



**SECURING
WOMEN'S
RESOURCE RIGHTS
THROUGH GENDER
TRANSFORMATIVE
APPROACHES**



Investing in rural people



Toolbox for Securing Land Rights

**THROUGH CO-CREATED GENDER
TRANSFORMATIVE APPROACHES**



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SECURING WOMEN'S RESOURCE RIGHTS THROUGH GENDER TRANSFORMATIVE APPROACHES

In 2020, the International Fund for Agricultural Development (IFAD) invited a consortium of the Center for International Forestry Research and World Agroforestry (CIFOR-ICRAF), the International Food Policy Research Institute (IFPRI) and the Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT) to work with selected IFAD projects to promote and strengthen women's land rights through the integration of gender transformative approaches (GTAs) in rural development interventions by improving policies, tools and practices.

<https://www.cifor-icraf.org/wlr/>
https://www.ifad.org/en/gender_transformative_approaches

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ABOUT THE INITIATIVE

The Global Initiative for Gender Transformative Approaches for Securing Women's Resource Rights (WRR) has developed and tested tools and approaches that aim to address the root causes of gender inequality, particularly in the context of women's land and resource rights. Gender Transformative Approaches (GTAs) differ from other gender integration methods by involving those targeted in leading or meaningfully shaping the desired changes and strategies, with a focus on challenging existing power dynamics and promoting gender equality.

Following a detailed gender analysis to identify contextual factors across projects and geographies, as well as bottlenecks and opportunities for promoting women's land rights, the initiative used collaborative learning and design approaches to develop and test innovative gender transformative approaches (GTAs) and complementary methods that can support the achievement of women's land rights (WLR) through rural development interventions. This co-creation process ensured that each tool was fit-for-project purpose and endorsed locally, while at the same time contributed to a GTA toolbox that can be adapted for rural transformation projects across the IFAD portfolio.

This collection of tools include GTAs already developed and applied by IFAD projects and partners across targeted countries, as well as a suite of new tools to integrate women's land rights more explicitly and support gender transformative outcomes. These tools entail different strategies to address inequalities at the individual, household, community, policy and institutional domains, as well as to catalyse and transform harmful and discriminatory norms, perceptions and attitudes, and behaviours and practices at the identified levels across targeted countries.

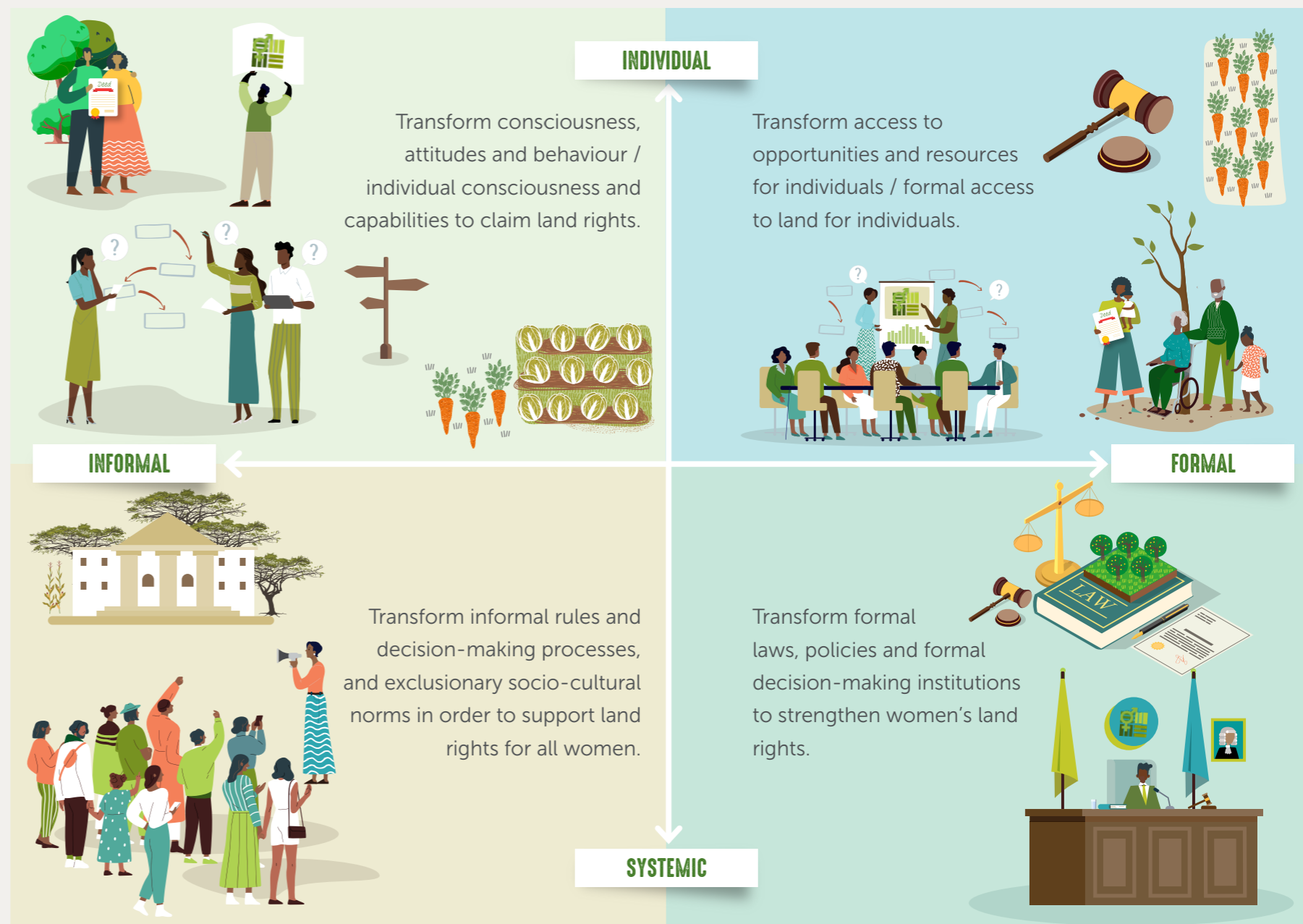
The toolkit includes a mix of GTAs specifically to integrate land rights more explicitly into the gender transformation agenda. These tools employ different strategies to address inequalities at the individual, household, community, policy, and institutional levels. They also aim to catalyze and transform harmful norms, perceptions, attitudes, behaviours, and practices.

