



## HOW TO DO NOTE

Designing Gender  
Transformative Approaches in  
the Context of Women's Land  
and Resource Rights





How To Do Notes provide practical suggestions and guidelines to country programme managers, project design teams and implementing partners to help them design and implement programmes and projects. The notes include best practices and case studies that can be used as models in their particular thematic areas.

How To Do Notes also provide tools for project design and implementation based on best practices collected at the field level. They guide teams on how to implement specific recommendations of IFAD's operational policies, standard project requirements and financing tools.

The How To Do Notes are "living" documents and will be updated periodically based on new experiences and feedback. Your comments or suggestions are most welcome.

The opinions expressed in this publication are those of the authors and do not necessarily represent those of the International Fund for Agricultural Development (IFAD). The designations employed and the presentation of material in this publication do not imply the expression of any opinion whatsoever on the part of IFAD concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The designations "developed" and "developing" countries are intended for statistical convenience and do not necessarily express a judgement about the stage reached in the development process by a particular country or area. This publication or any part thereof may be reproduced for non-commercial purposes without prior permission from IFAD, provided that the publication or extract therefrom reproduced is attributed to IFAD and the title of this publication is stated in any publication and that a copy thereof is sent to IFAD.

## Initiative Contacts

Anne M. Larson

Theme lead for Governance, Equity and Wellbeing

Center for International Forestry Research (CIFOR)

Email: [a.larson@cifor-icraf.org](mailto:a.larson@cifor-icraf.org)

Marlène Elias

Gender Lead

Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT)

Email: [Marlene.elias@cgiar.org](mailto:Marlene.elias@cgiar.org)

Tshering Choden

Technical Specialist for Gender and Social Inclusion, Gender Team

International Fund for Agricultural Development (IFAD)

Email: [t.choden@ifad.org](mailto:t.choden@ifad.org)

Rikke Grand Olivera

Lead Technical Specialist, Tenure Team

International Fund for Agricultural Development (IFAD)

Email: [r.olivera@ifad.org](mailto:r.olivera@ifad.org)

## Acknowledgements

This How-to-Do Note (HTDN) was prepared by the Global Initiative team, including Anne M. Larson, Ruth Meinzen-Dick, Miranda Morgan, Stibniati Atmadja, Arwen Bailey, Peter Cronkleton, Marlène Elias, Emily J. Gallagher, Elisabeth Garner, Hanna North, Ana Maria Paez-Valencia, and Sabrina Trautman, and Tshering Choden, Rikke Grand Olivera, Ndaya Beltchika from IFAD. Special thanks to Valentina Franchi, IFAD for review and feedback.

This HTDN would not have been possible without the support of the IFAD Country teams, Projects teams and Community Women and Men who participated in the initiative activities in the six pilot sites. Thank you to all.

Cover photo: Hanna Linden/CIFOR ICRAF

January 2025

## Acronyms

AAITG: ActionAid International The Gambia

CDSP: Char Development and Settlement Project

CIAT: International Centre for Tropical Agriculture

CIFOR-ICRAF: Centre for International Forestry Research and World Agroforestry

FAO: Food and Agriculture Organization

FLAG: Female Lawyers Association of The Gambia

GALS: Gender Action and Learning System

GMF: Gender Model Family

GTAs: Gender Transformative Approaches

HTDN: How To Do Note

IFAD: International Fund for Agricultural Development

IFPRI: International Food Policy Research Institute

NOPP: National Oil Palm Project

PASIDP II: Participatory Small-scale Irrigation Development Programme II

RBET: Reach-Benefit-Empower-Transform

RECA: Réseau National des Chambres d'Agriculture du Niger

SDGs: Sustainable Development Goals

VGGT: Voluntary Guidelines on the Responsible Governance of Tenure

WLRR: Women's Land and Resource Rights

## Contents

<b>I. INTRODUCTION .....</b>	<b>5</b>
RATIONALE.....	5
ADOPTING/INTEGRATING GTAS IN IFAD'S OPERATIONS .....	6
IFAD'S COMMITMENT TO SUPPORTING THE VOLUNTARY GUIDELINES ON THE RESPONSIBLE GOVERNANCE OF TENURE (VGGT).....	6
KEY ISSUES IN DESIGNING GTAS TO SECURE WOMEN'S LAND AND RESOURCE RIGHTS .....	8
<b>II. LESSONS ON GENDER AND TENURE FROM THE WRR INITIATIVE .....</b>	<b>10</b>
GTAS – WHAT THIS MEANS FOR IFAD .....	11
<b>III. GUIDANCE FOR DESIGNING GTAS TO SECURE WOMEN'S LAND AND RESOURCE RIGHTS.....</b>	<b>12</b>
STAKEHOLDER MAPPING .....	13
VISIONING .....	13
GENDER ANALYSIS .....	14
SOCIO-LEGAL ANALYSIS.....	17
VALIDATION/SENSE-MAKING.....	19
CO-CREATION OF THE INTERVENTION .....	20
PREPARING THE FIELD TEAM .....	24
PREPARING FOR MONITORING, EVALUATION AND LEARNING .....	26
<b>CONCLUSION .....</b>	<b>29</b>
<b>REFERENCE LIST .....</b>	<b>31</b>
<b>ANNEX 1. LIST OF TOOLS .....</b>	<b>34</b>

## I. Introduction

### Rationale

Access to and control over land and resources are vital for women's empowerment, serving not only as critical productive assets but also as determinants of social status and political power. However, rural women face numerous barriers in securing land rights, including restricted access to resources and services like finance, healthcare, education, market information, agricultural inputs, and technology. These challenges are often compounded by broader systemic challenges, during times of conflict, economic, food, and environmental crises.

Securing women's land and resource rights is essential for achieving the Sustainable Development Goals (SDGs). According to the United Nations Human Rights Office of the High Commissioner, stronger women's land rights lead to improved status, living conditions, food security, health, education, and protection from gender violence. These rights are crucial for democracy, peace, sustainable development, and security.

Addressing these challenges requires proactive measures to transform entrenched gender inequalities in both formal policies and informal social norms. Promoting equitable access, control, and use of land and resources can only be achieved by navigating and transforming these formal and informal institutions, including customary regimes, to promote gender and social equity.

### Strategy and Interventions for Gender Equality

Gender transformative approaches (GTAs) aim to challenge and change the underlying social norms, power dynamics, and systemic barriers perpetuating inequality. Unlike mainstream interventions, that focus on symptoms without challenging root causes, GTAs actively confront discriminatory practices to achieve lasting change. Despite growing recognition of GTAs, their application within resource tenure systems remains limited.

To address this gap, the International Fund for Agricultural Development (IFAD) launched the Global Initiative for Gender Transformative Approaches for Securing Women's Land and Resource Rights (WRR)<sup>1, 2</sup> from 2021 and 2024. In partnership with CIFOR-ICRAF, IFPRI, and the Alliance of Bioversity International and CIAT, IFAD piloted the design, testing, and adaptation of GTAs across six IFAD projects in countries where addressing gender dimensions was critical for project success.

Lessons from the WLRR Initiative inform this How To Do Note (HTDN), which aims to facilitate wider adoption and scaling of GTAs for women's land and resource rights. It complements the preceding [How To Do Note on Securing Women's Tenure Rights](#). Case studies from all six countries can be found under [Securing Women's Land and Resource Rights Through Gender Transformative Approaches: Insights from Six Countries](#).

---

<sup>1</sup> Gender Transformative Approaches – Securing women's land and resource rights through gender transformative approaches ([cifor.org](https://www.cifor.org))

<sup>2</sup> Global gender transformative approaches initiative for women's land and resource rights ([ifad.org](https://www.ifad.org))



Figure 1. WLRR project sites (Note: in Niger, the project only conducted a socio-legal analysis)

## Adopting/Integrating GTAs in IFAD's operations

The adoption of GTAs aligns with IFAD's commitment to gender equality, rural poverty reduction, and food security. Guided by its Gender Equality and Women's Empowerment Policy (2012)<sup>3</sup> and Gender Action Plan (2019-2025)<sup>4</sup>, IFAD integrates GTAs into project design, implementation, monitoring and evaluation to drive change at individual and systemic levels. Given the evolving definition of GTAs in relation to tenure ongoing dialogue is needed to refine and effectively integrate these approaches.

## IFAD's Commitment to Supporting the Voluntary Guidelines on the Responsible Governance of Tenure (VGGT)

Tenure insecurity disproportionately affects women, young people, and local and indigenous communities. In mid- and low-income countries, 15 to 28 percent<sup>5</sup> of people face tenure insecurity, with women less likely to own land despite comprising 38 percent of the global agricultural labour force<sup>6</sup>. Globally, women make up less than 15 percent of decision-makers in resource use and agricultural land management. Women and men experience similar levels of perceived tenure insecurity, but women often face internal household concerns (e.g., a husband's death), whereas men focus on external threats like government expropriation<sup>7</sup>.

In many countries, land governance is layered, with formal systems emphasizing land registration and documentation, while customary systems rely on tradition rather than formally documented rights. Rural communities often favour customary systems due to greater trust or perceived adequacy for tenure security, but the absence of formal documentation can increase their vulnerability. The World Bank (2016) highlighted that limited tenure information constrains governance, and formal systems may overlook customary rights, leading to transparency and accountability challenges.

<sup>3</sup> IFAD policy on gender equality and women's empowerment NEW (2012)

<sup>4</sup> Mainstreaming Gender-transformative Approaches at IFAD – Action Plan 2019-2025

<sup>5</sup> Prindex Comparative Report 2020

<sup>6</sup> FAO (2023). The status of women in agrifood systems. Rome.

<sup>7</sup> Prindex Comparative Report 2020

Secure land tenure enhances investments, productivity, and food security, making equitable access to land and other resources a top priority for IFAD. Aligned with the VGGT and SDGs, IFAD promotes good governance, secure tenure rights, equitable land access, the eradication of hunger and poverty, and sustainable rural development. IFAD and its partners played a key role in developing the VGGT, which emphasizes inclusive resource governance to mitigate tenure risks.

### Box 1. Key Concepts and Definitions

#### Gender Transformative Approaches

As GTAs are piloted, refined, and applied across different sectors, their definitions can vary and are often contested. However, there is a general consensus that GTAs differ from other gender integration approaches in their design, implementation, and intended outcomes, while sharing some fundamental principles.

At the core of gender transformative programming are interventions that address both strategic gender interests and practical gender needs, triggering changes in agency, power relations, and social structures at both individual and systemic levels. GTAs aim to shift the focus of programming from merely 'empowering' individual women ("fixing women") to catalyzing profound and lasting changes to women's rights by "changing systems." This involves transforming unequal power relations and the social institutions that perpetuate gender inequalities.

GTAs require processes that enable those targeted by initiatives, such as grassroots women and their allies, to lead or be meaningfully involved in defining desired changes and strategies. Gender transformative change must originate from within communities and societies and cannot be imposed from the outside.

Other commonly recognized characteristics are that GTAs<sup>8</sup> :

- **Identify and address structural barriers** rooted in discriminatory social, economic, and political systems.
- **Use participatory approaches** to foster dialogue, trust, ownership, visioning, and behaviour change at various levels and across spaces (individual, household, community, organizations, policies).
- **Encourage critical reflection and action** on deep-seated social and gender norms to challenge unequal power dynamics and foster paradigm shifts.
- Challenge the distribution of opportunities, resources, rights, and duties between men and women, boys and girls, to foster more equitable gender relations and elevate the position of women and girls in all their diversity.
- **Acknowledge the intersectionality of discrimination** experienced by women and girls.
- **Explicitly engage men and boys** as allies for change, addressing concepts of masculinity and gender.
- **Involve influential norm holders**, such as traditional and religious leaders, elected representatives, local authorities, and members of legal structures.
- **Adopt participatory, experiential, and decolonial approaches** that are flexible and adaptable to different contexts.
- **Take steps to minimize harm** and safeguard participants and stakeholders.
- **Encourage implementing teams and institutions to critically reflect** on and address their own gender-specific biases and practices.

