

INSIGHTS FROM THE GENDER UP WORKSHOP

A Gender Responsive Method to Scale

Team: Asma Souissi, Hassen Ouerghemmi, Rihab Mejri, Zahra Shiri, Boubaker Dhehibi and Aymen Frija

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This report aims to highlight discussions from the Gender-Up workshop on implementing the Controlled Designation of Origin (AOC) for olive oil in the El Kef region. Key stakeholders, including local farmers and government representatives, collaborated to ensure inclusive scaling that addresses the needs of marginalized groups. Using the Gender-Up method, participants defined scaling ambitions and examined social dimensions affecting access to AOC benefits, focusing on challenges faced by vulnerable groups like women and young farmers. The workshop concluded with actionable strategies to promote community engagement and equitable distribution of benefits within the olive oil sector.

The CGIAR initiative Transformational Agroecology across Food, Land and Water Systems develops and scales agroecological innovations with small-scale farmers and other food system actors in seven low- and middle-income countries. It is one of 32 initiatives of CGIAR, a global research partnership for a food-secure future, dedicated to transforming food, land, and water systems in a climate crisis.

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Terminology and acronyms

AOC	Controlled Designation of Origin
APIA	Agricultural Investment Promotion Agency
AVFA	Agency for Agricultural Extension and Training
CEPEX	Center for the Promotion of Exports
CRDA	Regional Commissariat to the Agricultural Development
CREDIF	Center for Research and Development of Financial Institutions
CTAB	Technical Center for Organic Agriculture
CTV	Territorial Extension Unit
GDA	Agricultural Development Group
ICARDA	International Center for Agricultural Research in the Dry Areas
INORPI	National Institute of Standardization and Industrial Property
INRAT	National Institute of Agronomic Research of Tunis
INERGREF	National Research Institute of Rural Engineering, Water and Forests
IRESA	Institute of Agricultural Research and Higher Education
IO	The Olive Institute
NGO	Non-Governmental Organization
OEP	Office of Livestock and Pasture
ONH	The National Olive Oil Office
SYNAGRI	Tunisian Farmers Union
URAP	Regional Agriculture and Fisheries Union
UTAP	Tunisian Union of Agriculture and Fishing
UTICA	Tunisian Union of Industry, Commerce and Crafts

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Abstract

On November 14 and 15, 2024, a workshop was held in Hammamet (Tunisia) to discuss the implementation of the Controlled Designation of Origin (AOC) for olive oil in the "Elles" region of El Kef Governorate, as part of the Agroecology Initiative. This event gathered key stakeholders, including local farmers, researchers, extension and development services, and government representatives from the Regional Commissariat for Agricultural Development (CRDA). The primary objective was to apply the Gender-Up method, ensuring that the scaling of the AOC is inclusive and considers the diverse social dimensions impacting marginalized groups.

The workshop followed a structured approach based on five critical stages of the Gender-Up method. First, participants defined the scaling ambition by identifying the core innovation and outlining the current scaling strategy. This led to a discussion about the AOC as an innovation that could enhance both the quality and marketability of local olive oil while promoting sustainable agricultural practices. The significance of AOC for local agriculture and community livelihoods was emphasized, particularly its potential to boost farmers' incomes and improve the region's reputation. Next, attendees explored relevant social dimensions, examining factors such as wealth status, age, and education that are pertinent to the scaling context. This second step was based on the dimensions of diversity survey applied during the workshop. The exploration of survey results revealed demographic diversity within the community and highlighted how social identities influence access to AOC benefits. The discussions underscored challenges faced by vulnerable groups, particularly women and young farmers, who often encounter barriers to market access and financial resources.

The participants then moved on to understand the implications of intersectionality, analyzing how these social dimensions intersect to identify groups that should be prioritized in the scaling strategy. This segment included dialogues about potential unintended consequences of implementing the AOC, such as exacerbating existing inequalities or creating dependency on external markets. Strategies were brainstormed to mitigate negative impacts, allowing participants to revisit their original scaling strategy and rethink activities in light of identified barriers. Finally, the workshop concluded with a focus on integrating Gender-Up into project work plans. Participants collaboratively developed actionable strategies aimed at ensuring inclusive scaling of the AOC. Proposals included targeted training programs to enhance farmers' technical skills, innovative financing mechanisms for marginalized groups, and community engagement initiatives designed to foster a sense of ownership among local stakeholders.

Overall, this workshop highlighted the importance of addressing social differentiation in agricultural innovations. By equipping participants with valuable insights, it aimed to enhance community engagement and promote the long-term viability of olive oil production in the region through added value and equitable distribution of benefits as part of advancing the Agroecology Initiative.

Key Words: Inclusivity, agroecology, social dimensions, innovation, scaling up, gender, intersectionality.

1. Introduction

Gender issues represent priority concerns for an increasing number of development and research initiatives. Promoting the integration of gender awareness in most research and training activities is therefore a matter of both scientific credibility and benefit to the communities and people that the research and training are supposed to serve. Gender Up¹ is a conversational approach designed to assist innovation teams in scaling their projects responsibly. The different stages of the method aim to assess the existing environment and identify the specific gender-related challenges and opportunities relevant to the project, to develop, and execute strategies that align with the goals while being mindful of gender dynamics throughout the implementation phase of the core innovation (McGuire et al. 2024). The continuous assessment of outcomes is crucial to measure impact, allowing teams to adapt their approaches based on feedback and results to enhance effectiveness in integrating gender and social considerations into project development and execution.

