uploads/CABI/about-us/4.8.5-other-business-policies-and-strategies/cabi-project-and-programme-gender-strategy.pdf>

within the area of agriculture and nutrition (e.g, smallholder agriculture being carried out predominantly by women while the spokespeople are predominantly male and farming data being often not gender disaggregated). Our approach seeks to address these issues.

We commit to building a diverse team and community in and around GODAN and will develop policy adaptations to make them fit for purpose in the Open Data field.

### **Practical approach**

The approach will use as its key reference points CABI's Project and Programme Gender Strategy<sup>1</sup> and CABI's Workplace Gender Strategy<sup>2</sup>, as well as referencing specific elements of CTA's Gender Strategy<sup>3</sup> and DFID's Business Case: UK Support to the 'Global Open Data for Agriculture and Nutrition' (GODAN) initiative.

### **GODAN secretariat approach:**

- Integration of gender issues into the Workplan will be achieved through the Theory of Change and logframe.
- Explicitly seek to explore the power of open data to reduce gender inequality in access to agricultural and nutritional information.
- Establish an enabling environment of strong, open and inclusive events and workshops which harness leadership, participation, skills and innovation of girls and women as leaders.
- Collect, document and publish gender-related data on event and workshop attendance, and plenary and invited speakers.
- At least a third of all sponsored participants to workshops, conference and meeting events will be women.
- Capacity building activities will be conducted in a gender-sensitive manner and impact evaluation and cases study analysis will include a gendered dimension and gender sensitive indicators that are both qualitative and quantitative.
- Advocacy activities will speak not only for open data but for data to be gender and age disaggregated where feasible.
- Delivery gender neutral communications in accessible language, and where necessary formulate gender-specific messaging.
- Seek a gender balance in identification of local GODAN champions and ambassadors<sup>5</sup>.

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<sup>3</sup>[http://www.cta.int/images/cta-gender-strategy\\_2014.pdf](http://www.cta.int/images/cta-gender-strategy_2014.pdf)

<sup>5</sup> Male staff members of the Secretariat note and support this pledge <http://www.owen.org/pledge>