#### Resource Tenure Rights

<sup>8</sup> The original list of fundamental GTA characteristics was developed by FAO, IFAD, and WFP in 2020. This list is a combination of perspectives from the WLRR Initiative and more recent reviews of the literature on GTA (FAO, IFAD, and WFP 2020, 2021; McDougall et al. 2023; Hillenbrand et al. 2023; Morgan et al. 2023; Morgan 2023; Hillenbrand et al. 2022).

Tenure rights are defined as the social relations and institutions that govern access to and use of land and resources (von Benda Beckman et al., 2006). Often referred to as a “bundle of rights,” resource tenure arrangements define the set of rights and responsibilities over who uses, extracts, manages, and controls natural resources (e.g., soil, water, wood) or land. Resource tenure includes more than formal property rights recognized by governments, such as land titles or state forests. It also encompasses customary systems and the unwritten, informal practices through which rural people gain access to or are excluded from land and natural resources. Different people may hold different types of rights over the same resource.

According to the Voluntary Guidelines on the Responsible Governance of Tenure, “How people, communities, and others gain access to land, fisheries, and forests is defined and regulated by societies through systems of tenure. These tenure systems determine who can use which resources, for how long, and under what conditions. The systems may be based on written policies and laws, as well as on unwritten customs and practices.”

### **Land Tenure Rights**

Land tenure rights refer to the broad set of formal and informal rules, norms, and practices that regulate how women and men access, manage, and benefit from land under various tenure arrangements. These factors influence the ways in which women access land, their ability to make decisions over it, their security of tenure, and their capacity to benefit from their land rights.

### **Land Tenure Security**

Land or resource tenure security has several key elements. It refers to “landholders’ confidence that their rights will be upheld by society” (Robinson et al. 2017:4) and the ability “to appropriate resources on a continuous basis, free from imposition, dispute, or approbation from outside sources, as well as the ability to claim returns from investment in the resource” (Migot-Adholla et al. 1991). It is also not a “stable state but the result of a whole series of factors to be taken into consideration on a case-by-case basis” (Le Roy & Quencez, 1996: 21). While a title is often seen as a guarantee of security, this is not always true.

Tenure security encompasses the ability to obtain land and secure rights through adequate and accessible documentation; long-term recognition and protection of these rights by the state and society; access to grievance mechanisms to defend against encroachment; and the opportunity to earn a dignified livelihood from those resources, including access to necessary conditions (e.g., credit, sufficient land size). It also includes freedom to make resource use decisions independently, without arbitrary or unjust rules.

## **Key issues in designing GTAs to secure women's land and resource rights**

Women's limited land rights and tenure insecurity hinder economic growth, poverty reduction, and food security, affecting resilience amidst climate change, deforestation, and biodiversity loss. Unequal land rights impact women's agency, status, and political power. Obstacles include inadequate legal frameworks, ineffective policy implementation, conflicting formal and customary systems, exclusion from decision-making, and discriminatory norms (Box 2). Political and social barriers further hinder gender-equal resource access.

Supporting individual women to formalize land control is necessary but not sufficient. Comprehensive strategies must address socio-cultural contexts and intersecting social identities, including challenges faced by Indigenous Peoples, local communities, and smallholders. Merely listing a woman's name on a land title or passing laws is not transformative. Lasting change requires infrastructure that supports livelihoods, decision-making, and shifts in local inheritance norms, often through collective action at multiple levels.



**Box 2. Gender and tenure**

- Laws ensuring equal rights to land and resources for women and men are frequently not implemented effectively.
- National laws and policies defining access to land and resources are shaped by various factors, resulting in unequal rights and benefits.
- Formal frameworks often conflict with customary norms, creating dysfunction and informality.
- Social norms and biases influence the interpretation of women's rights and their roles in governance.
- The enforcement of national laws and policies on gender equality and land rights is often inadequate.
- Prevailing norms at all levels are perpetuated by various stakeholders, reinforcing existing inequalities.
- Power dynamics necessary for gender-equal access to resources receive limited attention.

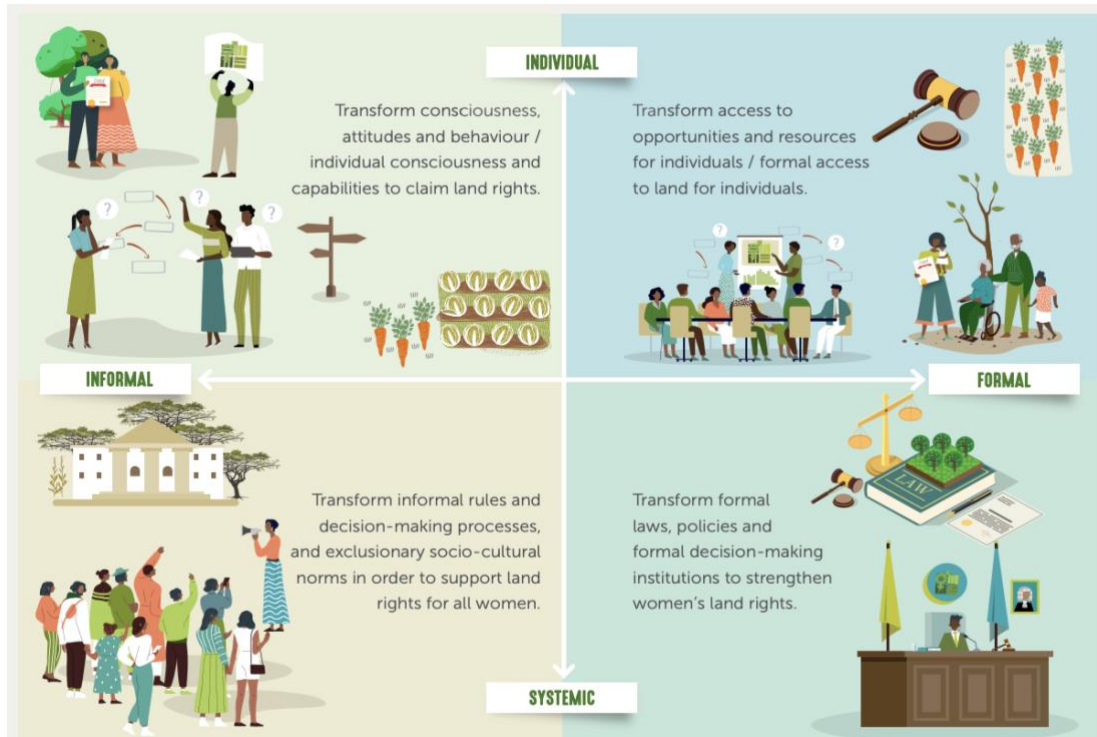
In light of the multiple and overlapping barriers to securing women's land and resource rights, GTAs are required to identify and target the underlying drivers of inequalities and foster systemic and sustainable change.

**Conceptual Framework for GTAs**

The Conceptual Framework on GTAs to Strengthen Women's Land and Resource Rights<sup>9</sup> (Figure 2) highlights key dimensions for securing these rights. It focuses on interventions targeting formal and informal institutions at various levels— from individuals and households to communities and larger society. Gender approaches that solely increase women's awareness (top left) or resources (top right) are inadequate; achieving equal tenure and resource rights requires comprehensive actions across all quadrants to address systemic barriers through partnerships and joint efforts.

---

<sup>9</sup> This Conceptual Framework is an adaptation of the seminal [Gender at Work framework](#) (see also Rao et al. 2015, Oxfam 2019), applied to women's land and resource rights.



**Figure 2. Conceptual Framework on GTAs to Strengthen Women's Land and Resource Rights**

The Framework is adaptable to different contexts to identify barriers and strategies. Locally generated and context-specific GTAs are ideal, involving diverse stakeholders. For Indigenous Peoples, this might involve securing tenure claims based on customs while challenging discriminatory practices. For women, it includes leading and making decisions about land and resources, to inherit, own, and earn a living from land, without the threat of violence.

As land and resource tenure systems evolve, GTAs should capitalize on policy, economic, or demographic transitions (e.g., land titling programmes, urbanization, or increasing value of land) to advance gender equality and women's empowerment. These shifts present both risks and opportunities for systemic changes towards equality.

## II. Lessons on gender and tenure from the WLRR Initiative

The application of GTA to securing land tenure is relatively new, and much remains to be learned. Comparing across experiences of IFAD projects, important lessons have emerged.

Tenure systems are diverse. They vary not only between countries; even within countries there are often different, overlapping, tenure systems. Interventions need to start with nuanced understanding of local tenure systems and gender relations at the household and community levels.

*GTAs must be grounded in a comprehensive socio-legal and local analyses of tenure and gender.* Conducting these analyses early in the project cycle helps identify specific barriers that women face in accessing land rights across different tenure systems. Capturing the complexities of tenure systems and gender relations in context, and involving local women and men in the process, ensures that challenges and solutions are defined by the community. This tailored approach increases the likelihood of successful, inclusive, and effective interventions.

*Formal tenure reforms, such as those requiring the registration of land in women's names, can be important but they are not sufficient.* The implementation process matters. It requires examining the organizational and institutional norms of implementing agencies, as well as the attitudes of individual

officials and other actors involved. At the community level, norms and attitudes will determine whether having a woman's name on a title assures her agency over decisions and whether this formal ownership will persist across generations.

*Even well-designed projects will not have a transformative effect without widespread support from the project team.* Gender equality must be a collective goal, not just the responsibility of a gender focal point. GTAs not implemented with their transformative intent will not be transformative. In some cases, changing gender norms and structures may need to start with project staff themselves.

*Partnerships with a wide range of organisations, including various government agencies and civil society, are crucial for success.* An initial stakeholder mapping exercise is a valuable starting point to determine how to build these partnerships and with whom. Partners are essential not only for promoting project objectives but also for identifying potential entry points for GTAs and developing locally adapted strategies.

*Integrating good qualitative and quantitative data collection and analysis on progress is key for learning, reflection and improving performance.* Often, impact assessment data does not adequately capture changes, and fragmented evidence on GTAs is dismissed as “anecdotal.” Training project staff to interpret qualitative data and fostering a learning culture that views evidence of shortcomings as an opportunity to improve is crucial for using data effectively to enhance GTAs.

*Understand and meet people where they are.* In different contexts, and even within a given context, people may have varying receptivity to working on gender norms and inequalities. The starting point for GTAs is understanding where people are and moving the conversation forward from there, to avoid resistance or backlash against women.

*Gender transformative approaches and changes are still being defined.* During the WLRR Initiative, many questioned what counts as a “gender transformative approach” or as “transformative change” in relation to tenure, and how we can know if it is truly “transformative” (especially prospectively)<sup>10</sup>. This remains an open question that deserves further reflection and discussion.

## GTAs – What this Means for IFAD

Gender inequalities persist in rural areas due to complex social, economic, and political factors, hindering progress in economic empowerment, sustainable development, and poverty eradication. Traditional approaches to addressing gender inequalities often fall short, focusing on surface-level symptoms without addressing the underlying drivers—deep-seated social norms, beliefs, and practices. Additionally, they often lack a holistic perspective, narrowly concentrating on economic empowerment while neglecting critical factors like intra-household dynamics or engagement with men and other holders or enforcers of discriminatory norms.

