



Gender, Youth and Inclusion Strategy:

Reducing inequality through better opportunities for rural women and youth 2025-2028

Sandra Phelps and Frances Williams

October 2025

KNOWLEDGE FOR LIFE

Gender, Youth and Inclusion Strategy:
**Reducing inequality through better opportunities for rural women
and youth**
2025- 2028

This report is the Copyright of CAB International, on behalf of the sponsors of this work where appropriate. It presents unpublished research findings, which should not be used or quoted without written agreement from CAB International. Unless specifically agreed otherwise in writing, all information herein should be treated as confidential.

Table of Contents

Executive Summary.....	1
1 Background.....	1
1.1 Purpose of the Gender, Youth and Inclusion Strategy	1
1.2 CABI Approach towards Gender and Youth Inclusion.....	3
2. Four Pillars of the Gender, Youth and Inclusion Strategy	5
2.1 Pillar One: Capacity and Accountability	5
2.2 Pillar Two: Communication, Public Engagement and Outreach	6
2.3 Pillar Three: Transformative Gender, Youth and Inclusion Programming.....	6
2.4 Pillar Four: Programming and Collaboration – Working with Partner Organisations	8
3. Management Mechanisms	10
3.1 Roles and Responsibilities.....	10
3.2 Monitoring, Evaluation and Learning.....	10
Appendix 1: Definitions	11

Executive Summary

CABI's Gender, Youth and Inclusion Strategy aims to address gender, youth, and inclusion across its projects and organisational practices. It reflects progress in social inclusion and youth engagement since the first strategy in 2017. It aims to integrate gender and youth considerations into all aspects of CABI's work and emphasises the need for targeted actions to reduce inequalities faced by women and youth. The strategy provides guidance for mainstreaming gender and youth inclusion in policies and programmes. The overarching goal is to strengthen knowledge of social inclusion among staff and partners.

CABI focuses on addressing the unique challenges faced by women and youth in agriculture. CABI's approach is inclusive of all genders but targets women's empowerment due to their underrepresentation. Youth, comprising approximately 35% of the population in CABI's operational countries, are seen as a vital resource. CABI recognises the need for an intersectional approach to address the diverse needs of women and youth.

The strategy is structured around four key pillars to promote gender, youth, and inclusion.

- **Pillar One: Capacity and Accountability** focuses on building skills and ensuring accountability for inclusive programming.
- **Pillar Two: Communication, Public Engagement and Outreach** emphasises the importance of inclusive communication and outreach efforts.
- **Pillar Three: Transformative Gender, Youth and Inclusion Programming** aims to address power dynamics and restrictive norms in programming.
- **Pillar Four: Programming and Collaboration** involves partnerships with local leaders and organizations to enhance gender and youth inclusion.

1 Background

CABI developed its first Gender Strategy for all projects and programmes in 2013. A separate strategy document covered gender in the workplace. The CABI Gender Strategy was revised in 2017 to provide an up-to-date and more relevant document and to reflect CABI development in gender and social inclusion. The 2017 strategy covered all CABI projects and programmes. Organisational and institutional gender issues were covered in separate documents. This strategy reflects CABI progress in social inclusion and CABI's expanded reach to youth engagement. The strategy has a broadened reach to cover organisational policies and practices that directly impact on gender and youth mainstreaming throughout the organisation.

1.1 Purpose of the Gender, Youth and Inclusion Strategy

This Gender, Youth and Inclusion Strategy, outlines CABI's vision for addressing gender, youth, and inclusion across CABI including across all programmes and projects as well as organisational aspects.