GTAs AND THE GENDER@WORK FRAMEWORK

As outlined in the brief **Gender Transformative Approaches To Strengthen Women's Land & Resource Rights** (Morgan et al., 2023), GTAs focus on removing structural barriers to gender equality, challenging the distribution of opportunities, resources, and rights, and fostering more equitable gender relations within households, communities, and organizations. They are designed to help women and their allies understand, reflect on, and change rigid gender norms and unequal power dynamics. This includes creating safer spaces for new ways of being and relating, facilitating critical reflection, dialogue, trust, and behavioural change at multiple levels.

Access to and control of land and resources are crucial for strengthening women's agency, but these alone do not guarantee that women will equitably benefit from these rights. To secure women's land rights, it is necessary to address obstacles at multiple scales: national laws and norms on tenure and gender; how these interact with traditional practices; sub-national regulations; community norms; and household dynamics. This approach also considers the social norms and biases that affect the implementation of these rights by government officials, technicians, and NGOs.

By using the Gender@Work Framework, this toolkit provides a clearer understanding of how these tools contribute to deep and lasting change in women's land and resource rights. It is designed for use by the IFAD community and beyond, allowing for testing, contextualization, and adaptation in various settings. This process fosters shared learning and ensures the toolkit's broad applicability and effectiveness.

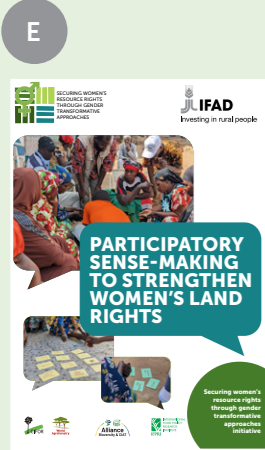


By using the Gender@Work Framework, this toolkit provides a clearer understanding of how these tools contribute to deep and lasting change in women's land and resource rights.