Recognizing these shortcomings, IFAD is intensifying its efforts to achieve equal tenure and resource rights for men and women in all their diversity, requiring a gender transformative approach.

**For IFAD, a gender transformative approach actively examines, challenges, and transforms the root causes of gender inequalities embedded in discriminatory social structures. It aims to address unequal gendered power relations and discriminatory norms, attitudes, behaviours, and practices, as well as gender-blind or discriminatory policies and laws that perpetuate inequalities.**

GTAs represent a paradigm shift in addressing gender inequalities, particularly in sectors like agriculture and natural resource management. They go beyond traditional “gender accommodative

---

<sup>10</sup> This was a key discussion point for land rights activists and practitioners at a global Women's Land Rights Learning Exchange in 2022. In her reflections from the event, a WLRR team member proposed developing a collectively-agreed list of principles to underpin all approaches claiming to be ‘gender transformative’. See more at Morgan (2023).



approaches" by actively challenging entrenched gender norms, empowering women to assume leadership roles within their communities, and addressing power imbalances between genders.

Using reflexive and participatory methods, GTAs engage beneficiaries as agents of their own social change, catalyzing significant progress toward gender equality. They prioritize a holistic approach that addresses both visible disparities and underlying structural factors.

Central to the effectiveness of GTAs is their ability to confront deeply ingrained gender norms—unwritten social rules dictating acceptable behaviour and roles for women and men. By challenging these norms and promoting lasting shifts in attitudes, behaviours, and power dynamics, GTAs serve as a transformative force in the fight against gender inequalities.

### **III. Guidance for Designing GTAs to Secure Women's Land and Resource Rights**

The WLRR Initiative piloted an approach for designing GTAs in IFAD projects across six countries. As previously explained, the design process itself is central to the selection, testing, and implementation of effective GTAs. Due to the unique contexts of each project and country, there was significant variation in how the process was rolled out and in the types of approaches selected. The resulting lessons have led to guidance designed to support flexibility and adaptation across different contexts.

A thorough design process is essential for generating interest and commitment to women's tenure security, identifying partners and stakeholders to collaborate with or influence, and conducting proper context analysis to inform the selection or co-creation of tools and interventions. Additionally, the design process includes selecting and preparing the field team, as well as developing approaches and tools for monitoring, evaluation, and learning. Guidance has been distilled to cover these key design steps or activities, accompanied by illustrative examples from the six IFAD projects.

The design phase should consist of the following elements:

- Stakeholder mapping
- Developing a vision and theory of change
- Gender analysis
- Conducting a socio-legal analysis
- Validation/Sense-making
- Co-creation of the intervention
- Preparing the field team
- Preparing for Monitoring, Evaluation and Learning

These elements do not need to be implemented in a specific order and may benefit from revisiting throughout the project. Some aspects, such as co-creation, apply to many if not all activities.

Project design teams should ensure that women are involved throughout the design phase, including women from the communities that could potentially benefit from the project, government agencies, potential implementing partners, organizations focused on women's empowerment, and within the project design team (see the Co-creation section). This good practice aligns with IFAD's guidance and is not specific to GTAs<sup>11</sup>.

---

<sup>11</sup> This recommendation is also in the preceding [How To Do Note on Securing Women's Tenure Rights](#) (p13).

## Stakeholder mapping

Stakeholder mapping lays the foundation for engagement and collaboration to support the design process and beyond. Conducting stakeholder mapping in a participatory manner can be an effective way to start building productive relationships during the design phase. Mapping should take place at the start to inform the selection and targeting of stakeholders and potential partners, but it can also be revisited throughout the project to deepen understanding of which groups can be involved and in what ways.

For developing GTAs for women's land rights, stakeholder mapping should:

1. Identify stakeholders that influence women's land rights
2. Characterize their influence
3. Characterize the inter-relationships between stakeholders
4. Understand the motivations of stakeholders
5. Identify their strengths and capacities.

In some cases, there may be a governmental women's commission and a land commission, but no specific entity focused on women's land rights. In such situations, it may be strategic to expand the scope of stakeholder mapping. Assessing the extent of stakeholders' influence and their interest in or support for women's land rights is useful in identifying likely allies (those with strong interest and influence) and those who need to be convinced (those with low interest and high influence).

## Visioning

A participatory exercise to define a shared vision for women's tenure security can effectively develop common definitions of what equal tenure and resource rights look like in a specific context. This exercise fosters discussions among stakeholders with diverse perspectives, generating collective buy-in and motivation for securing Women's Land and Resource Rights. The final vision can guide shared strategic planning and help formulate theories of change as the project develops<sup>12</sup>.

### Box 3. IFAD and partners' vision of transformative change

The following vision emerged from a 2024 workshop in Nairobi with IFAD offices and partners—more than 50 people from 36 countries—responding to the question: *How will we know that we have achieved gender transformative change in securing women's land rights?*

Our vision is that one day...

...**there is land justice for all**, including persons with disabilities, Indigenous Peoples, and tribal communities.

...**all stakeholders fully recognize women's rights**. Policy dialogues and engagements build capacity for women's rights. Increased community awareness of women's land rights recognizes their impact as farmers and contributors to families and communities. Women's land rights are supported by men, especially husbands and male family members. Women are aware of their rights through collective action and empowerment, and they demand equal land and property ownership and inheritance.

...**women are represented in decision-making processes** related to land and resources at all levels. Women participate equally in legislative processes, and customary land tenure practices integrate women's decision-making. Women hold leadership positions and are respected in their communities. They have the power to veto household decisions regarding loans and asset acquisition.

<sup>12</sup> To facilitate a participatory vision exercise, see the tool 'Celebrating Success: the Time Machine/Helicopter, the Party, or the Conference' in the [Hivos ToC Guidelines: Theory of Change Thinking in Practice](#) (p 92).

...**women gain autonomy in financial decisions**, such as opening personal or business accounts and role-sharing within households. Women make independent financial decisions and freely work on their land. They have land titles and the authority to make independent decisions regarding their land. Empowered by changed norms, women experience no violence at the household and community levels.

...**women have individual land documentation and ownership**, enabling access to finance and other opportunities. They experience improved access to resources and land ownership without restrictions, and have equal access to education, services, and technology to fully utilize their land. Reduced violence and conflict linked to resource use benefit women's access to and use of land. Confidence in their capacities leads to economic empowerment and strengthened communities.

...**the State invests in gender-sensitive land policies**, ensuring their enforcement and implementation. Successful initiatives are scaled to national and regional levels. Policies support women's equal access to and ability to obtain land titles (e.g., subsidizing land registration fees for women, independent of marital status) and ensure equal inheritance rights for sons and daughters. Policies challenge social norms legally, and leaders advocate for gender equality.

## Gender Analysis

During the design phase, conducting a gender analysis offers a comprehensive understanding of the complex interplay between local context, gender dynamics, and land rights across diverse settings.

### Gender Analysis Approach of the WLRR Initiative

In-depth gender analyses were conducted in all six countries to explore the relationship between local context, gender, and land rights, providing recommendations for project implementation, interventions, and policy options (see example from Kyrgyzstan in Box 4). The methodology involved discussions with programme staff, key stakeholders, and existing data, aiming to identify the root causes of inequalities affecting women's land rights. It focused on factors influencing women's access to land, such as class, education, ethnicity, caste, age, and marital status, drawing on intersectionality guidelines (Colfer et al., 2018) and methodologies that assess how gender norms shape and are shaped by agency capacities (GENNOVATE methodology developed by Petesch et al., 2018)<sup>13</sup>. Insights from the gender analysis conducted in Kyrgyzstan and The Gambia can be found in Box 4 and Box 5, respectively, highlighting context-specific challenges and dynamics in each country.

The analysis considered women's access to land across legal rights, customary practices, and gaps between legal recognition and implementation. The project engaged IFAD implementers, key stakeholders working on gender and land issues, and consortium partners in gender analysis and research (Box 5), drawing from existing tools and approaches like the Gender Box and pro-WEIA (Women's Empowerment in Agriculture Index)<sup>14</sup>.

These tools facilitated the collection of sex-disaggregated data and informed the development of a comprehensive methodology covering:

1. **Stakeholder analysis:** Identifying influencers of women's land rights and understanding their motivations.
2. **Socio-legal analysis:** Assessing the recognition and protection of women's land rights in different tenure regimes.
3. **Cultural norms and perceptions analysis:** Examining context-based norms and their impact on women's land rights.

<sup>13</sup> <https://gennovate.org/methodology-sample/>

<sup>14</sup> <https://weai.ifpri.info/weai-resource-center/guides-and-instruments/>



4. **Socioeconomic conditions analysis:** Understanding factors affecting women's access to and management of land and resources.
5. **Political participation analysis:** Capturing women's participation at various decision-making levels.

Key stakeholders were engaged in designing the protocol and field methods to ensure alignment with their needs and IFAD's strategies. The refined methodology and indicators will support future IFAD programming.

### Iterative Phases of Gender Analysis Methodology

The methodology was iterative, adapting to the evolving project and local context while prioritizing stakeholders' specific needs:

1. **Socio-legal analysis/desk review/secondary data analysis**
2. **Key informant interviews:** Semi-structured interviews with IFAD-funded project staff and other partners at the implementation or project management level to gather insights into the project's approach to gender, identify existing barriers and normative constraints to women's land rights, and assess current and potential interventions, including good practices, risks, and failures.
3. **Site selection**
4. **Community profiles:** This method captures comprehensive information about a community's social, economic, agricultural, and political landscape. Group and individual interviews with key informants provide insights into the community's current socio-economic context, resource utilization, and gender dynamics affecting resource rights. The purpose is to gain a nuanced understanding of the community-level factors shaping or reinforcing gender norms, influencing the recognition and enjoyment of resource rights.
5. **Focus Group Discussions (FGDs):** FGDs were conducted with relevant local-level stakeholder groups to gain a deeper understanding of the community context, existing property rights, challenges, and barriers, as well as perceptions of potential interventions. This method facilitated an in-depth exploration of topics that may be difficult for outsiders to observe or for informants to articulate, such as customary norms, informal rules, and mental frameworks related to land and resource tenure.
6. **Identifying additional tools/data** collection needs.

The gender analysis methodology aimed to provide a comprehensive understanding of factors influencing women's land rights and inform project design and implementation to promote gender equality and women's empowerment. The full Gender Analysis Methodology and Key Insights Report<sup>15</sup>, which includes the research protocols used, offers detailed insights and recommendations from the gender analysis conducted across the six countries within the initiative.

---

<sup>15</sup> Developing Gender Transformative Approaches through In-Depth Gender Analysis for Enhanced Women's Land and Resource Rights – Methodology and Key Insights Report - CIFOR-ICRAF Knowledge

#### **Box 4. Gender Analysis Insights (Kyrgyzstan)**

In Kyrgyzstan, despite equal land rights before the law, gender analysis revealed the following challenges and dynamics affecting equitable and sustainable land use, as well as opportunities to address these inequalities:

##### **Lack of Information, Trust, and Collaboration:**

- Participants lack information on land ownership and management regulations, leading to confusion, especially around digitization of land rights.
- Incomplete land registration contributes to conflicts over property division.
- Uneven access to information within the community causes confusion and hinders an inclusive collaboration among community members.
- Conflicts arise between different land use entities, hindering collaboration.

##### **Patriarchal Attitudes and Gender Dynamics:**

- Patriarchal norms favour male dominance in land use, supported by both men and women, especially in the southern regions.
- Women face social stigma when asserting land rights, often hesitating to approach authorities.
- Women often relinquish land rights upon marriage.
- Younger men increasingly hold conservative views against gender equality.
- Women-led households face more difficulties in hiring labour for agricultural tasks.
- Limited access to land for women and youth leads to migration.
- Women's participation in land management is minimal due to traditional norms, domestic workloads, and lack of support.

