

A photograph of a woman with short dark hair, wearing a grey polo shirt with colorful stripes on the sleeves, smiling as she holds several ripe red tomatoes in a field. The background is a blurred green field.

Gender and Inclusion Policy in CABI 2026-2028

CABI's Gender and Inclusion Strategy (2026-2028) aims to address gender, youth, and broader inclusion across its projects, programmes, and organisational practices. This strategy helps the organisation to deliver its commitments towards Sustainable Development Goal 5: Achieve gender equality and empower all women and girls. The strategy outlines CABI's commitment to the legally binding international treaty of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration on Gender Equality and the ILO Convention on Gender Equality in the World of Work. The UN has declared 2026 "The International Year of the Woman Farmer" further highlighting the importance of CABI's role in promoting gender and social inclusion.

Strategic goal

The strategic goal is to strengthen knowledge and practice of gender and social inclusion across CABI, with our implementing partners and the farming communities we serve, so that inclusion considerations are fully understood by all staff and partners, and integrated in a meaningful, impactful, and measurable way.

CABI's gender and inclusion strategy aims to ensure that:

- Gender and inclusion are integrated into every aspect of our work through integration into organisation policies, procedures, programmes, networking and partnership strategies.
- Staff and partners are supported in targeted actions to mainstream inclusivity across all areas and to reduce inequality through better opportunities for rural women and youth.

CABI's Gender and Inclusion Strategy framework provides a structured pathway for moving from identifying exclusion to achieving measurable and transformative impact. The framework advances equitable participation by institutionalising gender inclusion, strengthening individual and institutional capacities, and addressing systemic obstacles that limit access to services and resources.

Strategic Pillars of the Gender and Inclusion Strategy

The Strategy follows three intersecting and overlapping pillars that progress gender and inclusion across CABI.

Pillar 1: Capacity and Accountability: Equipping professionals with the skills to deliver gender inclusive and responsive programming

CABI's gender experts provide staff and implementing partners with basic and targeted trainings to support inclusion and mainstreaming goals. Gender and inclusion considerations are prioritised in programme/ project planning, with related activities and resource allocation integrated into programme and project budgets as a core element of mainstreaming.

Commitment

Community level. Equitable delivery of advisory services and technologies by ensuring CABI staff and partners are trained, accountable, and equipped to address gender-based barriers at community and household levels. Ensure staff and partners have the skills to recognise and respond to gender dynamics in community-level interventions.

Organisation level. Institutionalise gender and inclusion through staff training, policies, programme designs and through gender-responsive budgeting.

Pillar 2: Communication, Public Engagement and Outreach: Prioritising inclusive communication, public engagement and outreach

CABI, along with its partners aims to sensitise stakeholders on gender and social inclusion through multi-media engagements. To ensure inclusive outreach, public engagement activities will integrate gender, youth and inclusion considerations to ensure women, men and marginalised groups are meaningfully represented and participate. Communication approaches will prioritise accessible, culturally appropriate and gender-responsive messaging to reach diverse audiences. Every event provides an opportunity to reinforce CABI's commitment to gender and social inclusion and to support positive social and behavioural change.

Commitment

Community level. Promote gender inclusive information flows and advisory communication that enable women and youth farmers to participate equally in learning, innovation uptake, and decision-making. Ensure women and youth are visible, represented, and able to access relevant information through inclusive communication, outreach, and engagement platforms.

Organisation level. Demonstrate leadership on gender inclusion through inclusive communication standards, gender-balanced public representation, and consistent, culturally appropriate messaging across all public engagement platforms in alignment with partners.

Pillar 3: Collaboration and Programming: Collaboration and delivering transformative programming for gender inclusion

CABI projects and programmes adopt a systematic approach that combines gender mainstreaming and targeted actions to advance transformative gender and social inclusion, recognising the unequal effects of climate change. These principles are integrated throughout the project cycle from design and implementation to monitoring to identify and address structural and social barriers that limit equitable access to resources, participation, and benefit. Through multi-stakeholder partnerships and sustained resourcing, CABI works to shift power dynamics and promote long-term agricultural equality. A focused set of practical actions support consistent analysis, tracking, and reporting of progress over time.