MAPPING GTAs ON THE GENDER@WORK FRAMEWORK

INDIVIDUAL

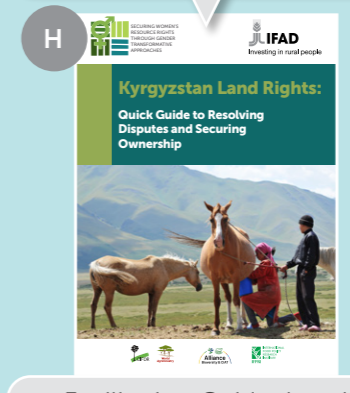
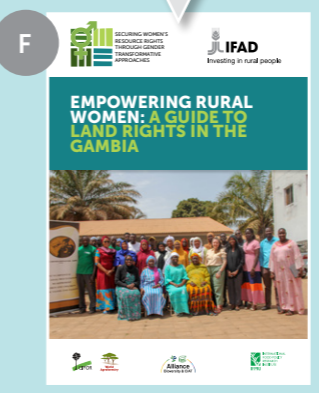
Empowering Rural Women: A Guide to Land Rights in The Gambia
 Kyrgyzstan Land Rights: Quick Guide to Resolving Disputes and Securing Ownership (English, Kyrgyz, Russian)
 Training for Change: A Facilitator's Guide to Gender-Inclusive Financial Literacy and Land Rights



Participatory Sense Making Guide to Strengthen Women's Land Rights

Transform consciousness, attitudes and behaviour / individual consciousness and capabilities to claim land rights.

Transform access to opportunities and resources for individuals / formal access to land for individuals.



Facilitation Guide: Legal Empowerment Clinics for Women's Resource Rights in Uganda

Engaging Men for Gender Equality in Rural Transformation Projects: Toolkit

INFORMAL

FORMAL



Strengthening Women's Land Rights In The Gambia: Co-Creating Gender Transformative Pilots. Brief.



GTA Co-creation Workshop Guide

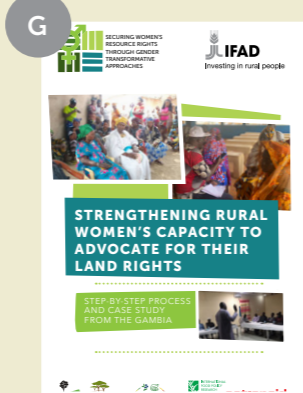
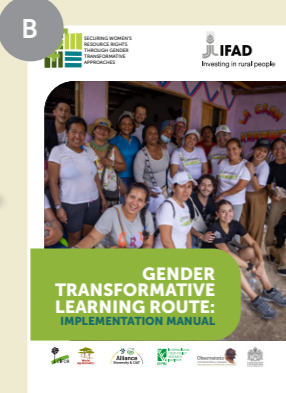
Transform informal rules and decision-making processes, and exclusionary socio-cultural norms in order to support land rights for all women.

Transform formal laws, policies and formal decision-making institutions to strengthen women's land rights.

GTA Toolkit: Community Dialogue Tools for IFAD Project Implementers



Gender Transformative Learning Route: Implementation Manual



Strengthening Rural Women's Capacity to Advocate for their Land Rights: Step-by-Step Process and Case Study from The Gambia



Qualitative Data Analysis: Training Toolkit Based on a Co-Designed Training in Ethiopia




Data Collection Toolbox for M&E of GTAs Targeting Married Couples


SYSTEMIC


A **GTA TOOLKIT: COMMUNITY DIALOGUE TOOLS FOR IFAD PROJECT IMPLEMENTERS**




This toolkit is designed to support IFAD-funded project staff and partners in Bangladesh in applying GTAs to their work. It fosters understanding of gender issues, facilitates discussions to challenge limiting gender norms, and develops skills to incorporate a gender lens in project activities. The toolkit aims to create a supportive environment for implementing GTAs by addressing underlying barriers to project success and gender equality. Flexible and adaptable, it provides tools for project teams and community members to enhance gender equity in their projects, ensuring sustainable and impactful development initiatives.

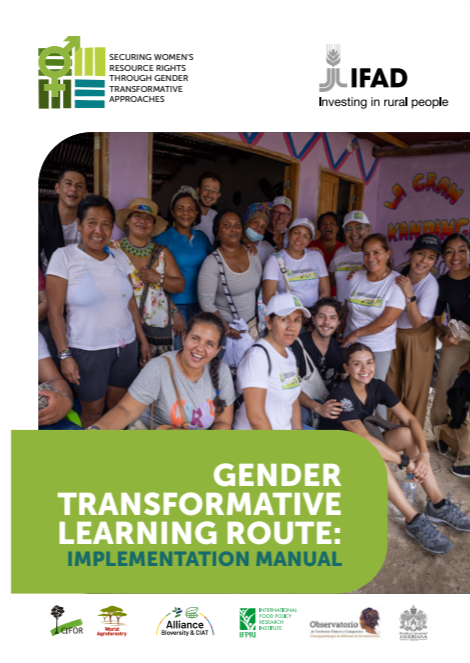
-  **RESOURCING**
Staff time; meeting space; cards, paper, pens, markers, etc.