With this strategy, CABI aims to ensure that gender and youth are integrated into every aspect of our work and that staff and partners are supported to reduce inequalities and exclusions. This strategy and the associated Internal Action Plan, which supports the implementation of this, provides guidance to mainstream gender and youth inclusion. This includes integrating gender and youth inclusion through CABI organisation policies, procedures, programmes, how we work with government and other international and non-



government organisations, and how we work with the farmers we serve through supporting both CABI and partner staff. The overarching goal of this strategy is to strengthen knowledge of social inclusion across CABI and with our implementing partners and the farmers we serve, so that inclusion considerations are fully understood by all staff and partners, and gender and youth inclusion is integrated in a meaningful, impactful, and measurable way. The strategy provides guidance as well as expectation that staff and partners will intentionally integrate gender, youth and inclusion considerations wherever feasible. Strengthened understanding of gender and youth inclusion supports targeted actions and mainstreaming across all areas and reflects CABI's evolving focus as an organisation committed to reducing inequality through better opportunities for rural women and youth.

Over the past decades it has become more evident that all people do not experience equal access, opportunity and benefit from global aid and development investments. Subsequently, social inclusion has become an important aspect of aid and development across all sectors. For this reason, and to address the imbalance, development organisations and donors increasingly require attention be paid to ensuring that investments reach all people equally and do not continue to benefit just a few. With investments largely benefiting men, women and youth have been on the periphery of planning and have benefited at a much lesser rate than their older male counterparts. Supported by practical actions, specifically related to women and youth engagement, CABI seeks to address this imbalance and is becoming more visible in the countries we work as an advocate for gender and youth inclusion. This is a position from which CABI aims to expand, to influence others and to drive momentum for change to existing restrictive social norms. This is also a position to expand focus on social inclusion to reach other underserved populations

Gender and youth are situated within a broader framework of social inclusion, and CABI gender and youth staff work closely together to engage gender and age considerations (youth) with a collaborative and systematic approach. All CABI gender work accounts for youth considerations and ensures youth engagement. Likewise, all youth work in CABI supports gender equality and addresses gender considerations. Gender and youth staff lead and work closely together on gender and youth mainstreaming across CABI. Gender and youth inclusion sits under a broader umbrella of social inclusion.

While social inclusion involves both mainstreaming and more deliberate and targeted actions towards inclusion of a wide range of under-represented groups, CABI current focus is on gender and youth. As CABI develops in this area it is anticipated that the social inclusion reach will broaden to more intentionally target other under-represented groups such as people living with disabilities (PWDs), indigenous populations and those living in hard-to-reach locations, among others. CABI currently collects sex and age disaggregated data (SADD) for all activities and has the flexibility to collect data on other characteristics such as disability and/or education attainment level and location, as these are important to a given context. CABI is committed to the principle of 'do no harm' and monitors outcomes with respect to data collected. CABI collects data only on populations we directly serve,

acknowledging that data collection should not be conducted on populations who are not also responded to. Baseline data is collected on all characteristics designated as contextually important.

This Gender, Youth and Inclusion Strategy, which is in line with CABI EDI strategy, Youth Engagement Strategy (YES), Science Strategy, and Organisational Strategy, promotes an integrated approach, where the ways that we communicate, engage publicly, and carry out outreach and community dialogue activities, are as important as the way we conduct research and programme activities. Recognising that gender, youth and inclusion are dynamic, CABI supports continuous review of gender and youth priorities in internal corporate and human resource policies and practices as well as in its development work.

This Strategy follows Four Pillars of intersecting and overlapping effort, to progress gender, youth and inclusion across CABI:

- Pillar One: Capacity and Accountability
- Pillar Two: Communication, public engagement and outreach.
- Pillar Three: Transformative gender and youth mainstreaming.
- Pillar Four: Programming and collaboration: working with partners & stakeholders.

This Strategy covers the period of 4 years (July 2025- December 2028) when it will be reviewed and adjusted accordingly to CABI evolving interests and needs.