The insights were used to inform the design of GTAs to address these context-specific issues.

*Resource:* [Developing Gender Transformative Approaches to Strengthen Women's Land Rights in Kyrgyzstan. Foundational Gender Analysis – Research Summary Brief](#)

#### **Box 5. Dynamics of Land Reallocation in the Customary Tenure System (The Gambia)**

Land tenure in The Gambia is governed by a complex system of interlinked statutory and customary regulations and practices, influenced by religion and ethnicity, which shape access to land and resource rights for women and men. Most land in The Gambia is governed under the customary system, with exceptions in Banjul and Kanifing Municipalities, classified as Freehold due to colonial legacy.

Under the customary system, land allocation is managed by the Alkalo (village chief), who assigns land to individual families. Women often face disadvantage in this process. Land reallocation by Alkalos can occur if they perceive better community benefits, often due to land being left unused or unclear boundaries between plots. Consequently, rural women may hesitate to own land due to financial constraints and the risk of reallocation. Moreover, women may receive degraded or unsuitable plots from their families, which they cultivate into productive land, only for it to be reallocated by a male family member upon recognizing its potential.

The WLRR gender analysis approach ensured inclusion of these complexities in the pilot. It revealed that land tenure security extends beyond mere ownership or access to land, emphasizing importance of perceived ownership at individual, household, and community levels for land security in The Gambia.

*Resource:* [Developing Gender Transformative Approaches to Strengthen Women's Land Rights in The Gambia. Foundational Gender Analysis – Research Summary Brief](#)

## Socio-legal Analysis

Socio-legal analyses focus on legal aspects, encompassing relevant policies, laws, regulations, and decrees that define rights, protections, and responsibilities, alongside local formal and informal customary systems. The analysis reviews laws in the context of the social issues they aim to address (Schiff, 1976; Creutzet et al., 2019). Findings are drawn from examining country legal and institutional frameworks, recognizing women's land rights, and understanding procedures for implementing tenure interventions. These analyses form the basis for identifying incongruencies, overlaps, and gaps that impede the recognition and enjoyment of women's land rights and productive resources.

### Dimensions of Analysis

The analysis evaluates women's access to land across three core dimensions within different tenure systems:

1. **Legal (De Jure) Rights:** Examines formal legal rights related to land ownership, inheritance, and property rights. This includes analysing existing legislation, land tenure laws, and property rights regimes to assess the extent to which women are legally entitled to land resources.
2. **Customary Practices and Norms:** Explores de facto or formally recognized customary practices and norms that influence women's access to and control over land. This includes examining traditional customs, cultural norms, and social practices that may perpetuate gender inequalities in land tenure systems.
3. **Gaps Between Legal Recognition and Implementation:** Assesses disparities between the legal acknowledgment of rights and their practical implementation or lack of enjoyment. This includes analysing barriers to accessing legal rights, enforcing legal protections, and addressing gender biases within the legal system.

The analysis specifically examines the extent to which land governance arrangements recognize and protect women's land rights across different tenure regimes and over time. It covers key areas such as:

- General characterization of land and resource tenure systems at national, regional, and local levels.
- Existing institutional and regulatory frameworks for land and resource tenure and their inclusiveness towards women.
- Implemented land tenure interventions and the extent to which these benefit women.
- Barriers and constraints affecting women's ability to access rights.
- Mechanisms for dispute resolution, their engagement with women, and how they address women's concerns.

Insights from Uganda, Bangladesh, and Niger illustrate how these frameworks and norms manifest in different contexts and affect women's land rights (see Boxes 6, 7, and 8).



### Box 6. Marriage Rights and Legally Recognized Marriages (Uganda)

Uganda's legal framework recognizes five forms of marriage between a man and a woman: (1) Christian/Church marriage, (2) Civil marriage by the Registrar of Marriages, (3) Customary marriage, (4) Hindu marriage, and (5) Islamic marriage. These provide significant protection for women if they are aware of their rights and how to exercise them.

Before the revised Succession (Amendment) Bill of 2021, contradictions between The Land Act and the Succession Act limited women's ability to secure land rights. Although the Land Act recognizes women's land rights, many women lack tenure security in practice. Customary practices in certain regions assume women cannot own land, granting them only secondary rights through their husbands or birth families (Hannay and Scalise, 2014; Pedersen et al., 2012).

**Marriage, Spousal Consent, and Protection of Family Land:** The 2004 and 2010 amendments to the Land Act provide spouses with security of occupancy on family land, allowing access, residence, and consent over transactions. This protection requires recognition as a spouse through a legally contracted marriage under Ugandan law. The Land Act allows land to be held individually, jointly, or in common, and defines "family land" as land where the family resides or derives sustenance.

**Succession and Inheritance:** The Marriage, Divorce, and Adoption Rules (1998) fail to recognize the rights of separated and divorced women, neglecting their rights to land or property acquired during marriage (Nakirunda, 2011). Polygamous marriages are limited to one legal wife, excluding other wives from inheritance. Widows often face restrictions on land use and lack the right to sell land taken from them by the husband's family. Contradictions from multiple legal systems further complicate women's efforts to protect their rights.

**Legal Pluralism:** Legal pluralism has led to conflicts and often fails to protect women's rights due to procedurally biased customary institutions (Nakayi, 2013; Anying and Gausset, 2017). A lack of legal awareness and influence in the formal system hinders effective resolution of these issues (Nakayi, 2013).

*Resources:* [Women's Land Rights in Uganda. Securing Women's Land and Resource Rights through Gender Transformative Approaches, Facilitation Guide: Legal Empowerment Clinics for Women's Resource Rights in Uganda](#)

### Box 7. Identifying Contradictions in Major Policies (Bangladesh)

In Bangladesh, the socio-legal analysis revealed a critical contradiction between two major policies guiding the implementation of the Char Development and Settlement Programme (CDSP), impacting the sustainability of women's land ownership.

The first policy, the Agricultural Khas Land Management and Settlement Policy (1997), prioritizes women, especially widowed and 'deserted' women, in land ownership. Land titles record both the husband and wife's names, indicating that women own 50 percent of the land. However, khas land under this policy cannot be sold, and inheritance must adhere to national law, regulated by the Personal Laws, which are codified religious texts.

In Sunni Muslim families, comprising the majority of Bangladesh (91 percent in 2022), daughters inherit half of what sons do. In contrast, in Hindu families (8 percent in 2022), daughters do not legally inherit any land. While Muslim law provides a legal pathway to women's land ownership through inheritance, it creates an intergenerational gender gap where fathers and mothers initially own equal shares of land (50:50), but sons inherit twice as much as daughters. In Hindu families, sons end up owning 100 percent of the land, erasing the gender equality experienced in one generation.

Social norms complicate the intergenerational impact of these regulations. Patrilocal practices often lead women to leave their community to live with their husband's family. This, combined with women's limited mobility (i.e., purdah), creates a physical separation from inherited land. Additionally, women are expected to be 'good sisters' and surrender their inheritance to their brothers to maintain strong relationships with male family members.

This intricate web of policies and social norms underscores the complexities and challenges women face in accessing and retaining land ownership in Bangladesh.

*Resources:* [Women's Land Rights in Bangladesh. Securing Women's Land and Resource Rights through Gender Transformative Approaches, Policy Note: Potential Gendered Implications of Amendment to Article 6.0 \(Jha\) of Agricultural Khas Land Management and Settlement Policy – 1997](#)

### **Box 8. Complexities of a Pluralistic Tenure System (Niger)**

In Niger, land governance is characterized by a hybrid of statutory, Islamic, and customary regimes. Although Niger is formally a secular state, with its constitution affirming human rights protections (Art. 10-14) and the separation of state and religion (Art. 4), issues related to inheritance, marriage, divorce, and related property rights are largely regulated by Islamic religious norms (Cooper, 2010).

Women's land and tenure rights are recognized in statutory and constitutional provisions, as well as to varying degrees in customary and Islamic laws. Civil law establishes women's equal rights to own, use, collateralize, and make decisions about land (Constitution, Art. 17; Rural Code, Art. 4). Islamic law (Qur'an, verses 11 and 12 of the fourth Surah) allows women to inherit half of the man's share of all land, including farmland. Qur'anic prescriptions allocate two-thirds of the land capital to the male child and one-third to the female child. However, although most Nigeriens are Muslim, customary rules from a range of indigenous tenure systems (Hughes, 2014) generally prevail over Islamic law in most areas. Customary law often prohibits women from inheriting and owning land, severely restricting women's land tenure security and access (FAO 2008, RECA Niger, 2016).

This overlapping and often contradictory framework creates uncertainty and conflicts over resources, undermining land tenure security for rural communities and posing particular challenges for women.

The introduction of the Rural Code in 1993 aimed to clarify and harmonize land governance, strengthen land rights, recognize legitimate claims, and address overlapping or competing rights, with specific measures to support women (Benjaminsen et al., 2008; Issoufou et al., 2020). However, Niger's pluralistic tenure system and the existence of different venues for addressing land issues make dispute resolution a challenging and lengthy process, often handled on a case-by-case basis. Moreover, local administrative bodies frequently lack the resources and capacity to enforce land laws effectively.

*Resources:* [Women's Land Rights in Niger. Securing Women's Land and Resource Rights through Gender Transformative Approaches \(available in English & French\)](#)

## **Validation/Sense-making**

After data collection exercises in communities, it is recommended to return to those communities to present the findings for discussion. This practice is crucial not only from an ethical standpoint but also for enhancing the robustness of the findings by cross-checking and adding nuance. Participatory sense-making exercises can effectively amplify women's voices and foster community understanding and ownership of the data on women's land rights. For instance, in The Gambia, a sense-making exercise provided women the opportunity to elaborate on challenges and identify preferred strategies (see Box 9). In Uganda, participants used Gallery Walks and storytelling techniques to validate findings and reach a consensus on key issues (see Box 10).

Validation or sense-making sessions can be conducted at any point during the project cycle but are particularly important during the design phase. They help ensure that the analysis accurately identifies the root causes and preferred strategies of stakeholders in addressing women's land rights.

### **Box 9. Revisiting Communities for Sense-making (The Gambia)**

The results of the gender analysis in The Gambia indicated that in the village of Toniataba in the Lower River Region, most households own land, predominantly held by men. However, during a sense-making exercise, it emerged that the primary form of tenure is through the customary system, with legal ownership being rare and often considered unnecessary. Land is typically allocated by traditional authorities to families, who then distribute plots within the family. Women are freely allocated plots for rice production, over which they feel a high degree of security and decision-making power, as men do not participate in this activity in the community.

In discussions with the Toniataba women's rice production group, members shared that the rice production plots are located far away, along poorly maintained roads, and expressed a desire for access to land in the upland areas, which are more suitable for growing vegetables.

The validation and sense-making exercise provided space for women to elaborate on and contextualize the challenges they face in accessing the land they need to improve their livelihoods. It also helped them identify and prioritize preferred strategies for change.

*Resource:* [Participatory Sense-Making Guide to Strengthen Women's Land Rights \(The Gambia\)](#)

#### **Box 10. Gallery Walks, Sense-making, and Storytelling (Uganda)**

In Uganda, validation and sense-making workshops facilitated discussion and debate about the results of the Key Informant Interviews, Community Profiles, and Focus Group Discussions. Participants created a gallery wall with Information Maps for the four communities from each district to validate the accuracy of the gender analysis findings, offer corrections and revisions, and propose additions or omissions. To provide context and texture to the Information Maps—particularly regarding disputed facts—a gallery wall of Story Maps was created for each community to share anecdotes that either affirmed the community narratives or provided counter-narratives.