Commitment

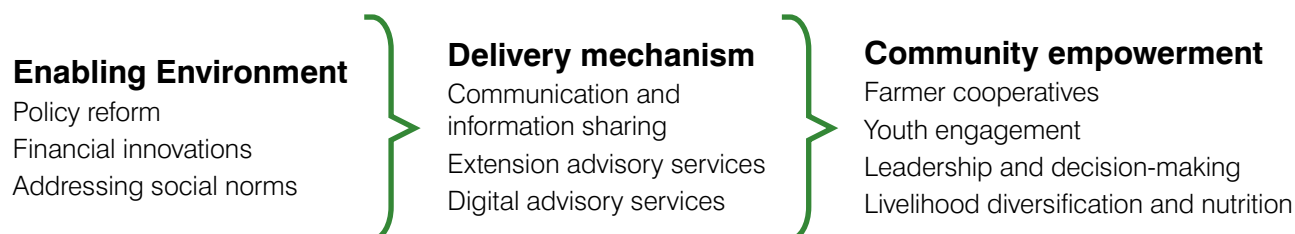
Community level. Ensure equitable access to resources, participation, and benefits for women farmers. Address power relations, restrictive norms, and social barriers by embedding community-informed approaches in design and implementation. Strengthen the voice, agency, and leadership of women by engaging with like-minded organisations and community level coalitions and networks.

Organisation level. Adopt a systematic, evidence-based approach to mainstreaming gender inclusion across all projects and research. Build and sustain strategic partnerships that demonstrate clear commitments to gender equality and social inclusion and equitable development outcomes.

Examples of transformative work

Transformative goals are achieved by mainstreaming gender and social inclusion across all projects and programmes, alongside targeted initiatives designed to drive lasting change.

Embedding Research Outcomes



All research is inclusive and generates measurable gender and youth data, with reports providing practical recommendations to strengthen gender and youth integration across projects and programmes. A review of CABI gender research conducted in five countries found common demands for gender related initiatives to advance resilient and inclusive agricultural growth. The research found policy and financial reforms, delivered through advisory and information services, drive empowerment of diverse groups including women, youth and cooperatives. The review also identified opportunities to strengthen coordination and improve outcome monitoring across these ten interconnected areas, requiring systematic and sustained attention in projects and programmes.

Gender Technical Working Groups

In Pakistan and Ghana, the PlantwisePlus programme has supported sustained stakeholder engagement to advance gender inclusivity through piloting Gender Technical Working Groups (GTWGs). Over the past three years these groups have advanced shared commitments to integrate gender inclusivity in project designs and improved the workplace for women extension staff and plant doctors. These groups are strengthening skills, capacities and supporting members to conduct research and collection of sex and age disaggregated data. GTWGs ensure ownership, local leadership, and sustainability, with the goal of supporting longer-term institutional change.

The success of the pilot GTWGs in Pakistan and Ghana has led to the model being adapted for CABI's gender work in PlantwisePlus and beyond. It now serves as a practical resource across CABI's projects and programmes, promoting adaptability, local ownership, and sustainability. Local ministries, government, non-government and civil society organisations as well as farmer groups and advisory services representatives have welcomed collaboration with CABI to address social inclusion shortfalls in the agriculture sectors in their respective countries.

Community Conversations

In Burundi, CABI's work using Community Conversations has supported transformative change through engaging community members in dialogue on gender equality and youth engagement. The approach provides a holistic and inclusive way to understand deep-rooted social norms that present obstacles to women's active participation.

Community Conversations create a space for people to share views that might otherwise go unchallenged. Participants, including community and religious leaders, landowners, plant doctors, labourers, youth, and household members, engage in dialogues that help them understand each other's perspectives, question social norms, and reflect on gendered roles. These discussions highlight how communities can benefit from supporting women to farm more effectively and identify priority issues for collective action, helping to drive transformative and lasting change.





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