-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
Designed for two days; but individual tools range 30 minutes to 2 hours and can be adapted


-  **PROJECT PHASE (WHEN TO USE)**
Design – after project team is in place; but can be adapted to project team needs


-  **HOW TO ASSESS IMPACT /EVALUATE**
Toolkit includes workshop evaluation forms; Projects should increase in rating on IFAD's Gender Marker System; Number/percentage of projects with higher IFAD Gender Marker Systems rating should increase


B **GENDER TRANSFORMATIVE LEARNING ROUTE: IMPLEMENTATION MANUAL (ENGLISH, SPANISH)**




The Gender Transformative Learning Route (GT-Learning Route) manual is an adaptation of the Learning Route method, focused on examining gender dynamics within community-based organizations. Tested with rural enterprises in Colombia, where women played prominent roles, the GT-Learning Route aims to strengthen women's capacities and confidence by providing organizational examples and role models. It involves four steps: participatory reflection workshops to distil narratives of gender inclusion and leadership, a preparation and capacity-building workshop to introduce concepts and frameworks, knowledge exchange visits to organizations demonstrating women's leadership, and a debrief for reflection and co-learning. This approach raises awareness of gender dynamics, facilitates the exchange of lessons learned, and inspires participants by exposing them to successful organizations and female role models.

-  **RESOURCING**
Context specific

-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
Several 2-to-3-hour workshops over multiple days

-  **PROJECT PHASE (WHEN TO USE)**
Mid-term or later in the project

-  **HOW TO ASSESS IMPACT /EVALUATE**
Perception survey before and after learning exchange.

C **QUALITATIVE DATA ANALYSIS: TRAINING TOOLKIT BASED ON A CO-DESIGNED TRAINING IN ETHIOPIA**



The training toolkit is designed to enhance the capacity of Monitoring and Evaluation (M&E) teams to conduct and analyze qualitative data, addressing technical skill gaps and promoting gender and inclusion awareness. It outlines the objectives and expected outcomes of the qualitative data training, provides a detailed agenda and activities for a 2-day training session, and offers step-by-step guidance on analyzing data collected using qualitative data collection instruments. Additionally, it includes instructions on how to analyze and report findings from gender analysis data. This toolkit serves as a resource for project teams and practitioners, enabling them to adapt and implement qualitative data training effectively.

-  **RESOURCING**
For 12 participants, of which 5 are flying domestically in Ethiopia: USD 1,500 (transport, DSA). Excluding cost of trainer (PhD degree in social science, 10 days)

-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
2 days for training and 8 days preparation/admin/consultation/reporting


-  **PROJECT PHASE (WHEN TO USE)**
Initial phase such as induction of M&E and PMU teams.


-  **HOW TO ASSESS IMPACT /EVALUATE**
M&E team can successfully implement data collection and analysis using qualitative data (e.g., produces written report summarizing findings)


D **DATA COLLECTION TOOLBOX FOR M&E OF GTAS TARGETING MARRIED COUPLES**



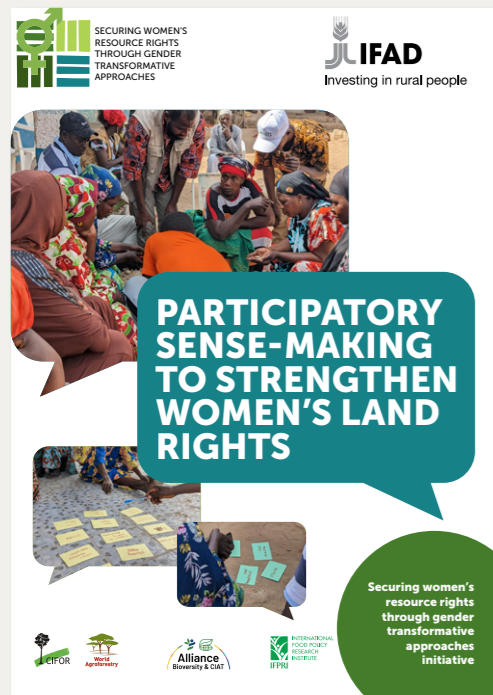
This toolkit is designed to support the integration of GTAs in development projects by providing a comprehensive set of add-on modules for data collection. These modules are adaptable to various data collection formats, including individual interviews, family/friends interviews, focus group discussions, and community profiles. They are tailored to capture both the expected and unexpected impacts of GTAs at community and individual levels, facilitating data triangulation. The toolkit includes a user guide detailing its development, application, and adaptation to align with project-specific and GTA impacts, ensuring effective monitoring and evaluation of gender transformative initiatives.