The gender workshop is the core method of Gender Up as it aims to support the attendees in understanding the importance of diversity management on their own terms. The method also helps attendees find new management tools so that team members can spark ideas, enhance discussions, and improve products.

As part of the agroecology research initiative (Working Package 3) implemented in Tunisia by ICARDA and its national partners, a workshop titled "Gender Up - A Method for Responsible Scaling," took place on November 14-15, 2024. The primary objective of this workshop was to discuss and explore innovation and scaling strategies while integrating gender and intersectionality dimensions. Recognizing gender issues is essential to ensure that agricultural development projects are inclusive and address the needs of all stakeholders, particularly women, who play a crucial role in the olive oil sector in Tunisia.

The workshop promoted inclusive and responsible approaches within scaling projects. Through a series of presentations and interactive activities, the challenges and opportunities related to integrating diversity into these processes are addressed. The aim is to encourage collective reflection on how innovations can be deployed to enhance women's participation and promote their economic empowerment while considering local specificities.

2. Implementation of the Gender Up workshop

The workshop was facilitated by two certified facilitators trained in the Gender-Up methodology. Following their training, two additional animators were prepared to assist in the workshop, which brought together various stakeholders from the Agroecology Initiative². Selection for the workshop participants for the Gender Up was based on an

¹ <https://genderup.ucdavis.edu/>

² [Agroecology - CGIAR](#)

inclusive and participatory process with the involvement of the institutional leads. These aimed at a mix from all other categories, including farmers, researchers, development institutions, and extension services, to represent perspectives comprehensively across different stakeholders. The facilitators discussed participant selection in order to clearly pinpoint the target audience. The factors put into consideration included the seniority levels of participants and the groups represented, ensuring that both men and women could actively participate in the workshop. A list of participants is included in Appendix 1. The program (Appendix 2) was structured around the five steps of the Gender-Up methodology (Figure 1).

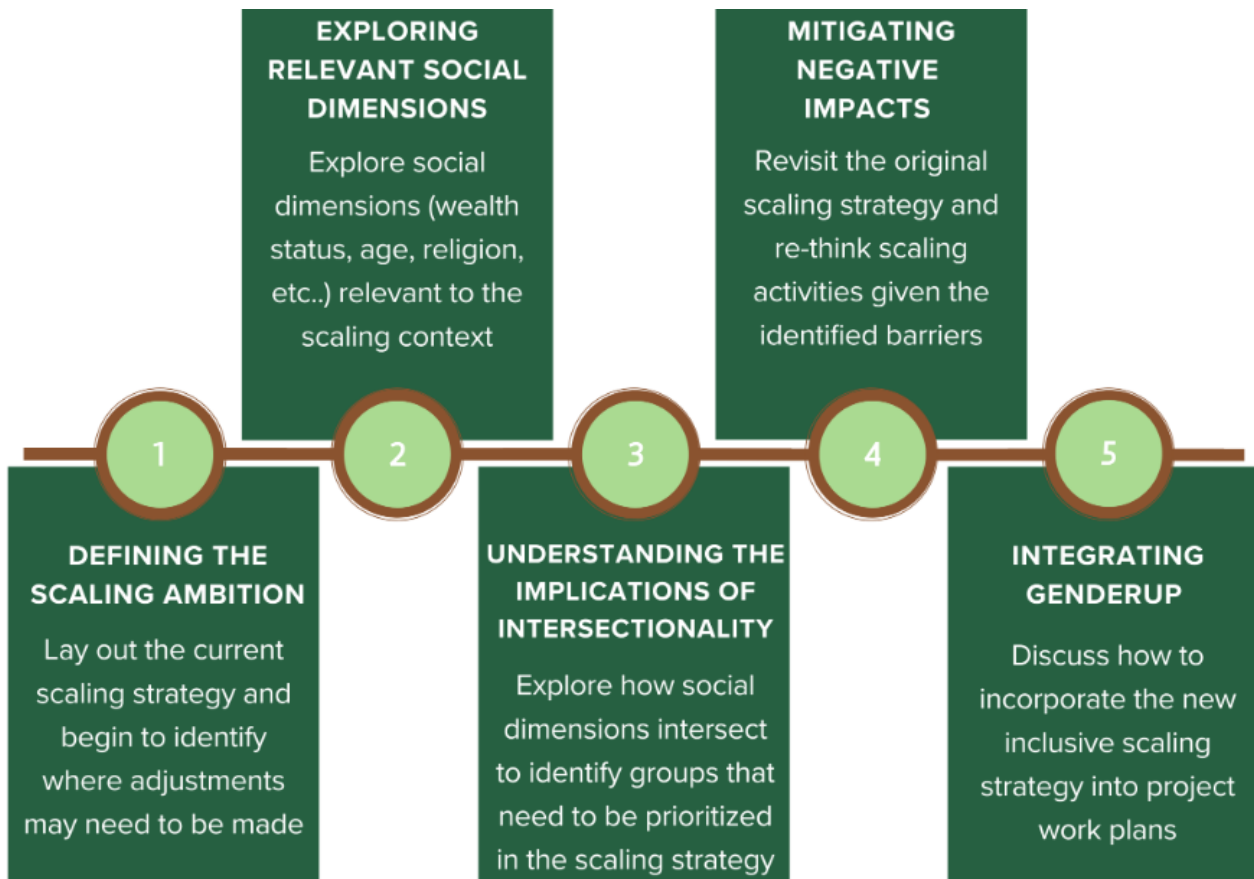


Figure 1. Steps to inclusive scaling strategy using the Gender Up method (Source: <https://genderup.ucdavis.edu/>)

The Gender Up workshop aims to raise awareness among participants about gender issues and social dimensions, ensuring a responsible scaling of innovations across various initiatives and projects. It facilitates an understanding of how factors such as gender, age, education, and mobility intersect to influence individual experiences. Through interactive discussions and practical activities, the workshop seeks to develop skills that promote equity and create concrete action plans to integrate these values into national institutions as well as in research and development projects.