Participants were invited to take a Gallery Walk to individually tour the Information and Story Maps before gathering to share presentations and begin making sense of the emerging themes across the four sites in Kalangala and Buvuma Districts.

Sense-making, a term popularized by organizational theorist Karl Weick, is a collaborative learning process designed to help groups identify patterns, cluster themes, and reach common understanding and consensus on next steps (RKRK, 2013). In the workshops, participants identified divergent perceptions of the effects of the National Oil Palm Project (NOPP) and gender mainstreaming interventions on land and resource use. They determined common themes, identified where perceptions clustered, and recognized unique experiences. This process helped them negotiate consensus on the most pressing issues for intervention, paving the way for the next step of co-creating gender transformative approaches.

*Resource:* [GTA Co-creation Workshop Guide \(Uganda\)](#)

### **Co-creation of the Intervention**

Co-creation is a concept that has acquired various meanings at different stages of project conception, implementation, and scaling across different communities of practice. While the term has gained prominence recently in development circles, its roots lie in cooperative design and planning principles, collaborative inquiry and innovation, and user or client-centred approaches, aligning with participatory methods common to action research and development<sup>16</sup>. While business communities emphasize co-creation of value and planners focus on collaborative design, the development community stresses cooperative knowledge generation and participatory development in practice<sup>17</sup>. As a development paradigm, co-creation represents a genuine shift in how donors and agents of change collaborate with end users to define problems for intervention and iteratively design and test change pathways. This approach gives voice, legitimacy, and validation to the people who will apply the products of a co-creative process.

In this HTDN, we understand co-creation as a collaborative practice to generate shared visions and knowledge that lead to action. We distinguish co-creation from co-design, although the processes may occur concurrently. **Co-creation is iterative and can be integrated into any stage of a project cycle to ensure that end users are mutually engaged in the creative process with implementing actors.** Co-design, on the other hand, is a more discrete part of the process, such as events for gathering inputs into design.

<sup>16</sup> Gregory, 2003; Heron and Reason, 2006; Norman, 1990; Prahalad and Ramaswamy, 2000; Voorberg et al., 2015

<sup>17</sup> Porter and Kramer, 2011; Ramaswamy and Ozcan, 2014; Sanders and Stappers, 2008; XPLANE, 2016; USAID, 2022



In the conceptualization, design, and implementation of GTAs, we propose co-creation as the underlying process, punctuated by a series of co-design events. As noted previously, the principles of co-creation (Figure 3) are relevant throughout the entire design phase.



**Figure 3. Co-creation principles**

A thorough co-creation process enables the selection, development, and/or adaptation of context-specific GTAs that address the underlying barriers to gender inequalities. This involves responding to site-specific needs, challenges, and opportunities across multiple scales (see Box 11). Approaches should aim to foster changes across multiple scales and in different arenas, in partnership or coordination with various stakeholders. This holistic approach is more likely to bring about transformative change in women's land and resource rights.

The process includes convening GTA workshops with key stakeholders familiar with the selected cases and contexts. Selecting the right partners to lead and implement interventions is crucial for co-creation, as illustrated in The Gambia (Box 12). The types of interventions identified should be based on the results of the gender analysis and the identification of underlying problems or constraints that GTAs could target. The co-creation process should also encourage discussions on other experiences and interpretations. To enhance the transformative potential of GTAs, co-creation events focused on collaborative learning and iterative refinement of approaches, as demonstrated in Uganda (see Box 13).

Promising methods and tools can be identified and prioritized, determining which to test in a pilot and how they could be implemented and monitored for evaluation and learning. Building capacity for qualitative data monitoring is a key element of this process, as demonstrated in Ethiopia (Box 14). The pilots will vary depending on the challenges addressed and the tools used.

During the WLRR Initiative, a wide variety of GTAs were selected, developed, adapted, and tested in collaboration with the six IFAD projects, given the importance of responding to specific contexts. Four examples follow.

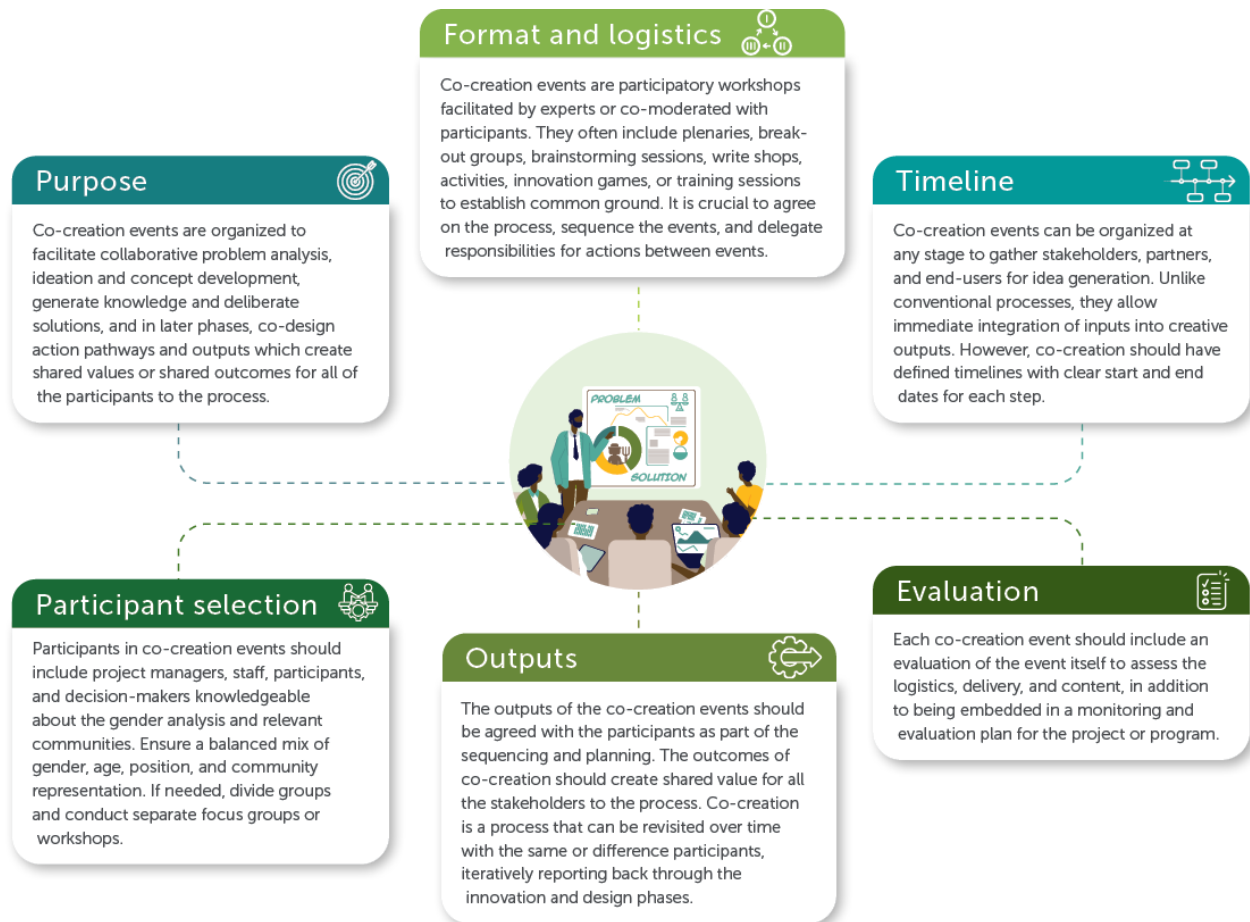


Figure 4. Facilitating a Co-creation Event

#### Box 11. Identifying Opportunities for Change Across Multiple Scales (Bangladesh)

At a one-day co-creation workshop in Bangladesh, the CDSP technical team and partners identified ways to integrate a gender transformative approach into ongoing activities, informed by socio-legal and gender analyses. Using the Conceptual Framework (see Figure 2), they envisioned opportunities across multiple scales to strengthen women's land rights.

##### Individual Level:

- Build women's capacity in agricultural technologies, entrepreneurship, and financial management to enhance confidence, mobility, market access, and income opportunities.
- Promote women's participation and control of land resources through initiatives like farmer field visits, fairs, and competitions.

##### Community Level:

- Engage men and boys to promote gender equality in public and private spheres.
- Develop strategies to engage youth as change agents for equal rights, education, and entrepreneurship.

##### Project and Systems Level:

- Train and build capacity among project staff, partners, and stakeholders on gender transformative concepts.
- Integrate gender considerations into project activities, policies, and processes, including communications, planning, budgeting, monitoring, and evaluation.

Given the project timeline and resources, the team decided to implement training for CDSP project management staff and other IFAD-funded projects in Bangladesh.

---

**Box 12. From Strength to Strength: Co-creation with the Right Partners (The Gambia)**

Selecting the appropriate implementation partners was integral to co-creating and implementing pilots in The Gambia that were locally led, responsive to the context and needs of targeted groups, feasible within time and budget constraints, supported long-term ownership, and leveraged existing strengths and capacities. Findings from the validation and sense-making exercise with key stakeholders and communities played a pivotal role in identifying both key interventions to strengthen women's land rights and the partners best positioned to lead the implementation.

When the gender analysis identified the need to address various legal aspects of women's land rights, the Female Lawyers Association of The Gambia (FLAG) emerged as a suitable partner for this task. As a local non-profit association of lawyers dedicated to protecting the well-being of women and children, FLAG was well-suited to identify the need for a legal guide that would empower rural women and their supporters to navigate the complex legal processes involved in obtaining land ownership.

The sense-making exercise also identified a timely opportunity to influence the development of the country's new land policy. The IFAD-funded project recognized ActionAid International The Gambia (AAITG) as the ideal partner to ensure the inclusion of women's land rights in the policy, given their extensive advocacy work on this issue in the country. AAITG proposed to support and mobilize their existing networks, specifically the Rural Women's Assembly, to advocate for women's land rights in the new policy.

Co-creating the interventions with the selected partners required more upfront effort than a typical partnership agreement, which often functions more like a service agreement with the donor or project implementer. However, refining interventions to align with partner strengths and interests, while capitalizing on existing momentum, resulted in effective pilots with enduring impact.

*Resource:* [Strengthening Women's Land Rights in The Gambia: Co-creating Gender Transformative Pilots. Brief.](#)

---

---

**Box 13. Enhancing Transformative Potential of GALS for Securing Women's Land and Resource Rights (Uganda)**

To boost the transformative potential of the Gender Action and Learning System (GALS) to secure women's land and resource rights in Uganda, co-creation events were held in two districts. Participants included stakeholders, project staff, and volunteers involved in GALS methodologies and alternative livelihoods programmes such as animal husbandry, beekeeping, and gardening. The event aimed to reinforce gender concepts, the meaning of transformation in project management, and GTAs specifically, using games and facilitation methods.

Participants were introduced to the Gender-at-Work Framework and various GTAs from the *Gender Transformative Approaches for Food Security, Improved Nutrition, and Sustainable Agriculture – A Compendium of Fifteen Good Practices* (2020). They mapped relevant GTAs to the framework, including GALS tools, examined concepts, and assessed gaps in the project's gender mainstreaming interventions.

The co-creation process involved idea generation in small groups, a Gallery Walk, and plenary discussions. Common themes were clustered, and participants ranked the clusters based on their preferred GTAs. These rankings were then presented to district and national stakeholders for final decision-making.