1.2 CABI Approach towards Gender and Youth Inclusion

Presently, the CABI approach to social inclusion focuses on youth and gender inclusion as farmers from these underserved groups represent significant numbers requiring targeted actions in our work. Moreover, women and youth face unique challenges in their access to agricultural services and in their engagement in the sector. These challenges present in the form of obstacles that ultimately prevent women and young people from full and meaningful engagement. For instance, women and young people encounter challenges in terms of land ownership and accessing financial support as well as access to markets. Women also experience time poverty in specific ways as well as gender-based challenges such as stereotypes and privileges. Both women and young people are often seen as lacking in terms of the requisite skills and capital for meaningful engagement. CABI's approach to gender is inclusive of all genders. However, as women are predominantly the underserved gender in the agriculture sector, our work is intentionally targeted towards achieving gender equality through women's empowerment. It is anticipated that whole communities – men and women – will benefit from women's empowerment. CABI specifically seeks to address gender-based barriers such as negative stereotypes and norms that prevent women's full engagement in the sector. Through supporting women's collectives and carefully designing behaviour change campaigns and through working with local gender technical working groups, CABI seeks to specifically target gender gaps in the agriculture sector that lead to inequalities.

All farmers have a gender and the fact that men and women experience the agriculture sector differently is well established and supports a gendered approach to inclusion. A youth focused approach is similarly important. Youth are a significant cohort in the countries we work; youth can be seen as an untapped resource for entrepreneurial engagement offering new ways of ensuring sustainability of the sector. In addition, youth currently face unique challenges that threaten their meaningful engagement.

Youth populations are approximately 35% of the country populations we work in, and as such, is a significant cohort. Moreover, as youth are the future of the agriculture sector it is critical that their unique skills and perspectives are engaged, and that intergenerational knowledge transfer is supported. CABI seeks to address gaps in youth meaningful participation through strengthening market aligned skills and supporting youth led business development, creating profitable career pathways, and fostering youth entrepreneurial enterprise.

The categories gender and youth are overlapping and intersecting. Women and youth farmers across the countries we work, are not homogenous groups and have different needs and priorities. For instance, when focussing on gender we are also considering the age-related concerns of men and women, specifically youth. When considering youth, we are considering both young men and young women. Focus on youth is often reduced to young men. However, CABI takes an intersectional and gender inclusive approach to youth engagement, recognising that often it is young women who carry the load within the sector. CABI recognises that it is critical to include the diversity of personal characteristics and lived experiences when designing interventions and that a 'one size fits all' approach cannot ensure local ownership or sustainable practice.

Gender inequality and youth exclusion are the outcomes of a complex system of intersecting exclusions that exist both formally and informally. These are deeply embedded from the family level to the institutional level, are systematic, and include multiple systems of disadvantage. Social inclusion should be addressed considering all people and specifically populations who are disproportionately underrepresented across the agricultural sector. Representation here refers to having a voice, making decisions, having access to services and resources, as well as being involved in the marketing of produce. Women and youth may in some contexts outnumber men as smallholder farmers, however, when it comes to political and economic representation, they remain disadvantaged. Women and youth are often in support, rather than decision making positions. This strategy confirms CABI's commitment to addressing these shortfalls and identifying areas where support could be most effective. A complex and transformative approach to gender and youth inclusion is necessary to address the compounded discrimination and barriers resulting from the intersections of gender and age with other characteristics.¹

Recognising barriers as the result of various forms of exclusion provides the platform from which to establish locally motivated initiatives that are driven by, and serve, diverse local contexts. In this way CABI gender and youth work emerge from the people and contexts we work in partnership with.

Women and youth are disproportionately underrepresented in positions of influence and decision-making across political and economic spheres. Identifying local, contextual priorities is critical to advancing gender and youth inclusion in each context. This Gender, Youth and Inclusion Strategy aims to support local priorities outlined in



¹ For example, while there are generally high levels of violence against women and girls, women and girls with disabilities experience violence 2-3 times more than women and girls without disabilities. Violence against women and girls creates and exacerbates (physical and psychosocial) disability and women and girls with disabilities experience violence in different ways than women and girls without disabilities.

national policies, action plans and development strategies. The Strategy supports national and regional gender and youth efforts through aligning with national policies and priorities and partnering with national and regional institutions to provide support to locally defined priorities.

Gender inequality and youth exclusion continue to present major constraints to development across the countries we work, affecting women and youth access to, participation in, and benefit from, formal and informal agricultural economy, and social and political life. CABI's goal is to respond to requests to strengthen the skills of local stakeholders to contribute to, and drive, the agriculture economy from within diverse local contexts.