-  **RESOURCING**
Not a separate activity; designed to be integrated into existing M&E activities


-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
Depends on which module, and the number of questions/modules adopted. Would add time (10-30 minutes) to existing focus group discussions/household surveys.


-  **PROJECT PHASE (WHEN TO USE)**
Baseline, midline or endline M&E surveys


E PARTICIPATORY SENSE-MAKING GUIDE TO STRENGTHEN WOMEN'S LAND RIGHTS




This guide is designed to introduce and direct researchers and practitioners in applying a participatory sense-making approach. This method facilitates collaborative learning and reflection, enabling communities to identify patterns, cluster themes, and build a shared understanding of issues related to women's land rights. The tool details its application within a women's land rights initiative in The Gambia, showcasing how participatory sense-making can be effectively used to address and overcome barriers to women's land ownership and empowerment. Through this approach, stakeholders can engage in meaningful dialogue, enhance their understanding of gender dynamics, and develop strategies for strengthening women's land rights.

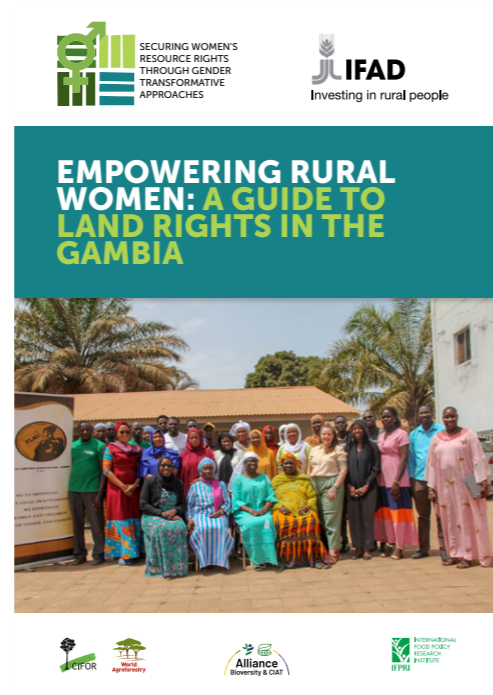
-  **RESOURCING**
Context specific

-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
2 hours of in-community engagement

-  **PROJECT PHASE (WHEN TO USE)**
After initial data collection, during design of interventions

-  **HOW TO ASSESS IMPACT /EVALUATE**
Endline survey of communities' perceptions of the pilot (e.g., what benefits have you witnessed since the project started? Did the project miss anything?)

F EMPOWERING RURAL WOMEN: A GUIDE TO LAND RIGHTS IN THE GAMBIA



This guide is a comprehensive training resource. This guide responds to the growing demand for knowledge on securing women's property and land rights in The Gambia. It contains four training modules covering the importance of women's land rights, protection mechanisms, access challenges, and creating enabling environments for change. Designed for a broad audience—including local authorities, government representatives, community members, women's groups, and religious leaders—the guide aims to build capacity, improve participation and representation of women in decision-making, and promote social and economic development within communities. By drawing on field experiences and various authoritative reports, the guide serves as both a reference and a practical tool for workshops and discussions on advancing women's land rights.

-  **RESOURCING**
15 000 USD to engage partners to draft the Guide and carry out a ToT

-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
At least 3 days training is recommended

-  **PROJECT PHASE (WHEN TO USE)**
Implementation

-  **HOW TO ASSESS IMPACT /EVALUATE**
Interviews with key stakeholders and trainees from the ToT

G STRENGTHENING RURAL WOMEN'S CAPACITY TO ADVOCATE FOR THEIR LAND RIGHTS: STEP-BY-STEP PROCESS AND CASE STUDY FROM THE GAMBIA



This toolkit details the process of building rural women's capacities to advocate for their land rights, providing practical guidance for scaling this approach in other contexts. It incorporates feedback from initial workshop participants and adapts community dialogue tools to enhance its effectiveness. The ultimate goal is to empower women to engage with authorities at various levels, ensuring their land rights are recognized and upheld.

