

Lessons from the Field

Working Innovatively with Researchers – Challenges, Lessons and way forward

- Munawar Kazmi & Gerard McEvelly

Clearly it's not easy for women in modern society, no matter where they live. We still have to go the extra mile to prove that we are equal to men. we have to work longer hours and make more sacrifices. And we must emotionally protect ourselves from unfair, often vicious attacks made on us.”

— Benazir Bhutto



Setting the Scene



Labour employed in Agriculture

Males 33.1 % & Females 72.7%





The Journey of Program

Traditional -
tick the box
approach

Putting gender
specialists in separate
project along with
commodity projects

Attempting Change in attitudes
& approaches of biophysical
researchers

2006-2010

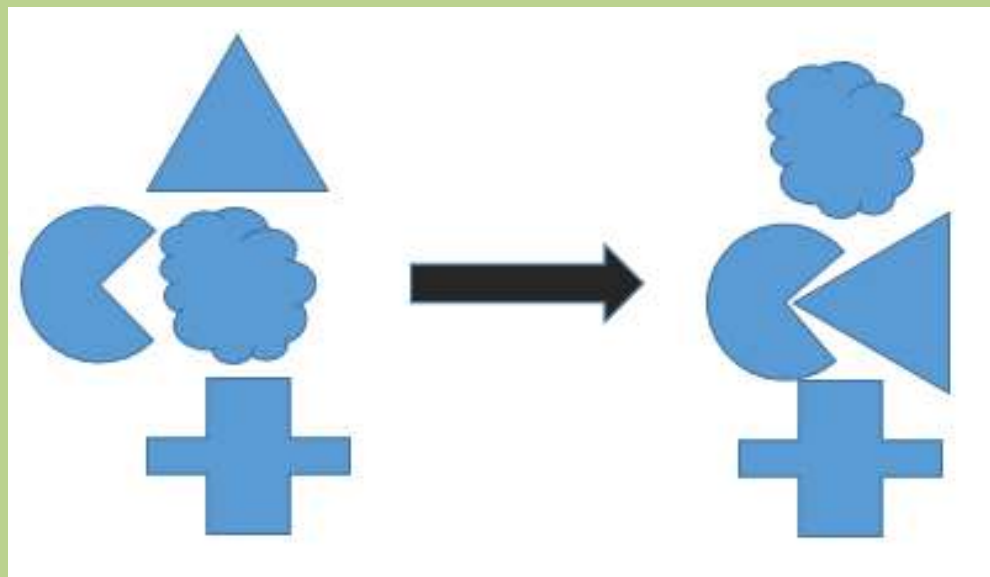
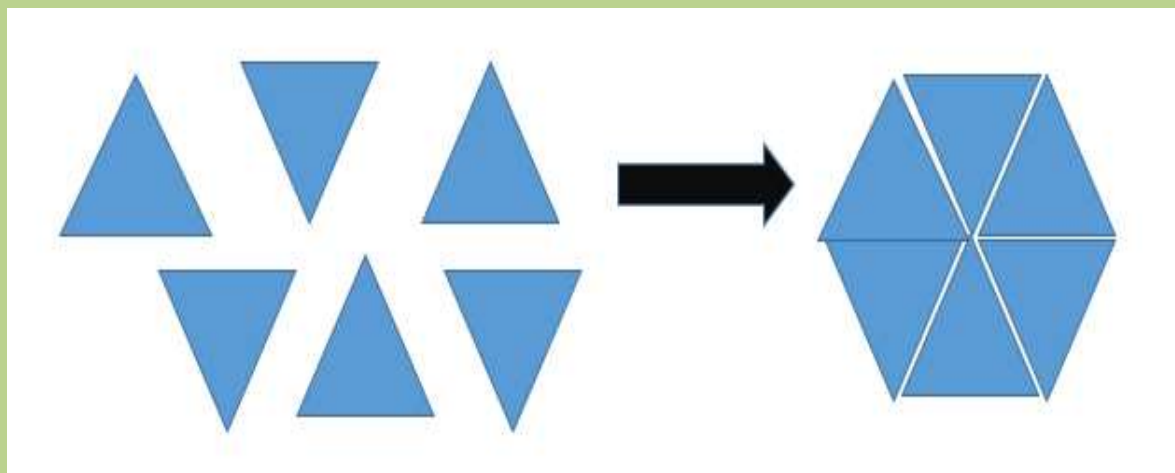
2011-2016