2. Four Pillars of the Gender, Youth and Inclusion Strategy

2.1 Pillar One: Capacity and Accountability

Pillar One recognises that there are basic gender, youth and inclusion skills and knowledge required in order for agriculture development professionals to take accountability for ensuring inclusive, responsive programming that grants equal access, representation and benefit to all genders. CABI has a team of gender and youth experts who provide staff and implementing partners with basic as well as more specific and targeted trainings to support their inclusion and mainstreaming goals. An example of targeted trainings is *Gender and Communication* covering the ways in which we as an organisation include, speak about and visually represent gender. Capacity strengthening is the foundation of realising CABI and partner commitment to gender equality and youth engagement. Once capacity is strengthened, staff and partners are in a good place to take responsibility for mainstreaming gender and youth and integrating more inclusive actions.

Accountability also includes allocation of resources. It is important that gender, youth and inclusion considerations are at the forefront of resource planning and allocation. Gender, youth and inclusion activities and costs are considered as central to programme and project planning and as a critical step in mainstreaming inclusion. CABI gender and youth staff support inclusion mainstreaming through their expertise and provide planning and resource management support. Resources are allocated in consultation with the expert input from the gender and youth staff.

While CABI is currently successful in implementing several targeted youth and gender initiatives, mainstreaming inclusion in the field and across the organisation, requires systematic, unified and ongoing effort. A twin track approach that both mainstreams gender across the organisation and takes targeted actions towards achieving gender equality is widely understood to be the most impactful and sustainable approach to gender equality and social inclusion. CABI endeavours to take a twin track approach wherever possible. For instance, where a project may include a specific gender component such as a case study or gender analysis this will be complemented with ensuring that sex and age disaggregated data are collected and evaluated across the entire project. Where a project has no apparent youth or gender focus, CABI collects age and sex disaggregated data and looks for ways to include targeted youth and/or gender components that add value.

2.2 Pillar Two: Communication, Public Engagement and Outreach

Pillar two addresses the way we communicate our commitment to gender and youth inclusion. Communication, including images, language, and marketing, convey powerful messages that can perpetuate stereotypes, existing inequalities and exclusion of underserved groups. CABI plays a role in promoting gender and youth inclusion through the media we engage and from this position, CABI is well placed to share knowledge and support partner organisations to better understand and convey gender and youth inclusion across all media. A way forward for improved visibility of gender and youth on an organisational level and greater visibility on wider and globally mediated platforms are imperatives. This can be aided through strengthening visibility in publications and media.

Pillar Two includes integrating gender and youth considerations into public engagement to ensure that these are inclusive. Every public event is an opportunity for CABI and partners to share gender and youth engagement messaging. Each event is an appropriate opportunity to express commitment to gender and youth inclusion in agriculture. Through messaging gender and youth inclusion in each public event, CABI and partners can support social and behavioural change.

Communication also involves carefully planned outreach. CABI purposefully expands its reach through seeking and identifying gender and youth focused stakeholders, sharing communications with gender and youth stakeholders, and through identifying and engaging with gender and youth focused partners. In establishing all partnerships, CABI seeks to advance shared commitment with partner organisations to gender equality, youth engagement and social inclusion.

2.3 Pillar Three: Transformative Gender, Youth and Inclusion Programming.

This pillar involves creating space in all projects and programmes to address power relationships and restrictive norms and practices through gender and youth inclusion mainstreaming and targeted actions. Wherever possible all CABI projects and programmes include gender and youth inclusion analysis in their designs. All CABI projects and programmes collect sex and age disaggregated data and report on gender and youth in their annual reporting and quality assurance processes.

While focusing on gender and youth mainstreaming is one way to bring about transformative change, CABI also supports transformative goals through taking targeted actions. Transformative gender and youth programming requires that gender and youth considerations are embedded in the design phase of all projects and programmes and that obstacles to equal access, opportunity and benefit are identified and addressed. All CABI projects and programmes acknowledge and understand that transforming inequalities is a long-term and context specific commitment that requires strategic focus and allocation of resources. It is well documented that this commitment contributes to an increase in impact and productivity.