Key gaps identified included a lack of knowledge about land and resource rights and an overemphasis on women's economic empowerment, which risked alienating some men. Two GTAs were proposed for pilot testing:

1. Legal Empowerment Clinics for women's land and resource rights.
2. Gender-specific training to empower men as allies for gender equality and promote positive masculinities.

*Resources:* [GTA Co-creation Workshop Guide \(Uganda\)](#), [Facilitation Guide: Legal Empowerment Clinics for Women's Land and Resource Rights in Uganda](#), [Engaging Men for Gender Equality in Rural Transformation Projects: Toolkit \(Uganda\)](#)

---

#### **Box 14. Using Qualitative Data for Monitoring and Evaluation (Ethiopia)**

Proficiency in qualitative data is essential for gender-related research, especially in monitoring and evaluating project impacts on gender attitudes and norms. Enhancing project teams' skills in using qualitative data collection instruments helps monitor changes in gender norms, complementing quantitative indicators.

The PASIDP II project aimed to design an outcome survey and use qualitative data instruments, such as Key Informant Interviews (KII) and Focus Group Discussions (FGD), to understand project impacts. However, the team needed support to build capacity in designing and analyzing qualitative data instruments. Recognizing this bottleneck, the WLRR team co-designed a series of two-day training sessions tailored to the PASIDP II team's needs.

Each session included one day of theory and practical exercises, followed by discussions on implementation challenges and solutions. The first session focused on understanding the importance of qualitative data collection and improving the interview guide. After the training, the team enhanced the guide with WLRR's input and deployed it in the field.

The second session introduced thematic coding for qualitative data analysis, enabling the team to divide coding tasks efficiently. A gender analysis report highlighted the training's benefits, emphasizing the value of such methodological training.

*Resource:* [Qualitative Data Analysis: Training Toolkit Based on a Co-Designed Training in Ethiopia, Gender analysis to inform the development of gender transformative approaches to enhance women's land rights in Ethiopia](#)

### **Preparing the Field Team**

Regardless of the chosen approach, the team responsible for implementation must have the appropriate capacities, budget, and resources. Strengthening internal capacities for this purpose may be necessary. For example, in Kyrgyzstan, assembling a diverse team with a wide range of skills was key to implementing successful GTAs (Box 15). It is critical for teams to foster a culture of learning and adaptive management, emphasizing the iterative processes of testing, monitoring, adjusting, and adapting GTAs before considering scaling them up. Synthesizing, analyzing, and discussing the results with key partners and stakeholders will be essential to inform any necessary adjustments before scaling. In Ethiopia, the WLRR project used gender-balanced co-leadership within the field team as a reflexive learning opportunity to internalize gender equality principles (Box 16).

This section showcases examples from Kyrgyzstan, Ethiopia, and Bangladesh on forming teams and preparing them to pilot and implement GTAs. In Bangladesh, a toolkit was co-created to build the capacity of project staff and partners to integrate GTAs effectively into their work (Box 17).

#### **Box 15. Forming the GTA team (Kyrgyzstan)**

The set of activities that came together as the GTA in Kyrgyzstan included: 1) training on financial literacy that encouraged critical reflection on gender equality and land rights within the context of household financial management; 2) gender-responsive legal training on land rights and procedures for claiming women's land rights; 3) digital training to enhance women's access to information and social networks; 4) study tours to meet women who are leading successful land-based enterprises despite constraining gender norms; and 5) reflexive dialogues on gender relations within a harmonious family.

A key aspect of implementing these activities was assembling a diverse team with a wide range of skills and backgrounds, including considerations of gender and age, to create a safe and inclusive environment. In Kyrgyzstan, where there was a prevailing distrust towards external organizations and local authorities, as revealed during the gender analysis, careful thought was given to selecting facilitators for the GTAs. Diversity and equality within the facilitation team were essential to model the relationships the GTAs aimed to promote and to establish rapport with the diverse participants.

The team included gender specialists, legal experts knowledgeable in tenure and gender issues, financial experts, digital media specialists, and monitoring and evaluation specialists. Additionally, guest speakers were invited to provide personal experiences as role models or offer expertise on key topics. For example, an esteemed scholar with a degree from Al-Azhar University was invited to speak on Islamic finance and discuss the Qur'an's tenets regarding women's rights to land and resources. His credentials from a renowned Islamic studies institution lent credibility among the participants. Women who had succeeded in land-based enterprises were also invited to share their experiences, serving as both teachers and role models.

The lawyers and financial specialists involved in the pilots were highly qualified in their fields and equipped to address the wide range of issues raised by participants in the pilot GTA. Coordinating a cohesive GTA among this diverse group of actors required significant interdisciplinary reflection and discussion within the team to understand how gender, land, financial management, Islam, and other factors interact within the Kyrgyz context.

#### **Box 16. Embodying and Internalizing Gender Equality in Implementation Teams (Ethiopia)**

In Ethiopia, the WLRR project aimed to implement gender-balanced co-leadership within the field team conducting the gender analysis, viewing it as a reflexive learning opportunity in addition to studying the impact of the Gender Model Family. This endeavour was driven by two main objectives: (1) The research team sought to study a GTA promoting gender equity and recognized the importance of embodying this collaboration during fieldwork; and (2) It provided an opportunity to explore and expand the boundaries of gender-balanced recruitment and co-leadership in practical settings. Several valuable lessons were learned through this process:

1. **Gender-balanced recruitment requires intentionality** and a willingness to go beyond traditional recruitment criteria. Initially, the candidates shortlisted by the Ministry of Agriculture (MoA) for field research supervisor and enumerator positions were all men, primarily selected based on their CVs and educational backgrounds. Women applicants, having less experience, were not considered. To address this disparity, co-leadership positions were established, acknowledging the selected male candidate's greater experience by assigning him additional managerial responsibilities (such as financial reporting, enumerator recruitment and training, logistics management, and liaison with MoA). Both male and female co-leads were entrusted with equal technical responsibilities for leading data collection, management, and cleaning from respondents of their respective genders.
2. **Strong institutional support** from the government, highly motivated leadership, and implementation led by male development agents willing to personally integrate gender-equitable views and practices were crucial contributors to success. This support reinforced the field team's commitment to embody gender equality throughout their work, further strengthening the co-leadership model.
3. **Despite hiring experienced gender experts**, the team initially struggled to internalize key principles of gender equity. They defaulted to traditional gender stereotypes, resulting in a male-dominated leadership style that caused conflicts within the mixed-gender team. Ironically, the team replicated the very issues that the Gender Model Family framework aims to address. These challenges were overcome by reflecting on core GMF principles, openly discussing gendered norms, roles, responsibilities, and the division of labour, and agreeing on more equitable rules of engagement. This experience ultimately provided the team with valuable, transformative learning.



### Box 17. Piloting a Toolkit to Build Capacity of Implementers (Bangladesh)

In Bangladesh, the WLRR project co-created a toolkit to facilitate the integration of GTAs into the work of IFAD-funded project staff and partners. The toolkit supports the implementation of GTAs by fostering a greater understanding of gender issues, facilitating discussions that challenge limiting gender norms, and developing skills to incorporate gender considerations into project activities. Specifically, it adapts community dialogue activities to the project team level. Through interactive and reflective sessions, the toolkit facilitates conversations among staff and partners about the underlying social norms that impact project success and helps them envision project activities and engagements that foster gender equity in both the workplace and the community.

The toolkit was implemented across all four IFAD-funded projects in Bangladesh and was designed to be adaptable to various project objectives. The process began with a workshop to test the toolkit and train gender focal points and project management unit members. Each project then implemented the toolkit, with CDSP extending it to the field level and PROVATi3 involving local government and community leaders. In total, 123 participants (93 men and 30 women) were involved.

Following its implementation, the toolkit led to several impacts, including:

- Gender became a standard agenda item in monthly team meetings.
- Increased interest and awareness of GTAs among team members, including leadership.
- Enhanced appreciation for gender focal points who led the training.

Resource: [GTA Toolkit: Community Dialogue Tools for IFAD Project Implementers \(Bangladesh\)](#)

## Preparing for Monitoring, Evaluation and Learning

IFAD guidance emphasizes the importance of monitoring progress in strengthening women's land tenure security during project implementation and evaluating impacts upon project completion<sup>18</sup>. This guidance highlights the inclusion of women project-related staff and women beneficiaries in data collection and monitoring efforts.

A gender-sensitive monitoring system should be established during the project's design phase. It should provide insights into the progress made toward securing women's tenure and other desired outcomes, while also identifying any unintended adverse impacts that may require mitigation. An effective monitoring system should seamlessly integrate with other management and reporting functions, enabling stakeholders and decision-makers to learn and adapt their efforts in real time.

Projects must identify relevant gender-sensitive tenure indicators for monitoring. IFAD's How To Do Note on Women's Land Tenure Rights<sup>19</sup> provides guidance on tenure indicators, including Core Outcomes Indicators. Projects should also tailor additional output and outcome indicators to their Theory of Change and Logical Framework.

When implementing GTAs for women's land and resource rights, additional or different indicators and measurement approaches are needed to assess the project's contribution to gender transformative change. The 'Reach-Benefit-Empower' framework, augmented with the more ambitious 'Transform' (RBET), facilitates understanding of the distinction between reach, benefit, empower, and transform goals, strategies, and measurements for projects targeting change through GTAs.

Figure 5 offers examples of possible gender transformative outcomes on women's land and resource rights, mapped to the Conceptual Framework. It serves as a prompt for discussions on changes sought by the project and what should be monitored and evaluated. If all planned outcomes and measurement efforts cluster in one quadrant, it is worth considering whether those outcomes can be sustained without changes in other quadrants or different levels. Assuming a project aims to achieve

<sup>18</sup> This recommendation is in the [How to Do Note on Securing Women's Tenure Rights](#) (p17).

<sup>19</sup> [How to Do Note on Securing Women's Tenure Rights](#)

transformative change across multiple dimensions and scales, monitoring and evaluation efforts should aim to understand changes across scales as well.

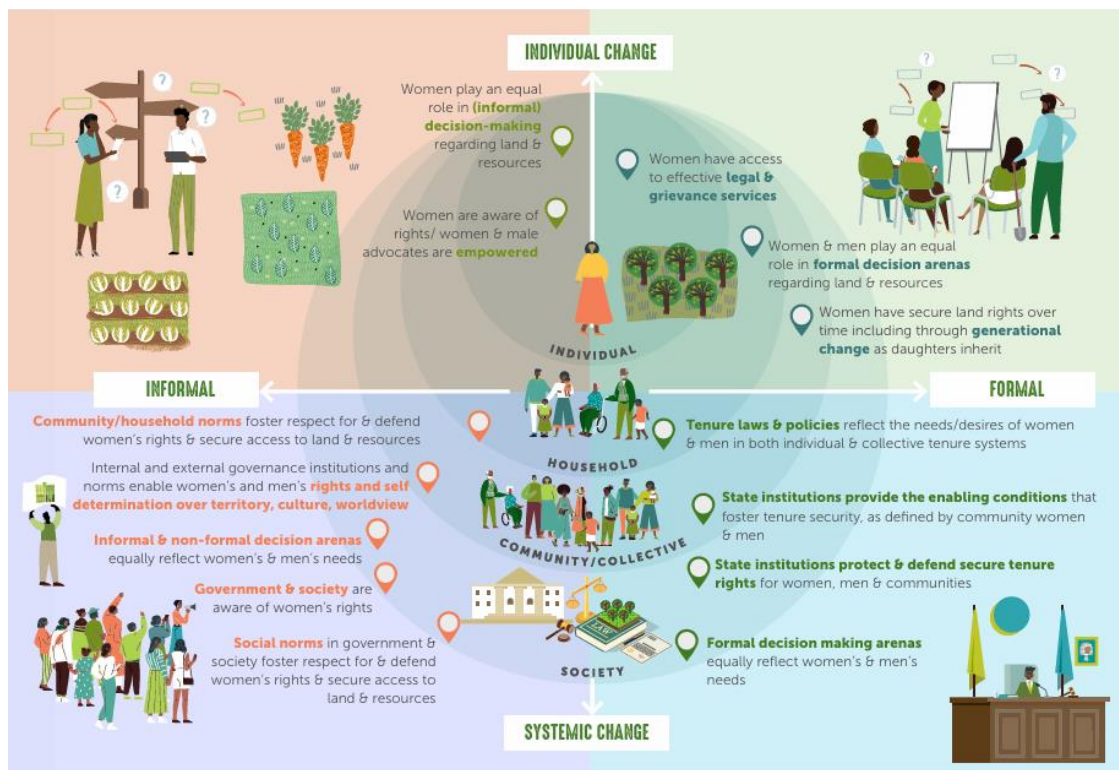






Figure 5. Conceptual Framework with outcomes in Gender at Work Framework together with scales (from Morgan et al. 2023)

The brief, *From Reach to Transformation: Leveraging the Framework to Secure Women's Land and Resource Rights*, builds on this approach and offers a series of illustrative indicators, activities, and goals. It is organized by quadrant (individual-informal, individual-formal, systemic-informal, systemic-formal) and by level of ambition (reach, benefit, empower, transform). Table 1 below presents an example focused on women in decision making in the individual-formal quadrant.