The workshop started with a presentation outlining the workshop's goals, explaining the steps involved, and providing guidelines for the different activities planned.

To begin with, there was a pre-survey in order to identify the prior knowledge that the participants had. The presurvey questions are detailed in appendix 3.

The initial activity focused on defining the innovation and scaling ambitions of the project. To provide clarity for subsequent activities, Mr. Mahdi Fendri delivered a presentation on the implementation of the AOC in the Elles region. This presentation aimed to enhance participants' understanding of the core innovation. Following this, participants were invited to share their insights based on their involvement in the project. The key questions guiding this stage were inspired by Figure 2 and translated into French to ensure accessibility for all attendees.

Your innovation

What is the core innovation you are aiming to scale?	Describe which problem the innovation is solving
Describe which development goals the innovation is contributing to	What is the purpose of scaling? What ends do you aim to achieve?

The context

Are there other innovations that you are promoting at the same time?	Describe the context where the innovation will be launched (social, geographical, agricultural...)
Describe what your innovation will replace	Describe on which scale you want to have an impact: in the community, regionally, or nationally?

Figure 2. Stage 1. a. defining the innovation and scaling ambition
 (Source: <https://genderup.ucdavis.edu/>)

Subsequent activities included a review of existing scaling strategies and discussions on social dimensions emphasizing the importance of these concepts in the context of agricultural innovations (Figure 3).

What is the core innovation you are aiming to scale? (Copy from stage 1a)	What is the purpose of scaling? What ends do you aim to achieve? (Copy from stage 1a)	What kind of training is planned and who is providing it?
Who is communicating the innovation and through what media?	What else are you doing so people can use your innovation?	Which partners are you working with?
How will end users benefit from this innovation?	Do you have specific users or beneficiaries in mind?	

Figure 3. Stage 1.b. currently existing scaling strategy
(Source: <https://genderup.ucdavis.edu/>)

Participants completed individually the Dimensions of Diversity Survey online³. Following this, a discussion was held to analyze the survey results based on the automatically generated report⁴. The discussion was structured around the survey questions and divided into three sections: the ability to utilize the innovation, the individual consequences of using the innovation, and the community benefits and consequences, as illustrated in Figure 4. The participants were divided into three groups for this activity and tasked with identifying

³ https://ucdavis.co1.qualtrics.com/jfe/form/SV_7UqMBK9IR4IA2uW

⁴ <https://ucdavis.co1.qualtrics.com/reports/public/dWNkYXZpcy02NzEyYmVhMzU0OGRIZTAwMDg3OVMxMTgtVVJfNUE5QnJFWEc4b1ljTXhE>

the most common responses from the report for each section. They focused on the main resources, individual and community impacts, the relevant associated social dimensions, and whether these dimensions are influenced by the gender.

1. Ability to make use of the innovation

<p>What are the 3-5 most important resources (e.g. land, labour) that are required to use the innovation? In case you mentioned other resources, which ones do you mean?</p>	<p>What social dimensions (e.g. wealth status, education, religion...) are most influential in determining access to these 3-5 resources?</p>	<p>For which of these dimensions does being a man or a women also make a significant difference in whether or not one has access to these 3-5 resources?</p>

2. Individual consequences of using the innovation

<p>What are the 3 most important potential consequences for individuals, according to the survey results?</p>	<p>What social dimensions (e.g. wealth status, education, religion...) are most influential in determining which individuals may face positive or negative consequences?</p>	<p>Is there a difference in the way men and women experience the effects of these dimensions?</p>

3. Community benefits and consequences

<p>What are the 3 most important potential consequences at community level, according to the survey results?</p>	<p>What social dimensions (e.g. wealth status, education, religion...) are most influential in determining who in the community may face positive or negative consequences?</p>	<p>Is there a difference in the way men and women experience the effects of these dimensions?</p>

Figure 4. Stage 2. The survey discussion (Source: <https://genderup.ucdavis.edu/>)

The session 3 focused on the importance of intersectionality; activities were made to identify intersectional groups and understand the dynamics that come with it. Intersectionality highlights the mutually constitutive relationships between social identities, emphasizing that oppression is multiplicative rather than additive. This means that identities such as gender, race, and class cannot be considered in isolation; instead, they must be understood in their interconnectedness (Wiesner-Hanks 2024). This theoretical framework has been particularly influential in feminist studies, transforming the way gender is

conceptualized and researched (Shields 2008). The questions related to this activity are in figure 5.

What are the 3 most relevant social dimensions that we need to take into account when scaling the innovation?	What group within each social dimension may not be able to benefit, or may be likely to experience negative impacts? (i.e., old or young, rural or urban, low- or high-income, etc.)	Does gender intersect with these social groups to amplify the negative impacts a person may experience?	Which intersectional groups are most vulnerable to experiencing negative impacts? (i.e., Landless widow, uneducated young woman, migrant man, etc.)
Relevant Social Dimension 1			Intersectional Group 1
Relevant Social Dimension 2			Intersectional Group 2
Relevant Social Dimension 3			Intersectional Group 3

Figure 5. Stage 3. Identifying intersectionality and understanding its implications (Source: <https://genderup.ucdavis.edu/>)

The first day concluded with a group discussion to reflect on key takeaways. On the second day, the workshop began with a recap of Day 1. Participants then worked on mitigating negative consequences for vulnerable intersectional groups through adapted scaling strategies. The activity steps are detailed in figure 6.