Transformative goals are reached as a result of the culmination of a collection of CABI efforts to mainstream inclusion across projects and programmes as well as through programmes intentionally designed to bring about change – such as the Burundi Community Consultation initiative in text box 1.

CABI recognises that individual, systematic, formal and informal change is required for transformation to occur. To address gender and age-related obstacles, CABI takes a multipronged approach recognising that women and men are not homogenous categories, and that national and regional differences inform programming and outcomes. For instance, not all heads of households are men, women play multiple on farm and off farm roles in different ways and across different contexts and often times it is female youth who require agriculture services more than male youth.

CABI also ensures that gender and youth considerations are integrated at the design phase of all research that engages on or impacts, human subjects. All research aims to be inclusive and provide measurable gender and youth data. Research reports include feasible and relevant recommendations for advancing gender and youth considerations in projects and programmes. The gender and youth teams provide the necessary technical advice and tools to support staff and partners, and local experts advise on contextual specificities to help drive CABI work on gender and youth. Local experts set priorities within the context of CABI initiatives and efforts and collaborate with CABI to reach targets.

A consolidated review of CABI gender research projects conducted in five countries found that there is common demand for gender and youth related initiatives to advance in the following 10 key areas: 1) communication and information sharing; 2) extension advisory services; 3) digital advisory services; 4) farmers cooperatives; 5) youth engagement; 6) leadership and decision making; 7) addressing social norms; 8) policy reform; 9) financial innovations; and 10) livelihood diversification and nutrition. The review also noted that there are opportunities for better coordination and overall monitoring of outcomes. These areas are interconnected and cooperative requiring systematic and sustained attention.

Leveraging and building upon existing successes CABI seeks to extend collaboration with stakeholders to bring about gender and youth balance in access, participation, and benefit from projects and programmes. Obstacles to equal access, opportunity and benefit are often most successfully addressed through addressing root causes of inequalities and exclusions.



In Burundi, CABI's work with community conversations exemplifies a transformative approach through engaging men and communities in gender equality and youth engagement initiatives. A holistic and inclusive approach to agricultural development yields more productive results.

Community conversations work because the model brings people together to communicate opinions and thoughts that might otherwise be left unchallenged. They include people from different parts of society including community and religious leaders, landowners, plant doctors, labourers, housewives – men and women from all walks of life.

These discussions help men and women to see life from each other's perspectives. They challenge social norms and help participants to think about why exactly men do certain jobs and women do others. They look at ways in which communities can benefit from helping women farm more effectively and productively. They present win-win situations.

The conversations identify issues the community needs to focus on and work towards changing. They have the potential to bring about transformative and lasting change.

CABI intentionally seeks ways to ensure that efforts have meaningful and sustainable change whereby harmful and restrictive social norms are challenged and addressed.

Pillar Three includes a small number of practical actions in design and implementation to advance in a consistent manner, allowing more meaningful analysis and reporting of progress over time. Tackling the social and gender norms that lead to inequality, this pillar aims to remove the barriers women and young people face, rather than working around them. This should mean that the formal and informal rules and beliefs that prevent equal access and benefits from CABI's engagement are reduced over time.

The transformative approach ensures that all genders and ages have equal access to, benefit from, and opportunity provided by CABI project and programme initiatives and activities. Successful gender and youth mainstreaming requires intentional efforts to address existing inequalities. This is an approach that necessitates visibility and effective organisational engagement to support outcomes. Strategic leadership and participatory planning are necessary first steps. Strategic meetings with local partners on gender and youth considerations set clear ways of working required for a consistent approach to gender and youth inclusion and mainstreaming in the contexts we work. This includes a shared understanding of priorities and responsibilities.