2018-----

My Journey

- PhD in Plant Sciences – trained as biophysical scientist
- Due to interest in human interaction and facilitation always interested in directly working in field along with farmers
- Working with ACIAR gave exposure to social scientists and importance of gender !
- I had no idea of gender development and women empowerment.....
- **It looks every answer leads to more complex issues !**

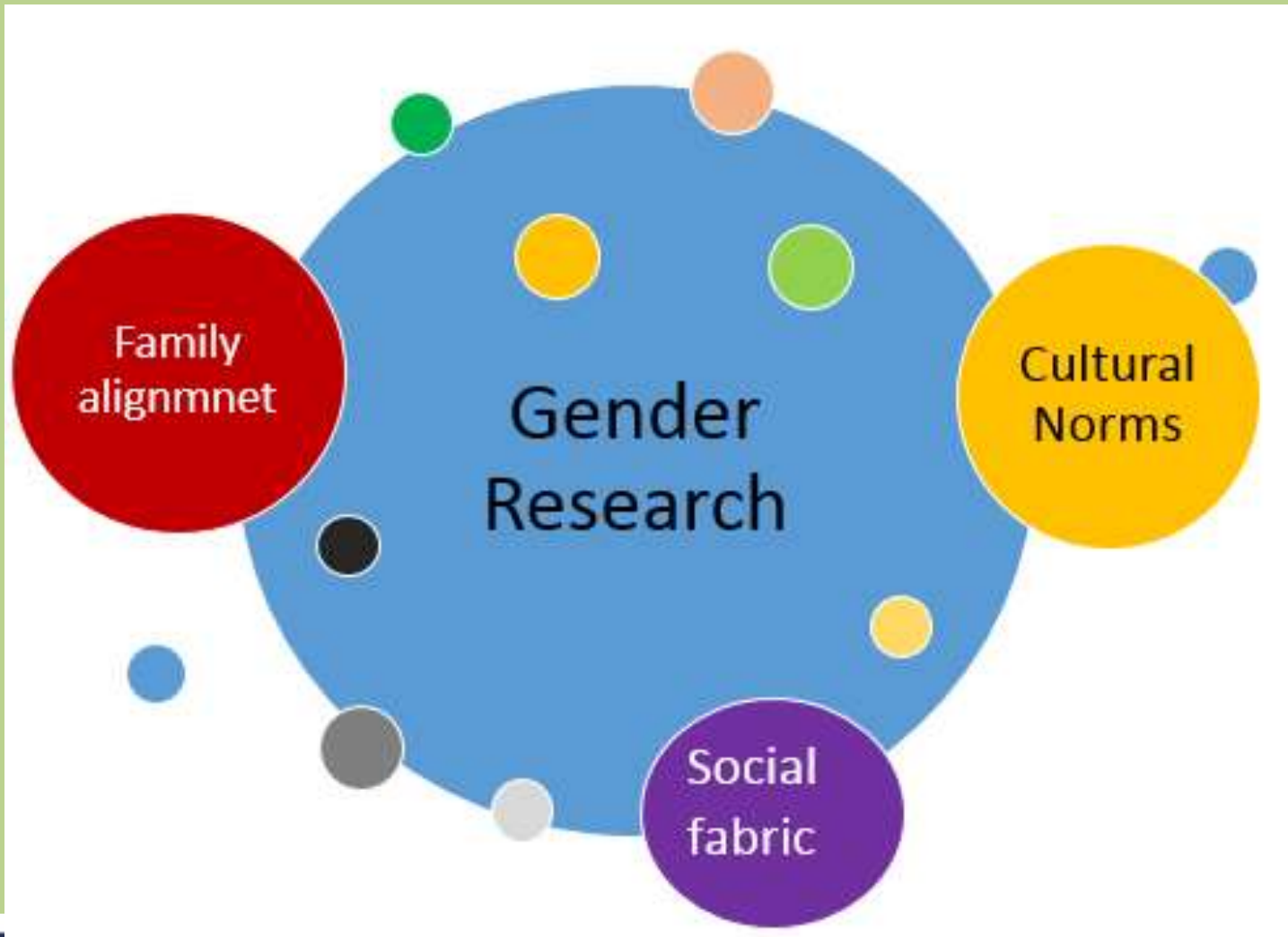
Challenges

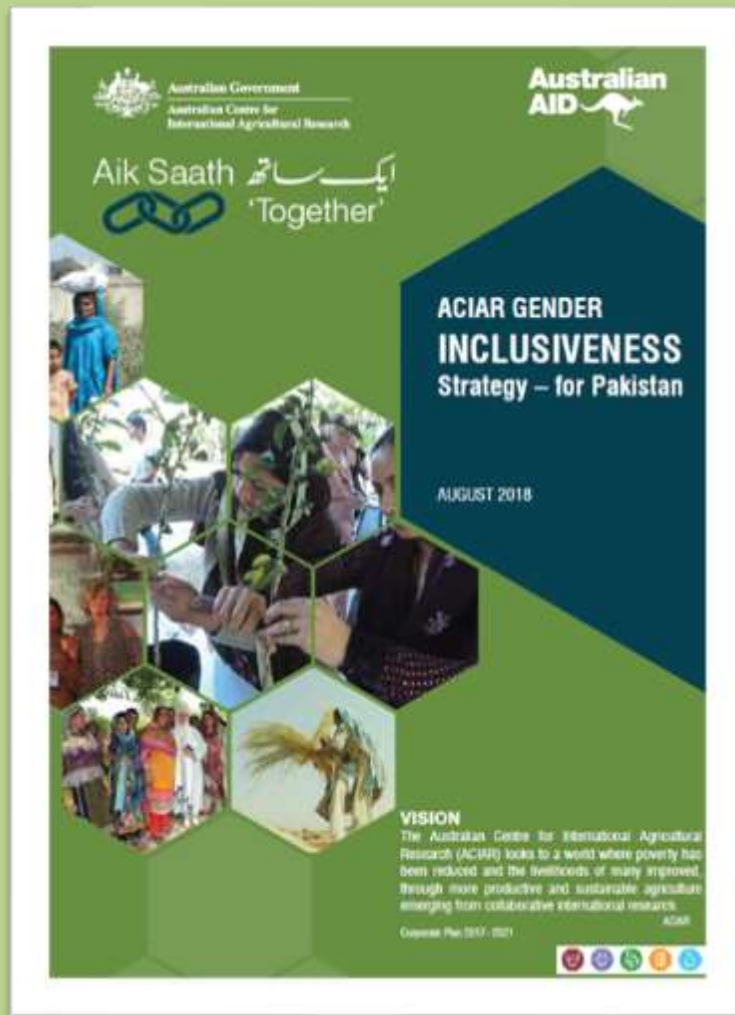


Biophysical Research



Dynamics for Gender Research





Gender Inclusive Strategy - for Pakistan



Gender mainstreamed in design & personnel

Professional Development

1. Each **stage of project** life cycle from planning to activities and reporting

2. Each **team member's** role & tasks

3. Each **partner's** role & tasks

4. **Program-level support** - liaison and coordination of expertise

Way Forward

- The Way forward is the sharing of learning & experience with the support from ACIAR and Country Office – if we cannot do that it will be just another document.
- It is about internalization – than implementation

Thank You