-  **RESOURCING**
21 000 USD to campaign in 29 communities in 5 regions of The Gambia

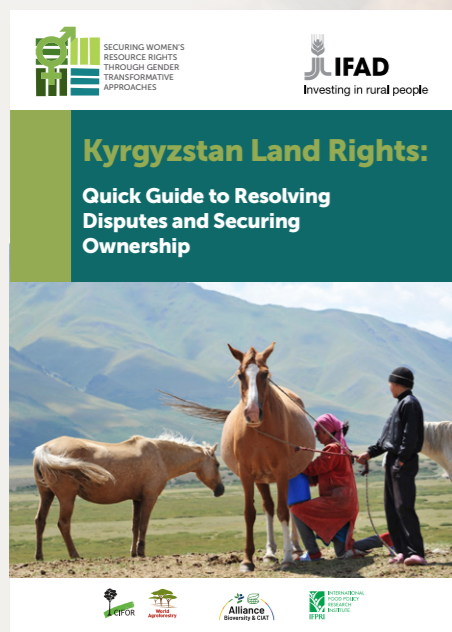
-  **TIME TO IMPLEMENT (HOW MUCH TIME)**
5 weeks to initiate and roll out the campaign, and time to prepare and hold the multistakeholder workshop

-  **PROJECT PHASE (WHEN TO USE)**
Implementation

-  **HOW TO ASSESS IMPACT /EVALUATE**
Follow-up interviews with communities and rural people trained in campaign advocacy




H **KYRGYZSTAN LAND RIGHTS: QUICK GUIDE TO RESOLVING DISPUTES AND SECURING OWNERSHIP (ENGLISH, KYRGYZ, RUSSIAN)**



This quick guide available in three languages is an easy-to-use set of briefs designed to help Kyrgyz citizens understand their land rights and navigate legal processes related to land ownership. Based on Kyrgyz land, civil, and family codes, the guide addresses common land ownership scenarios and disputes, offering clear, actionable steps for both women and men. It covers topics such as marital property division, inheritance, land disputes, unauthorized land use, and state registration of property purchases. By providing step-by-step guidance, visuals, and notes, the guide aims to demystify legal complexities and empower individuals to effectively secure their land rights and resolve disputes.

The seven legal procedures in the quick guide are also available individually, listed in order of the frequency of disputes encountered:

- Marital property division and legal procedures
- Registering ownership rights after the expiration of the inheritance acceptance period
- Resolving land disputes
- Combating the unauthorized occupation of state-owned agricultural land
- Addressing unauthorized expansion of vegetable gardens and land plots on private lands
- Inheritance of land without a will
- Ensuring the rights of spouses and children in state registration of land and property purchases

 **RESOURCING**

Legal land rights specialist who is also familiar with and sensitive to gender issues related to land rights; time (delivering content only takes a few hours, but this 'classroom' training is conceptualized as one part of a process that also involves coaching to address the personal concerns of participants, and to guide them in pursuing actions related to claiming their rights.), space for participants to meet, refreshments/snacks, transport and caretaking for kids, to allow women to participate fully.

 **TIME TO IMPLEMENT (HOW MUCH TIME)**

4 hours of training + time for coaching (length of time TBD based on resource availability and community requests)

 **PROJECT PHASE (WHEN TO USE)**

Implementation

 **HOW TO ASSESS IMPACT /EVALUATE**

Pre- and post-training survey, Number of requests by women and men for coaching, Number of land claims sought post training and coaching

I **TRAINING FOR CHANGE: A FACILITATOR'S GUIDE TO GENDER-INCLUSIVE FINANCIAL LITERACY AND LAND RIGHTS**



This training enhances financial literacy and land rights awareness in rural Kyrgyzstan, focusing on gender disparities. The guide covers financial management basics, the importance of land ownership, and Islamic finance principles, tailored to Kyrgyzstan's context. It aims to improve financial literacy, promote reflection on gender norms hindering women's land rights, and enhance understanding of how land ownership contributes to financial security. Modules include financial literacy basics, interactive role-playing games, strategic financial planning, the intersection of Sharia and civil law, and maximizing land use profitability. Intended for socio-economic development facilitators, the guide builds capacities for practical application of financial and land management concepts, supporting individuals' and families' economic wellbeing. Developed in Kyrgyz, the materials are adaptable to different settings, making this guide a valuable resource for promoting financial literacy and gender equality in land rights.

 **RESOURCING**

Skilled trainers as well as guest speakers; and time (this is a multi-day course, spread out over several weeks). Space for participants to meet, refreshments/snacks, transport and caretaking for kids, to allow women to participate fully.