2.4 Pillar Four: Programming and Collaboration – Working with Partner Organisations

This pillar involves CABI partnering with current and emerging women leaders, youth leaders and gender champions across government and civil society. Working alongside women and youth leaders and champions is an effective way to ensure that local actors take the lead in directing and driving CABI efforts towards responding to context priorities.

All activities under CABI projects and programmes have an element of standing with women and youth to enhance their voice and agency, regardless of the specific goals of the activity. This has the added value of strengthening capacity and leadership of the women and young people we work with. This contributes strategically to CABI's broader efforts in gender equality and youth engagement across projects and programmes as described in the CABI Strategy.

Working with partner organisations such as governments, universities and civil society organisations is critical to local ownership and sustainability, and to reaching both CABI Strategy goals and global SDGs. CABI has had notable gender successes in working with partner organisations across the countries served. For example, in Zambia, CABI works with extension advisory services and local universities to support smallholder farmers. This support involves intentional focus on gender equality and youth engagement. CABI provided gender, youth engagement and research methods trainings to partner organisations to strengthen their knowledge and skills in these areas. An outcome of these efforts is that local partners have cascaded these trainings and extension staff provide more inclusive services.

In Pakistan and Ghana, the PlantwisePlus programme has supported stakeholder engagement through piloting Gender Technical Working Groups. Over the past 3 years the groups have advanced shared commitments amongst members to integrate gender inclusivity in member project designs and improved workplace conditions for women extension staff and plant doctors. They have also been instrumental in skill and capacity strengthening and in supporting members to conduct more robust research and collection of sex and age disaggregated data.

A transformative approach to mainstreaming gender and youth is an approach driven through and by each local context. The approach emerges from the context in collaboration with CABI and with CABI technical support. This ensures both ownership as well as increased impact and sustainability.

CABI works in a coordinated and coherent manner to increase acceptance amongst stakeholders that overcoming barriers to gender and youth inclusion is a driver of development in agriculture. Understanding that gender inequality and social exclusion inhibit development, is a crucial precursor for stakeholders to take action to improve gender and youth inclusion in agricultural practice.

CABI is well placed to strengthen partners' skills and commitments to gender equality and youth engagement. Gender and youth considerations are critical in evaluating and selecting partners. CABI intentionally seeks partner organisations with a clear commitment to gender equality and youth engagement. These commitments are driven by local demand and are contextually focused. CABI requires support of gender equality and youth engagement in all agreed contracts with partner organisations.



Locally driven, these working groups ensure buy-in and local leadership. The success of these has led to plans to scale the concept out to all PW+ programme focus countries.

The concept and pilot have been adapted and developed as a model for CABI gender work in PW+ in 2025 and beyond.

The model is a useful resource for all CABI projects and programmes. The model is flexible and promotes local ownership and adaption to different contexts. It contains ongoing support to ensure the groups continue beyond the life of CABI engagement.

In 2025 CABI has successfully launched Gender Technical Working Groups in Bangladesh and Zambia. Local ministries, government, non-government and civil society organisations as well as farmer groups and advisory services representatives have welcomed the focus and collaboration with CABI to address social inclusion shortfalls in the agriculture sectors in their respective countries.

3. Management Mechanisms

Throughout the year CABI gender and inclusion staff engage with local partners to provide reflection on progress made, successes and challenges with CABI gender and youth work. The gender and inclusion technical experts seek partner and stakeholder input on progress in pillars three and four of this strategy. The reflections provide opportunities to review progress against the objectives and support reporting and quality assurance processes. They also provide the opportunity to check alignment with local priorities. CABI uses the following management mechanisms to support the implementation of this Gender, Youth and Inclusion Strategy.

3.1 Roles and Responsibilities

This Gender, Youth and Inclusion Strategy is applicable to all employees of CABI, and the Director of Social Science oversees its implementation. All centres and programmes will have technical support from the Gender and Inclusion staff to provide understanding on how the strategy applies to their work and how they can best align with the strategy.

Work towards the outcomes and implementing the actions under the four pillars of this Strategy will be led by the Social Science Director and CABI gender and inclusion staff. Regional Gender staff are responsible for ensuring that local partners lead on the work of Technical Working Groups with support from CABI.