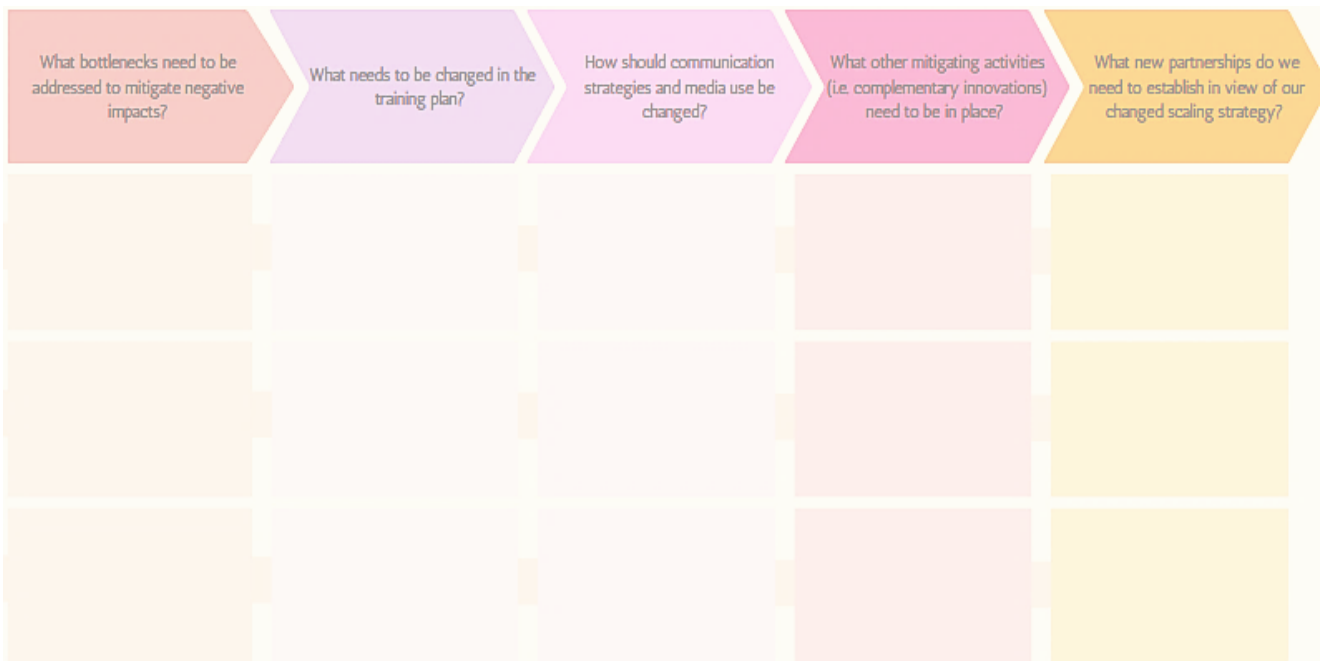


Figure 6. Stage 4. Mitigating consequences for vulnerable intersectional groups through adapted scaling strategies (Source: <https://genderup.ucdavis.edu/>)

Finally, the focus shifted to integrating the Gender-Up methodology into project management practices (Figure 7). The workshop wrapped up with a post-survey (appendix 4) to evaluate learning outcomes and a final closure session. This structured approach ensured that participants not only learned about the Gender-Up methodology but also actively engaged in discussions and activities that fostered inclusivity and equitable scaling in agricultural innovation practices.

	What needs to be changed in the training plan?	How should communication strategies and media use be changed?	What other mitigating activities (i.e. complementary innovations) need to be in place?	What new partnerships do we need to establish in view of our changed scaling strategy?
What can we do to achieve this? (i.e. collect data, connect with other stakeholders, etc.)				
Who should act? (i.e. who on the project team, which partner, is it out of your influence?)				
What is our timeline for implementing these new activities / adjustments?				

Figure 7. Stage 5. Integrating the Gender-Up methodology into project management practices (Source: <https://genderup.ucdavis.edu/>)

3. Workshop results: Key findings and takeaways

3.1. Pre-survey results

A total of 15 participants completed the pre-survey, comprising four women and 11 men. Among them, 36% reported that they are not familiar with issues related to gender and the scaling of innovations. In contrast, 20% of respondents, all from international organizations (ICARDA) and a development agent responsible for a rural women's unit in the CRDA, indicated that they are very familiar with these concepts. The remaining participants stated that they have some familiarity with these topics.

Notably, only one respondent (6%) considered gender and socially marginalized groups to be irrelevant to core innovations. Additionally, 33% of respondents expressed that they are not at all familiar with the concept of "complementary innovations."

When it comes to prioritizing the scaling of innovations, an overwhelming 94% of respondents identified it as their top priority at both regional and national levels.

3.2. Defining the innovation and scaling ambition

During the first activity of the initial stage, participants were asked to individually fill out tables regarding the core innovation, the context, and complementary innovations using flashcards (see photos in Appendix 5). Before starting, a facilitator explained each question that participants needed to answer in order to complete the tables. The key responses shared by participants are summarized in Table 1. Facilitators intervened only to eliminate duplicate answers, ensuring a clear and organized collection of ideas.