 **TIME TO IMPLEMENT (HOW MUCH TIME)**

18 hours (plus preparatory time)

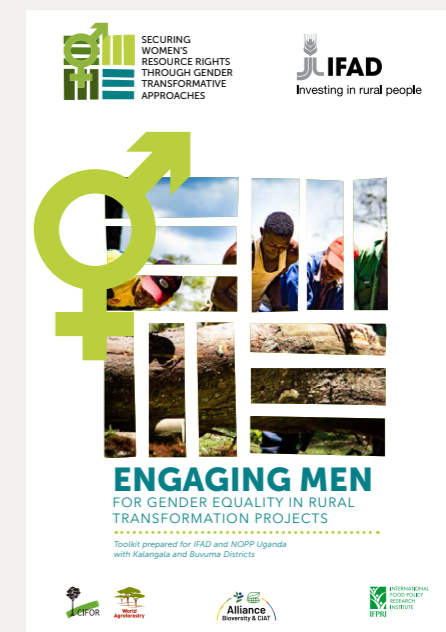
 **PROJECT PHASE (WHEN TO USE)**

Implementation

 **HOW TO ASSESS IMPACT /EVALUATE**

One option is a Knowledge, Attitudes and Perceptions (KAP) survey before and after the training.

J **ENGAGING MEN FOR GENDER EQUALITY IN RURAL TRANSFORMATION PROJECTS: TOOLKIT**



The "Engaging Men for Gender Equality in Rural Transformation Projects" toolkit is designed to involve men as active allies in promoting gender equality and women's empowerment. Adapted from the Equimundo Journeys of Transformation curriculum, the toolkit includes seven interactive and dynamic training activities that can be used independently or alongside other gender and power-related trainings. Aimed at both men and women facilitators, the sessions draw on participants' experiences to foster individual and collective reflection, motivating positive changes in relationships, family dynamics, and livelihoods. Developed through a collaborative process involving gender analysis and formative research, the toolkit emphasizes key areas such as land and resource rights, household assets, and labour distribution. It provides detailed outlines, facilitation notes, and activity guides to help trainers effectively engage men in supporting gender equality initiatives.

 **RESOURCING**

Context specific

 **TIME TO IMPLEMENT (HOW MUCH TIME)**

Each activity 2-3 hours, 7 activities

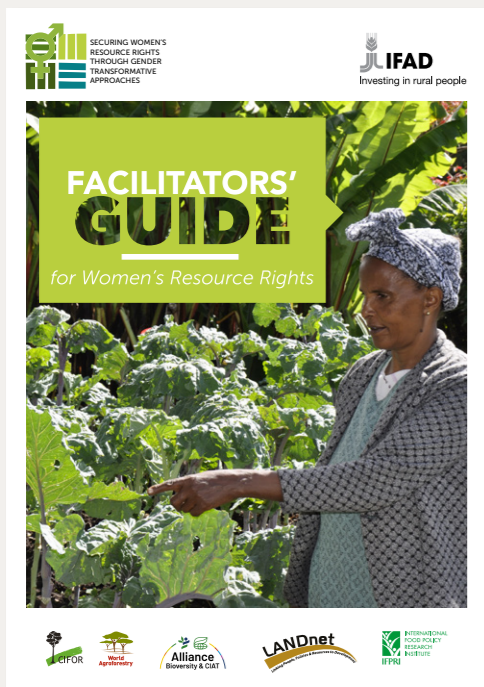
 **PROJECT PHASE (WHEN TO USE)**

Implementation

 **HOW TO ASSESS IMPACT /EVALUATE**

Formative evaluation to select and tailor modules, workshop evaluation immediately following delivery (participant evaluation, trainer evaluation), endline after implementation (summative evaluation)

K FACILITATION GUIDE: LEGAL EMPOWERMENT CLINICS FOR WOMEN'S RESOURCE RIGHTS IN UGANDA



This facilitator's guide aims to advance equitable land and resource rights, focusing on gender-specific issues and benefit-sharing within the National Oil Palm Project (NOPP) and other IFAD-funded projects. The modular training curriculum supports civic education, gender equity, social inclusion, and rural development. The guide is organized into seven modules covering human rights, land and natural resource rights, land management institutions, resource rights for women, people with disabilities, and youth, marriage and property rights, succession, inheritance, will writing, and dispute resolution mechanisms. Each module includes facilitation guides with learning objectives, content outlines, activities, case studies, practical exercises, and group discussion guidance. Additional resources, such as legal documents and supportive organization contacts, are provided. The guide is designed to be adaptable to participants' specific needs and contexts, aiding facilitators in creating inclusive and engaging learning environments.