**Table 1. Sample goals, activities and indicators on women in decision making in the individual-formal quadrant and across the RBET scale**

	 <b>Reach</b>	 <b>Benefit</b>	 <b>Empower</b>	 <b>Transform</b>
<b>WOMEN IN DECISION-MAKING</b>				
<b>Goals</b>	Women are invited to meetings	Women benefit from engaging in meetings/ participatory processes; their choices, suggestions, and votes are taken into consideration.	Women take decision-making and leadership roles in formal organizations and processes.	Women and men play an equal role in formal decision arenas regarding land and resources.
<b>Activities</b>	Ensure inclusive meeting invitations and participation.	Facilitate inclusive decision-making processes.	Provide leadership training and support.	Promote gender equality in decision-making bodies at all levels.
<b>Indicators</b>	Number of women invited to and attending meetings.	Percent of time women versus men speak in meetings. Number of women's suggestions and votes recorded in meetings.	Number of women in leadership roles in formal organizations.	Gender ratio in formal decision-making bodies, including of highest level positions, and over time

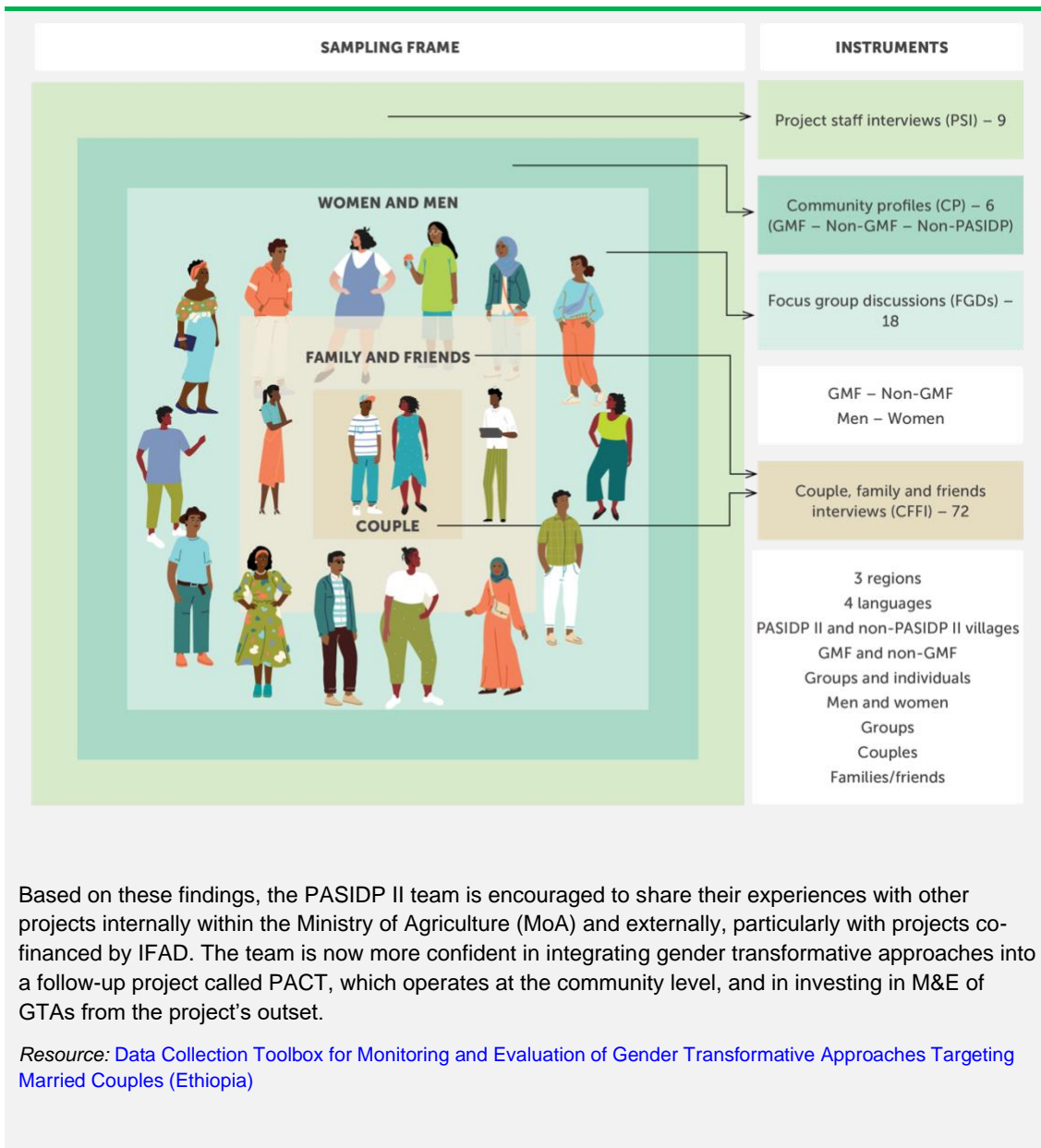
The brief [How to Note on Monitoring and Evaluation for Gender Transformative projects](#) provides guidance for designing an M&E strategy for GTA projects. The annex includes a list of standard indicators that are closely aligned with IFAD's Gender Equality and Women's Empowerment (GEWE) results framework and suggests what these indicators would look like if the transformative goals were reached, along with methods for measuring them<sup>20</sup>.

#### **Box 18. Collaborative Approach to Measuring Impact (Ethiopia)**

Ethiopia stands out in this initiative due to the implementation of the PASIDP II project's Gender Model Family (GMF) GTA. Unlike other cases where support was needed to develop GTAs, the focus here was on understanding the impact of the implemented GTAs. The Ethiopia case demonstrates the process of leveraging M&E of GTAs for project learning through a collaborative approach, ensuring that the results meet the needs and context of PASIDP II. Gender and social inclusion experts at the IFAD Ethiopia country office played a crucial role in facilitating interaction between the WLRR and PASIDP II teams and providing technical support.

The WLRR, IFAD, and PASIDP II gender experts collaborated to adapt gender analysis instruments to reflect the specific characteristics of the GMF approach. This collaboration resulted in an "Onion" approach, designed to collect data from three layers where GMF is expected to have an impact: at the centre are the wife and husband, followed by their close family or friends, and their community at the outer layer.

<sup>20</sup> Additional resources include the *Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture* (FAO, IFAD, WFP & CGIAR GENDER Impact Platform, 2023). Indicators on gender and tenure can be found on the [Gender Equality in Agrifood Systems: Indicator List \(GEASIL\)](#) (Mora et al. 2023), under the 'Productive Autonomy' dimension (pp 3-5).



## Conclusion

To promote gender and social equity, interventions must transform the formal, informal, and customary institutions where inequalities are embedded, ensuring equitable access, control, and use of land and resources for women. Understanding these institutions—particularly as they relate to gender and tenure—across formal-informal and individual-structural continuums (see Figures 2 and 5) allows for both a broad and deep analysis of obstacles and potential levers for change.

Both gender and tenure are highly complex, with solutions varying based on history and context, making them highly site-specific. As a result, a gender transformative approach focuses more on the process of designing an intervention than on specific tools.

The design process includes preparing both the field team and the intervention, along with ensuring monitoring, reflection, and learning throughout. It also involves conducting thorough gender context

analyses and identifying key partners to inform the selection or co-creation of tools and approaches for implementation.

Approaches such as visioning, sense-making, and storytelling can establish a strong foundation for co-creation, which is understood as a collaborative practice to generate shared visions and knowledge that lead to action. Co-creation, combined with reflection and co-learning as the intervention unfolds, ensures local ownership and sets the stage for success.

Identifying or designing effective monitoring tools is crucial for both learning and measuring impact. Collaborative approaches that support co-learning are essential. The RBET framework can be applied from the design phase to understand activities and indicators associated with different levels of ambition and to develop those that are most contextually appropriate.