The core innovation is the establishment of a Controlled Designation of Origin (AOC) for olive oil from the Elles region, aiming to formally recognize and protect its quality and origin. This is supported by a comprehensive suite of complementary practices/innovations including soil conservation methods (like intercropping with alfalfa), improved packaging, olive oil analysis, the creation of a farmers' organization, and training in agroecological farming practices. This is being launched in a region with significant potential for olive cultivation but currently facing challenges such as low investment, limited market access, infrastructure needs, and water scarcity. The sector struggles with unsustainable practices, low technical expertise, and dependence on volatile bulk markets. The innovation seeks to rectify these issues by enhancing olive oil quality and brand recognition, leading to improved farmer incomes, job creation, and a stronger regional economy. The intended impact is multi-tiered: community level improvements using agroecological practices, a regionally focused AOC, national promotion of Elles olive oil, and internationally by aligning with quality standards and certifications. Ultimately, the aim is to replace outdated practices with a sustainable and profitable olive oil sector, contributing to both economic and social development in the region.

The second activity focused on the existing scaling strategy. Participants were asked to complete a table with their responses regarding several key aspects, including:

- Types of training programs and their target audiences
- Communication strategies, including the stakeholders involved and the media used
- Actions taken to facilitate access
- Partnerships established for implementation
- Benefits gained by users

The results of the activity are summarized in table 2. This structured approach allowed participants to collaboratively analyze and document their current scaling strategies in detail. results highlights that a comprehensive training on the establishment of Farmers' Organizations (GDA) is provided, alongside specialized sessions on administrative and financial management to improve operational efficiency. Social training workshops emphasize leadership, conflict resolution, and community mobilization, while agroecological practices and olive pruning techniques are also covered to ensure sustainable farming. The communication strategy employs diverse media such as television, radio, social media, and community engagement to reach both farmers and consumers. Access is facilitated through direct communication, community events, and participation in

local and international fairs. Key partners include OEP, ICARDA, CEPEX, INRAT, INERGREF, IO, CRDA and GDA Elles. Users will benefit from the expected increased profitability through the transition to bottled products, improved yields, healthier olive trees, enhanced product value through certification, access to broader markets, protection of genetic heritage, and encourage new investments, promoting overall regional economic growth and sustainable practices. These benefits are further supported by a strong regulatory framework and the support of the ONH in promoting Tunisian olive oil in international markets.

Table 1. Defining the innovation and scaling ambition

Core innovation		Context	
<p><i>What is the core innovation you are aiming to scale?</i></p>	<p>The establishment of an AOC (Appellation d'Origine Contrôlée) or Controlled Designation of Origin for olive oil from Elles</p>	<p><i>Are there other complementary innovations that you are promoting?</i></p>	<ul style="list-style-type: none"> - Subsidies and Incentives: Providing financial support and motivation for farmers. - Soil Conservation and Health Practices: Promoting methods that maintain soil fertility and sustainability. - Intercropping with olive trees: Utilizing cover crops (alfalfa) to improve soil quality and prevent erosion. - Packaging and Labeling: Ensuring proper packaging and labeling of olive oil products. - Olive Oil Analysis: Conducting quality assessments of olive oil. - Creation of a Farmers' Organization: Establishing an organization for farmers to improve communication with authorities. - Legislative Review (Authorizations): Updating laws and regulations related to agricultural practices. - Availability of Irrigation Water: Ensuring access to sufficient irrigation resources for crop production. - Access to Financing: Improving financial support options for farmers. - Monitoring and Support: Providing ongoing assistance and oversight for agricultural practices. - Ecotourism Development: Promoting sustainable tourism that highlights the region's natural resources. - Training in Composting, Pruning, and Irrigation: Offering specialized training in sustainable farming techniques.

<p><i>Describe which problem the innovation is solving?</i></p>	<ul style="list-style-type: none"> - Quality Valuation Issues: Challenges in recognizing and promoting the quality of olive oil. - Low Income for Farmers: Farmers are struggling with insufficient income. - Sustainability of Olive Trees: Poor condition of olive groves affects sustainability. - Marketing Challenges: Difficulties in effectively marketing olive oil. - Lack of Awareness: Insufficient understanding of technical practices among producers. - Unemployment Issues: High unemployment rates in the region. - Investment Accessibility: Limited access to investment opportunities for farmers. - Unsatisfactory Olive Oil Prices: Current prices for olive oil do not meet farmers' needs. 	<p><i>Describe the context where the innovation will be launched?</i></p>	<ul style="list-style-type: none"> - Areas with significant agricultural potential for olive cultivation. - Lack of Investment: Insufficient financial investment in the olive sector. - Limited Market: Restricted market opportunities. - Small-Scale Olive Growers. - Infrastructure Improvement Needed: Necessity to enhance agricultural infrastructure. - Water Scarcity: Insufficient water resources for irrigation. - Limited Resources for Producers: Lack of financial and material support for farmers. - Heavy Workload for Women: Significant labor burden on women in agriculture. - Knowledge Gaps: Insufficient agricultural knowledge and training among producers. - Agricultural Context: Focus on olive cultivation, cereal crops, and livestock farming (sheep and cattle).
<p><i>Describe which development goals the innovation is contributing to?</i></p>	<ul style="list-style-type: none"> - Job Creation: Generate employment opportunities. - Enhancing Olive Oil Quality: Promote the value of Elles olive oil. - Sustainability of Traditional Olive Groves: Ensure the longevity of ancestral olive orchards. 	<p><i>Describe what the innovation will replace?</i></p>	<ul style="list-style-type: none"> - Low Level of Technical Expertise: The sector exhibits a low level of technical expertise, which hinders innovation and efficiency. - Non-Ecological Practices and Resource Overexploitation: Prevalence of non-agroecological farming practices leading to the overexploitation of natural resources, which poses sustainability challenges.