3.2 Monitoring, Evaluation and Learning

To operationalise the strategy, a yearly action plan is developed and agreed at the beginning of each financial year. Activities under the action plan are regularly assessed against this Strategy's objectives using a set of indicators. At the end of the financial year the action plan is evaluated in consultation with relevant partner organisations with lessons learned considered to form a new action plan for the next financial year. This consultation process will further strengthen CABI's localised approach to gender, youth and inclusion. CABI will conduct an internal evaluation of the implementation of the Gender, Youth and Inclusion Strategy upon its completion.

Appendix 1: Definitions

Disability Inclusion involves understanding the relationship between the way people participate in society and making sure that people living with disabilities have the same opportunities to participate in every aspect of life to the best of their abilities and desires. Disability inclusion supports a person's full and effective participation in, and benefits from, society including in decision making.

Gender refers to the socially constructed roles, behaviours, activities, and attributes that a society considers appropriate for a person based on his or her assigned sex at birth. Gender is learned, changes over time and varies within and across cultures. In most places differences and inequalities are prescribed based on gender differences. Men, women, boys and girls are prescribed different responsibilities, roles, activities, access and control over resources as well as education and employment opportunities and decision making. The gender role assignment for a person who identifies as non-binary is most often assumed by others.

Gender Analysis refers to the process of understanding the relationships between females, males and non-binary and their access to and control of resources, their roles, and the constraints they face relative to each other. A gender analysis is important to ensure that gender-based inequalities are not exacerbated through interventions and that where possible greater equality, representation, and justice in gender relations are promoted.

Gender Balance is a human resource term that refers to the equal gender participation, in all areas of work across all levels, including at senior levels and in programmes and partnerships that CABI initiates and/or supports.

Gender Equality refers to equal opportunities, rights and responsibilities for all genders. This does not mean that all genders are the same. Gender equality does not mean that every person must share the same life experiences and outcomes but that their rights, responsibilities, and opportunities will not depend on their gender. Gender equality is both a human right and a precondition for sustainable people-centred development. Ongoing discrimination, weaknesses in laws, policies and institutions, and social relations are obstacles to attaining gender equality.

Gender Equality and Social Inclusion (GESI) are two interlinked concepts that help improve access to goods and services for all, including women and excluded populations such as youth, the elderly and people living with disabilities. GESI promotes inclusive policies and focuses on increasing the power of excluded populations. GESI is an approach intended to eliminate existing barriers to increase access, enable decision-making and participation of marginalised populations. GESI requires creating enabling environments for all men and women to engage in and benefit equally from interventions.

Gender Mainstreaming involves ensuring that attention to the goal of gender equality is central to all activities – policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring and evaluation of programmes and projects. It includes integrated interventions aimed at shaping mainstream policies, sectors initiatives and government systems. The purpose of gender mainstreaming is to make the concerns and experiences of all people a fundamental part of the design, implementation, monitoring and evaluation of policies and programs in all political, economic, and social spheres so that all people benefit equally, and inequality is not perpetuated. The goal is to achieve gender equality. Gender mainstreaming occurs from the inception of programme design.

Gender Relations refers to the economic, social, and power relations between genders that are constructed and reinforced by the rules, practices and social norms or biases of social institutions.

Intersectional Approach acknowledges systemic discrimination due to sexual orientation and identity, gender and gender identity, race, economic status, immigration status, national origin, and ability, among other aspects of one's identity, and that this systemic discrimination impacts access to opportunity. An intersectional approach shows how people's identity characteristics can overlap resulting in a compounded experience of discrimination.

Person Living with Disability is defined as someone who has a long-term physical, mental, intellectual, or sensory impairment that can, in interaction with various barriers, hinder a person's full and effective access to, participation in and benefits from society on an equal basis with others.