## Reference List

- Anying, I. W., & Gausset, Q. (2017). Gender and forum shopping in land conflict resolution in Northern Uganda. *The Journal of Legal Pluralism and Unofficial Law*, 49(3), 353–372. <https://doi.org/10.1080/07329113.2017.1383023>
- Benjaminsen, T. A., Holden, S., Lund, C., & Sjaastad, E. (2008). Formalisation of land rights: Some empirical evidence from Mali, Niger and South Africa. *Land Use Policy*, 26, 28–35. <https://doi.org/10.1016/j.landusepol.2008.07.003>
- Colfer, C. J. P., Elias, M., & Peluso, N. L. (Eds.). (2018). Beyond male land tenure narratives in the West African drylands: Gendered intersectionalities of tenure, authority, and rights. CIFOR.
- Cooper, Barbara. (2010). Secular States, Muslim Law and Islamic Religious Culture: Gender Implications of Legal Struggles in Hybrid Legal Systems in Contemporary West Africa. *Droit et cultures*, 59(2010-1). <http://droitcultures.revues.org/1982>
- Creutzler, H., Wegerich, K., & Bekchanov, M. (2019). Legal pluralism and water governance in Central Asia: A review of research findings. *Water*, 11(7), 1457.
- FAO. (2008). Land access in rural Africa: Strategies to fight gender inequality. Rome.
- FAO, IFAD and WFP. (2020). Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of fifteen good practices. Rome. <https://doi.org/10.4060/cb1331en>
- FAO, IFAD, and WFP. (2021). [Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture \(fao.org\)](https://www.fao.org/gender/impact-platform/)FAO, IFAD, WFP & CGIAR GENDER Impact Platform. (2023). Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture. Rome. <https://doi.org/10.4060/cc7940en>
- Gregory, J. (2003). Scandinavian approaches to participatory design. *International Journal of Engineering Education*, 19(1), 62-74. <https://www.ijee.ie/articles/Vol19-1/IJEE1353.pdf>
- Hannay, L., & Scalise, E. (2014). Improving Land Tenure Security for Women: A Starting with Women Approach.
- Heinemann, E., Van Hemelrijck, A., & Guijt, I. (2017). Getting the most out of impact evaluation for learning, reporting and influence: Insights from piloting a Participatory Impact Assessment and Learning Approach (PIALA) with IFAD. Rome. <https://www.ifad.org/en/web/knowledge/-/publication/research-series-issue-16-getting-the-most-out-of-impact-evaluation-for-learning-reporting-and-influence>
- Heron, J., & Reason, P. (2006). The practice of co-operative inquiry: Research 'with' rather than 'on' people. *Handbook of action research: Concise paperback edition*, 144-154. [Online] Available at: <https://citeseerx.ist.psu.edu/document?repid=rep1&type=pdf&doi=fe0d79a3ccd340bb87673bb985d07b091956ca17>.
- Hillenbrand, E., Mohanraj, P., Njuki, J., Ntakobakinvuna, D., & Sitotaw, A. T. (2023). "There is still something missing": comparing a gender-sensitive and gender-transformative approach in Burundi. *Development in Practice*, 33(4), 451-462.
- Hillenbrand, E., Obi, C., McDougal, C., & Rossignoli, C. M. (2022). Scaling-out gender transformative approaches in agriculture research for development. *Gender, Technology and Development*, 1-28.
- Hughes, O. (2014). Literature review of land tenure in Niger, Burkina Faso, and Mali: Context and opportunities. Catholic Relief Services. <https://www.crs.org/sites/default/files/tools-research/literature-review-land-tenure-niger-burkina-faso-mali.pdf>
- Issoufou, M., Amadou, O., Lawali, D., Saidou, O. M., Habibou, I., & Boubacar, Y. (2020). Constraints and strategies for women's access to land in the regions of Maradi and Zinder (Niger). *Cogent Social Sciences*, 6(1712156), 1–16. <https://doi.org/10.1080/23311886.2020.1712156>
- Le Roy, E., & Quencez, P. (1996). Tenure and access rights in West Africa. In C. Toulmin & J. Quan (Eds.), *Evolving land rights, policy and tenure in Africa* (pp. 21-40). IIED.
- McDougall, C., Elias, M., Zwanck, D., Diop, K., Simao, J., Galiè, A., Fischer, G., Jumba, H., & Najjar, D. (2023). Fostering gender-transformative change for equality in food systems: A review of methods and strategies at multiple levels. CGIAR GENDER Impact Platform Working Paper #015. Nairobi, Kenya: CGIAR GENDER Impact Platform. <https://cgspace.cgiar.org/items/797615c3-d223-4358-9b36-8ff752b4c982>
- Migot-Adholla, S. E., Place, F., & Oluoch-Kosura, W. (1991). Indigenous land rights systems in sub-Saharan Africa: A constraint on productivity? *The World Bank Economic Review*, 5(1), 155-175.

- Mora, C., Morgan, M., & Elias, M. (2023). Gender equality in agrifood systems: Indicator list (GEASIL). Sustainable Agriculture Network (SAN) and Bioversity International: Rome, Italy. <https://cgspace.cgiar.org/items/2531df77-f2ef-4148-9a59-548bd31151ea>
- Morgan, M., Larson, A. M., Trautman, S., Garner, E., Elias, M., & Meinzen-Dick, R. (2023). Gender Transformative Approaches to Strengthen Women's Land and Resource Rights. Bogor, Indonesia: Centre for International Forestry Research (CIFOR) and Nairobi: World Agroforestry (ICRAF) International Fund for Agricultural Development (IFAD).
- Morgan, M. (2023) "How do we know if what we're doing is really 'gender transformative'?" (Blog). *The Alliance of Bioversity International and CIAT*. <https://alliancebioversityciat.org/stories/how-do-we-know-if-what-were-doing-really-gender-transformative>
- Nakayi, R. (2013). The role of local council courts and traditional institutions in resolving land disputes in post-conflict Uganda. *Malawi Law Journal*, 7(January 2013), 119–137.
- Nakirunda, M. (2011). Decentralised Land Administration and Women's Land Rights in Uganda: An Analysis of the Legal Regime, State Institutional Arrangements, and Practice. In International Development Research Centre (Issue February).
- Norman, D. (1990). The design of everyday things: Revised and expanded edition. Basic books.
- Norman, D. (2013). The Design of Everyday Things: Revised and Expanded Edition. Basic Books. [Online] Available at: <https://voicebucketvoitto.s3.amazonaws.com/pdf/ingles/%5BENG%5D%20The%20Design%20of%20Everyday%20Things.pdf>
- Oxfam (2019). 'Keepers of the Land': Transformative Leadership for African Women's Land Rights. A Training of Trainers Manual. <https://panafrica.oxfam.org/latest/policy-paper/transformative-leadership-women-rights-training-manual-women-land-rights>
- Pedersen, R. H., Spichiger, R., Alogo, S., & Kidoido, M. (2012). Land Tenure and Economic Activities in Uganda: A Literature Review. Danish Institute for International Studies, DIIS Working Paper 13 (Working Paper Series 13).
- Petes, P., Bullock, R., Coffey, P., Feldman, S., Inda, A., Kim, Y., Larson, A., Meinzen-Dick, R., Peterman, A., Raghunathan, K., & Zuberi, N. (2018). The GENNOVATE methodology: A truly intersectional approach to research on gender, agriculture, and innovation. CGIAR Research Program on Policies, Institutions, and Markets. Available at: <https://gennovate.org/methodology-sample/>
- Porter, M.E. and Kramer, M.R. (2011) The Big Idea: Creating Shared Value. *Harvard Business Review*, 89, 2-17. [Online] Available at: <https://hbr.org/2011/01/the-big-idea-creating-shared-value>.
- Prahalad, C. K., & Ramaswamy, V. (2000). Co-opting customer competence. *Harvard Business Review*, 78(1), 79-90. [Online] Available at: <https://hbr.org/2000/01/co-opting-customer-competence>.
- Ramaswamy, V. & Ozcan, K. (2014). *The Co-Creation Paradigm*. Redwood City: Stanford University Press. [Online] Available at: <https://www.degruyter.com/document/doi/10.1515/9780804790758/html?lang=en#APA>.
- Rao, A., Kelleher, D., & Miller, C. (2015). "No shortcuts to shifting deep structures in organisations". *IDS Bulletin*, 46(4), 82-91. [https://opendocs.ids.ac.uk/opendocs/bitstream/handle/20.500.12413/7731/IDSB\\_46\\_4\\_10.1111-1759-5436.12161.pdf](https://opendocs.ids.ac.uk/opendocs/bitstream/handle/20.500.12413/7731/IDSB_46_4_10.1111-1759-5436.12161.pdf)
- RKRK. (2013). How to facilitate a sensemaking workshop. In Developing an Information and Knowledge Strategy. Regional Knowledge Resource Kit (RKRK). Australian River Restoration Centre (ARRC). [http://www.rkrk.net.au/index.php/How\\_to\\_facilitate\\_a\\_sensemaking\\_workshop](http://www.rkrk.net.au/index.php/How_to_facilitate_a_sensemaking_workshop)
- Robinson, E. J. Z., Twyman, C., Davis, J. R., & Benton, T. G. (2017). Understanding and enhancing land tenure security for the rural poor in sub-Saharan Africa: A multi-disciplinary approach. *Land Use Policy*, 66, 4-14.
- RECA Niger (2016). L'accès des femmes et des jeunes au foncier [Access of youth and women to land]. Réseau National des Chambres d'Agriculture du Niger, Niamey, [www.recaniger.org/IMG/pdf/2016-01\\_Droit\\_foncier\\_des\\_femmes.pdf](http://www.recaniger.org/IMG/pdf/2016-01_Droit_foncier_des_femmes.pdf).
- Sanders, E. B. N., & Stappers, P. J. (2008). Co-creation and the new landscapes of design. *CoDesign*, 4(1), 5–18. <https://doi.org/10.1080/15710880701875068>
- Schiff, B. (1976). Researching the law: The use of a socio-legal perspective. *The University of Toronto Law Journal*, 26(2), 154-163.
- USAID (2022). *Co-Creation: An Interactive Guide*. M/OAA Professional Development Training (PDT). USAID. Prepared by Chemonics International Inc. for the GSA Innovative Finance Task Order,

- contract no. GS-00F-054CA/7200AA19M00012. USAID: Washington, D.C. [Online] Available at: <https://www.usaid.gov/co-creation-usaid>.
- von Benda-Beckmann, F., Benda-Beckmann, K., & Wiber, M. (2006). Tenure rights: Definitions and implications. In R. Meinzen-Dick, & M. Di Gregorio (Eds.), *Property rights, collective action, and devolution of natural resource management: Exchange of knowledge and implications for policy* (pp. 1-18). International Food Policy Research Institute.
- Voorberg, W. H., Bekkers, V. J. J. M., & Tummers, L. G. (2015). A Systematic Review of Co-Creation and Co-Production: Embarking on the social innovation journey. *Public Management Review*, 17(9), 1333–1357. [Online] Available at: <https://doi.org/10.1080/14719037.2014.930505>.
- XPLANE (2016). A Brief History of Co-Creation. *xBlog*. <https://xplane.com/a-brief-history-of-co-creation/#:~:text=University%20of%20Michigan%20Professors%20CK,article%20Co%2DOpting%20Customer%20Competence>.
- Zamora A y Monterroso I. (2017). Una visión regional y local sobre la seguridad de tenencia comunal de la tierra y el bosque en Madre de Dios. DT 228. Bogor: CIFOR)

## Annex 1. List of tools

<a href="#">GTA Toolkit: Community Dialogue Tools for IFAD Project Implementers (Bangladesh)</a>
<a href="#">Gender Transformative Learning Route: Implementation Manual (Colombia)</a>
<a href="#">Qualitative Data Analysis: Training Toolkit Based on a Co-Designed Training in Ethiopia</a>
<a href="#">Data Collection Toolbox for Monitoring and Evaluation of Gender Transformative Approaches Targeting Married Couples (Ethiopia)</a>
<a href="#">Participatory Sense-Making Guide to Strengthen Women's Land Rights (The Gambia)</a>
<a href="#">Empowering Rural Women: A Guide to Land Rights in The Gambia</a>
<a href="#">Strengthening Rural Women's Capacity to Advocate for their Land Rights: Step-by-Step Process and Case Study from The Gambia</a>
<a href="#">Kyrgyzstan Land Rights: Quick Guide to Resolving Disputes and Securing Ownership (English)</a>
<a href="#">Kyrgyzstan Land Rights: Quick Guide to Resolving Disputes and Securing Ownership (Kyrgyz)</a>
<a href="#">Kyrgyzstan Land Rights: Quick Guide to Resolving Disputes and Securing Ownership (Russian)</a>
<a href="#">Training for Change: A Facilitator's Guide to Gender-Inclusive Financial Literacy and Land Rights (Kyrgyzstan)</a>
<a href="#">Engaging Men for Gender Equality in Rural Transformation Projects: Toolkit (Uganda)</a>
<a href="#">Facilitation Guide: Legal Empowerment Clinics for Women's Resource Rights in Uganda</a>
<a href="#">GTA Co-creation Workshop Guide (Uganda)</a>



International Fund for Agricultural Development

Via Paolo di Dono, 44 - 00142 Rome, Italy

Tel: +39 06 54591 - Fax: +39 06 5043463

Email: [ifad@ifad.org](mailto:ifad@ifad.org)

[www.ifad.org](http://www.ifad.org)

 [facebook.com/ifad](https://facebook.com/ifad)

 [instagram.com/ifadnews](https://instagram.com/ifadnews)

 [linkedin.com/company/ifad](https://linkedin.com/company/ifad)

 [x.com/ifad](https://x.com/ifad)

 [youtube.com/user/ifadTV](https://youtube.com/user/ifadTV)

January 2025