	<ul style="list-style-type: none"> - Protecting the Elles Olive Oil Name: Limit exploitation of the Elles olive oil brand known for its quality. - Recognizing the Elles Region: Elevate the region's profile and improve product quality. - Price Improvement and Added Value: Enhance pricing and increase added value for olive oil. - Increasing Farmers' Income: Boost farmers' earnings and contribute to regional development. - Improving Farmers' Technical Skills: Enhance the technical expertise of farmers. 		<ul style="list-style-type: none"> - Bulk Selling Market and Lack of Added Value: The market primarily operates on a bulk selling model, resulting in a lack of added value for products, limiting profitability and market competitiveness. - Uncontrolled Quality: There is a significant issue with uncontrolled quality standards, which affects consumer trust and marketability. - Market Dependence: The sector shows a strong dependence on market fluctuations, making it vulnerable to economic shifts and external pressures.
<p><i>Who will use the innovation?</i></p>	<ul style="list-style-type: none"> - Farmers (Olive Growers) of Elles: Local olive producers in the Elles region. - The Region: The Elles area, known for its olive cultivation. - Merchants: Traders involved in the distribution of olive oil. - National Economy: The broader economic impact of the olive oil sector on the country. - Consumers (Superior Quality): Buyers seeking high-quality olive oil. - Exporters: Businesses focused on exporting Elles olive oil to international markets. 	<p>Describe on which scale you want to have an impact: in the community, regionally or nationally?</p>	<p>1. International Level: Focus on global standards and certifications for olive oil quality.</p> <p>Promote sustainable practices and trade agreements that support agroecological methods.</p> <p>2. National Level: Support national campaigns to promote local olive oil brands and educate consumers about quality differences.</p> <p>3. Regional Level (AOC - Appellation d'Origine Contrôlée): Advocate for regional designations that protect the authenticity and heritage of local olive oils.</p> <p>Foster partnerships between producers to enhance collective marketing efforts.</p>

			<p>Develop programs to maintain traditional production methods while integrating modern agroecological practices.</p> <p>4. Community Level (Agroecological Practices)</p> <p>Encourage local farmers to adopt agroecological practices that enhance biodiversity and sustainability.</p>
<p><i>Describe the social changes related to the innovation</i></p>	<ul style="list-style-type: none"> - Pride of Belonging: Fostering a sense of community and identity. - Well-Being and Social Security: Ensuring social welfare and support for residents. - Market Exploration: Seeking opportunities in foreign markets. - Retaining the Local Population: Encouraging residents to stay in the region. - Enhancing the region's reputation and recognition. - Job Creation and Income Improvement: Generating employment and increasing earnings. - Cooperation Among Producers: Promoting solidarity and collaboration among farmers. - Social Dynamics Creation: Building vibrant social interactions within the community. - Encouraging Initiative: Fostering a culture of proactivity and innovation. 	<p><i>Timeline</i></p>	<p>At the regional level: From 1 to 3 years more 2025-2027</p> <p>Scaling up at the national level requires from 10 to 20 years</p>

Table 2. Current scaling strategy

Training type programmed, for whom?	Communication strategy, who, media?	What you do to facilitate access	With which partners	How users gain
<p>- Training on GDA Creation: Provide comprehensive training focused on the establishment of Farmers' Organization (GDA).</p> <p>- Training on Administrative and Financial Management: Offer specialized training sessions on administrative and financial management for GDA members. This includes best practices in budgeting, accounting, and resource allocation to enhance operational efficiency.</p> <p>- Social Training: Conduct workshops that cover social dynamics necessary for effective GDA functioning. This includes leadership development, conflict resolution, and community mobilization.</p> <p>- Training on Agroecological Practices: Implement training programs on agroecological practices such as composting, and intercropping.</p>	<p>- Television and Radio: Utilize local television and radio stations to disseminate information about the region's AOC, targeting both consumers and farmers.</p> <p>- Community Farmers: Engage community farmers and farmers' organizations (GDA) to share their experiences and practices.</p> <p>- Social media: Leverage platforms such as Facebook and other social media networks to reach a broader audience. This includes sharing success stories, best practices, and updates on agricultural initiatives.</p> <p>- Fairs and Exhibitions: Participate in local fairs such as "El Helga",</p>	<p>1. Best practices: Ensure effective practices are followed from the farm stages to the market.</p> <p>2. Public-Private Partnerships: Foster collaboration between public and private sectors to enhance project outcomes and resource sharing.</p> <p>3. Information Dissemination: Utilize various communication channels, including direct communication, posters, phone calls, and media outlets, to effectively share information with stakeholders.</p> <p>4. Support from the ONH at International Fairs: The National Olive Oil Office (ONH) plays a crucial role in</p>	<p>- OEP: Office de l'Élevage et des Pâturages - Office of Livestock and Pastures.</p> <p>- ICARDA: International Center for Agricultural Research in the Dry Areas</p> <p>- CEPEX : Centre de Promotion des Exportations - Export Promotion Center.</p> <p>- INRAT: Institut National de la Recherche Agronomique de Tunisie - National Institute of Agronomic Research of Tunisia.</p> <p>- INERGREF : Institut National de Recherches en Génie Rural, Eaux et</p>	<p>1. Increased Profitability and Enhanced Revenue: Transitioning from bulk sales to bottled products significantly boosts profitability through added value.</p> <p>2. Yield Improvement: Average yields can increase from 2 to over 6 tons per hectare, contributing to greater overall output.</p> <p>3. Healthier Olive Trees: Improved cultivation practices lead to better resilience of olive trees, ensuring long-term sustainability.</p> <p>4. Enhanced Product Value: Moving from bulk sales to bottled olive oil enhances product valuation, allowing producers to capture more market value.</p> <p>5. Access to Broader Markets: Bottled products facilitate access to larger markets,</p>