- ⌚ TIME TO IMPLEMENT (HOW MUCH TIME)**
Each module 2-3 hours, 10 modules
- 🕒 PROJECT PHASE (WHEN TO USE)**
Implementation
- ⚙️ HOW TO ASSESS IMPACT /EVALUATE**
Formative evaluation to select and tailor modules, workshop evaluation immediately following delivery (participant evaluation, trainer evaluation), endline after implementation (summative evaluation)

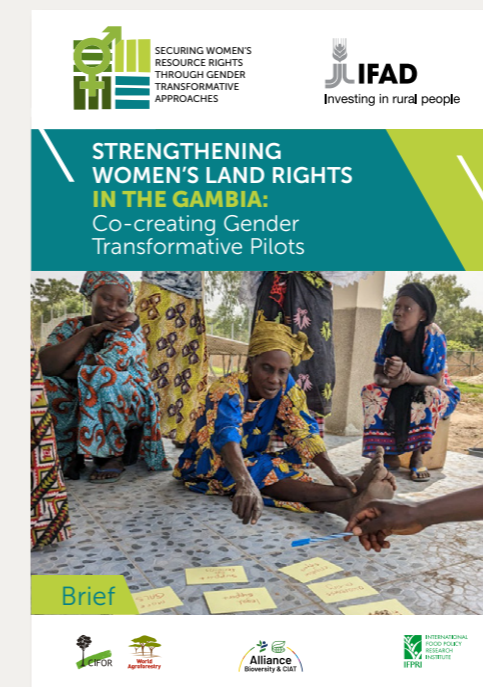
L GTA CO-CREATION WORKSHOP GUIDE



This workshop guide is a comprehensive manual designed to facilitate co-creation workshops for GTAs in development projects. Originally developed for the National Oil Palm Project (NOPP) in Uganda, the guide emphasizes collaborative practice for generating shared visions and knowledge that lead to action. It includes session plans for a two-day workshop to validate gender analysis results, introduce gender mainstreaming, and select GTA approaches for pilot testing. The guide incorporates methodologies from various sources, such as the Regional Knowledge Resource Kit and the Gender-at-Work framework and includes activities like the Man Box | Woman Box exercise and a modified Privilege Walk. To ensure effectiveness, the workshop should involve participants with project experience and decision-making capacity, and outputs should be shared with project managers and GTA developers. The guide also features an evaluation instrument to tailor the workshop to specific project needs.

- ⌚ TIME TO IMPLEMENT (HOW MUCH TIME)**
Each session 1-3 hours, 5 sessions (total 2-3 days if run consecutively)
- 🕒 PROJECT PHASE (WHEN TO USE)**
Following gender analysis, includes validation and sensemaking of gender analysis results, and selection and design of the gender interventions (GTAs)
- ⚙️ HOW TO ASSESS IMPACT /EVALUATE**
Workshop evaluation immediately following delivery (participant evaluation, trainer evaluation), endline after piloting

M STRENGTHENING WOMEN'S LAND RIGHTS IN THE GAMBIA: CO-CREATING GENDER TRANSFORMATIVE PILOTS. BRIEF.



This tool provides an overview of the co-creation process employed in the Women's Resource Rights (WRR) initiative, with a specific focus on piloting Gender Transformative Approaches (GTAs) to secure women's land rights in The Gambia. It highlights the collaborative process with local organizations, stakeholders, and affected women to ensure interventions are context-specific, sustainable, and empowering. By involving grassroots groups in defining the challenges and solutions, the pilots were locally-led, responsive to needs, and aimed at fostering long-term ownership and collective agency.





INITIATIVE CONSORTIUM



The Center for International Forestry Research (CIFOR) and World Agroforestry (ICRAF) envision a more equitable world where trees in all landscapes, from drylands to the humid tropics, enhance the environment and well-being for all. CIFOR and ICRAF are CGIAR Research Centers.



Climate change, biodiversity loss, environmental degradation, and malnutrition. These four interconnected global crises have put at stake the wellbeing of our planet for years. Fueled by COVID-19, their impact on agriculture, landscapes, biodiversity, and humans is now stronger than ever. Reversing this negative trend is a challenge, but also an opportunity for bold choices and integrated solutions. Established in 2019, the Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT) was created to address these four crises, maximizing impact for change at key points in the food system.



The International Food Policy Research Institute (IFPRI) provides research-based policy solutions to sustainably reduce poverty and end hunger and malnutrition in developing countries. Established in 1975, IFPRI currently has more than 600 employees working in over 50 countries. It is a research center of CGIAR, a worldwide partnership engaged in agricultural research for development.

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