Social Inclusion describes the process of making considerations for certain groups that are systematically disadvantaged because they are discriminated against based on factors such as (but not limited to) disability, gender, ethnicity, race, religion, sexual orientation, age, literacy, language, migrant status or where they live. Discrimination occurs in public institutions, such as the legal systems or education and health services, as well as social institutions such as the home, place of worship and private companies. Social inclusion involves making conscious efforts to provide for underrepresented members of the society by ensuring their access to assets and social justice. Social inclusion is defined as the process of improving peoples' access, ability, opportunity, and dignity of people disadvantaged based on their identity to take part in society.

Youth CABI defines 'youth' as men and women between the ages of 18 and 35 years. Youth is acknowledged by CABI to be a heterogeneous category. While CABI recognises the influence of age and gender on their needs and opportunities, other intersectional issues such as level of education and skillset, family status, disability, location (rural vs urban) among others must be well understood and programming interventions tailored to address the unique needs. For instance, an 18-year-old young man who left school at 14 is likely to have quite different needs and aspirations compared to a 32-year-old young woman with 2 children and no husband.

Youth Engagement refers to the active participation of young people in society, communities, and decision-making processes. It involves young people being involved in activities, initiatives, or programs that allow them to contribute their ideas, perspectives, and skills to address issues that affect them and their communities.

Africa

Ghana

CABI, CSIR Campus
No.6 Agostino Neto Road
Airport Residential Area
P.O. Box CT 8630
Cantonments
Accra, Ghana
T: +233 (0) 302 797 202
E: westafrica@cabi.org

Kenya

CABI, Canary Bird
673 Limuru Road
Muthaiga
P.O. Box 633-00621
Nairobi, Kenya
T: +254 (0) 20 2271000/20
E: africa@cabi.org

Zambia

CABI, 5834 Mwange Close
Kalundu, P.O. Box 37589
Lusaka, Zambia
T: +26 0967 619 665
E: southernafrica@cabi.org

Americas

Brazil

CABI, Avenida
Universitária, 3780
Bairro Altos do Paraíso
Botucatu-SP, 18610-034,
Brazil
T: +55 (14) 3880 7670
E: y.colmenarez@cabi.org

Trinidad & Tobago

CABI, 59 Gordon Street
St. Augustine
TUNAPUNA 331323
Trinidad & Tobago
T: +1 868 645 7628
E: n.ramnanan@cabi.org

USA

CABI, 6 Liberty Square
#2775
Boston, MA 02109
USA
T: +1 (617) 682 9015
E: h.jansen@cabi.org

Asia

China

CABI, Beijing
Representative
Office
Internal Post Box 85
Chinese Academy of
Agricultural Sciences
12 Zhongguancun Nandajie
Beijing 100081, China
T: +86 (0) 10 8210 5692
E: china@cabi.org

India

CABI, 2nd Floor, CG Block
NASC Complex
DP Shastri Marg
Opp. Todapur Village
PUSA
New Delhi – 110012, India
T: +91 (0) 11 2584 1906
E: india@cabi.org

Malaysia

CABI, Building A19
43400 MARDI Serdang
Selangor, Malaysia
T: +60 (0) 3 89432921
E: cabisea@cabi.org

Pakistan

CABI, Opposite 1-A
Data Gunj Baksh Road
Satellite Town, PO Box 8
Rawalpindi, Pakistan
T: +92 51 929 2062/
+92 51 843 4979
E: cabi.cwa@cabi.org

Europe

Netherlands

CABI, Landgoed Leusderend 32
3832 RC Leusden
The Netherlands
T: +31 (0) 33 4321031
E: netherlands@cabi.org

Switzerland

CABI, Rue des Grillons 1
CH-2800 Delemont
Switzerland
T: +41 (0) 32 421 4870
E: europe-CH@cabi.org

UK

CABI, Nosworthy Way
Wallingford, Oxfordshire
OX10 8DE, UK
T: +44 (0) 1491 832111
E: corporate@cabi.org

CABI, Silwood Park
Buckhurst Road, Ascot
Berkshire, SL5 7PY, UK
T: +44 (0) 1491 829080
E: cabieurope-uk@cabi.org
E: microbialservices@cabi.org