<p>- Olive Pruning Techniques: Provide training on the proper techniques for olive tree pruning, which is essential for maintaining tree health and optimizing fruit production.</p> <p>Valorization of Pruned Wood: Educate GDA members on the valorization of pruned wood, exploring potential uses such as biomass energy or crafting materials, thereby promoting sustainable resource management.</p> <p>Management of Margins: Offer training focused on the management of margins in agricultural practices, ensuring that farmers can maximize productivity while minimizing environmental impact.</p> <p>AOC Training: Conduct workshops on Appellation d'Origine Contrôlée (AOC) standards, educating farmers about quality control, certification processes, and marketing strategies to enhance the value of their products.</p>	<p>which attracts visitors interested in regional products. These events serve as excellent opportunities for direct interaction with consumers and promotion of AOC products.</p> <p>Engage in regional, national, and international fairs to showcase the region's AOC, facilitating networking and market expansion.</p> <p>- Community Engagement: Foster community involvement through participatory events that encourage dialogue between farmers, consumers, and stakeholders. This can include workshops, open days, and informational sessions.</p>	<p>supporting Tunisian participation in international fairs, promoting local olive oil products and enhancing visibility in global markets.</p>	<p>Forêts. - National Institute for Research in Rural Engineering, Water, and Forestry.</p> <p>- IO : Institut de l'olivier- olive Institute</p> <p>-CRDA : Commissariats Régionaux de Développement Agricole - Regional Commissions for Agricultural Development.</p> <p>- GDA d'Elles: Groupement de Développement Agricole d'Elles- Farmers' organization of hdet Elles.</p>	<p>increasing sales opportunities both domestically and abroad.</p> <p>6. Compliance with Quality Standards Certified Products.</p> <p>7. Regional Image Enhancement:</p> <p>8. Regional Economic Dynamism: Eco-Tourism and Fairs</p> <p>9. Regulatory Framework: Establishing a comprehensive set of guidelines (cahier de charge) ensures quality control and adherence to production standards.</p> <p>10. Genetic Heritage Protection: Conservation of Local Varieties.</p> <p>11. Encouragement of New Investments: The growth potential in the sector encourages new investments, fostering innovation and development in olive oil production.</p>
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3.3. Dimensions of diversity

In the first section concerning the ability to utilize the innovation, participants were tasked with identifying the three key resources necessary for its implementation, based on the responses provided in the report. The three groups of participants concluded that, to effectively use the innovation, individuals primarily need access to land (cited by 13 respondents), financial resources (also mentioned 13 times), and technical skills or knowledge (noted by 12 respondents). Market linkages received 12 mentions as well; however, when participants were asked to prioritize these resources, most selected knowledge resources as the most critical (Figure 8).

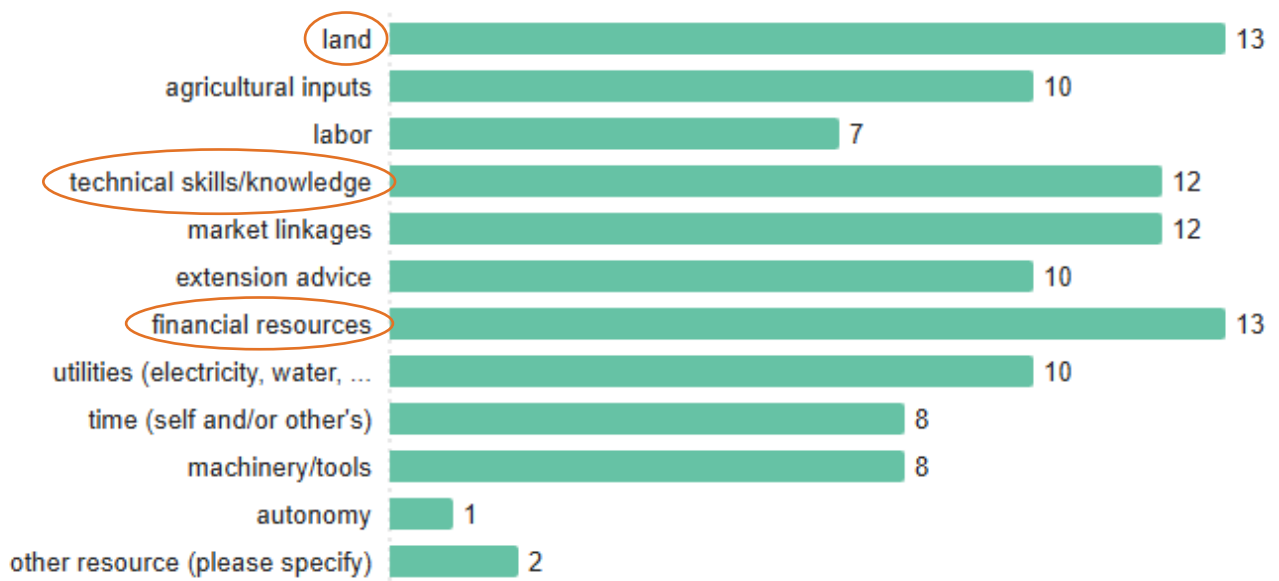


Figure 8. Respondents' insights on key resources required for utilizing the innovation (Source: diversity dimension survey)

Each of the three main selected resources was assigned to a different group. Each group was tasked with identifying the three key social dimensions that may affect access to their assigned resource, based on the results presented in Figure 9. Group 1 emphasized wealth status, education, and age group as critical factors affecting technical skills. Group 2 noted wealth status, education, land ownership and gender as influential for financial resources. Meanwhile, Group 3 focused on wealth status, land ownership, and gender in relation to land access. All groups recognized a significant link between these prioritized dimensions and gender. The outcomes of this activity are summarized in Table 3.

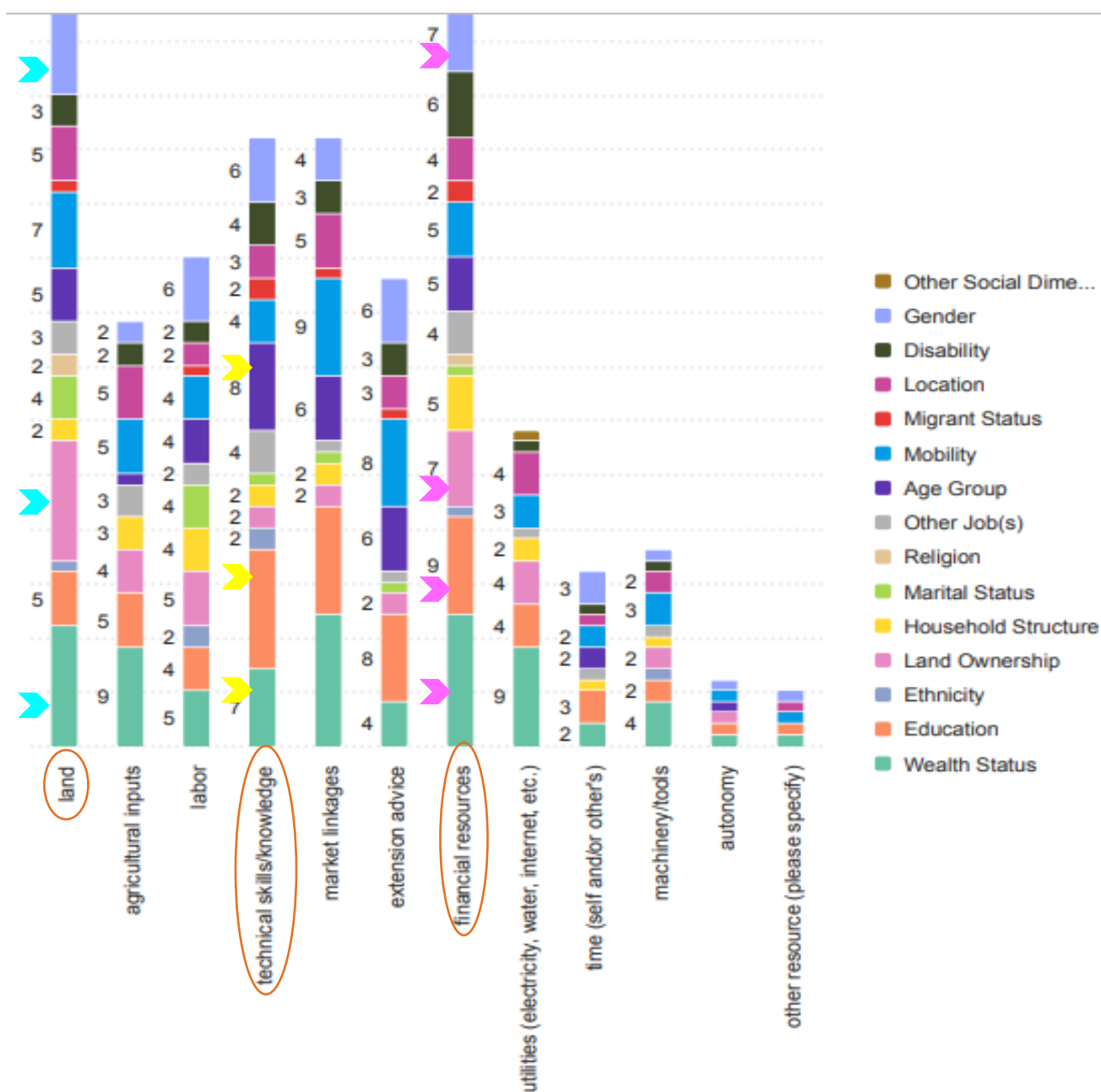


Figure 9. Respondents' insights on key social dimension that may impact access to the key selected resources (Source: diversity dimension survey)

In relation to the individual consequences of using the innovation (Section 2 of the activity), participants identified three key impacts based on the survey results: high economic risk, limited access to resources, and an increased labor burden (Figure 10).



Figure 10. Individual impacts of using the innovation (Source: diversity dimension survey)

Each group identified relevant social dimensions affecting these consequences. Group 1 pointed out location, education, and age group as important factors influencing high economic risk. Group 2 highlighted wealth status, location, and gender in relation to limited access to resources. Group 3 discussed household structure, wealth status, and age group/education concerning increased labor burden (Figure 11). All groups agreed that these dimensions are linked to gender, emphasizing how individual experiences with the innovation can vary significantly based on social factors.

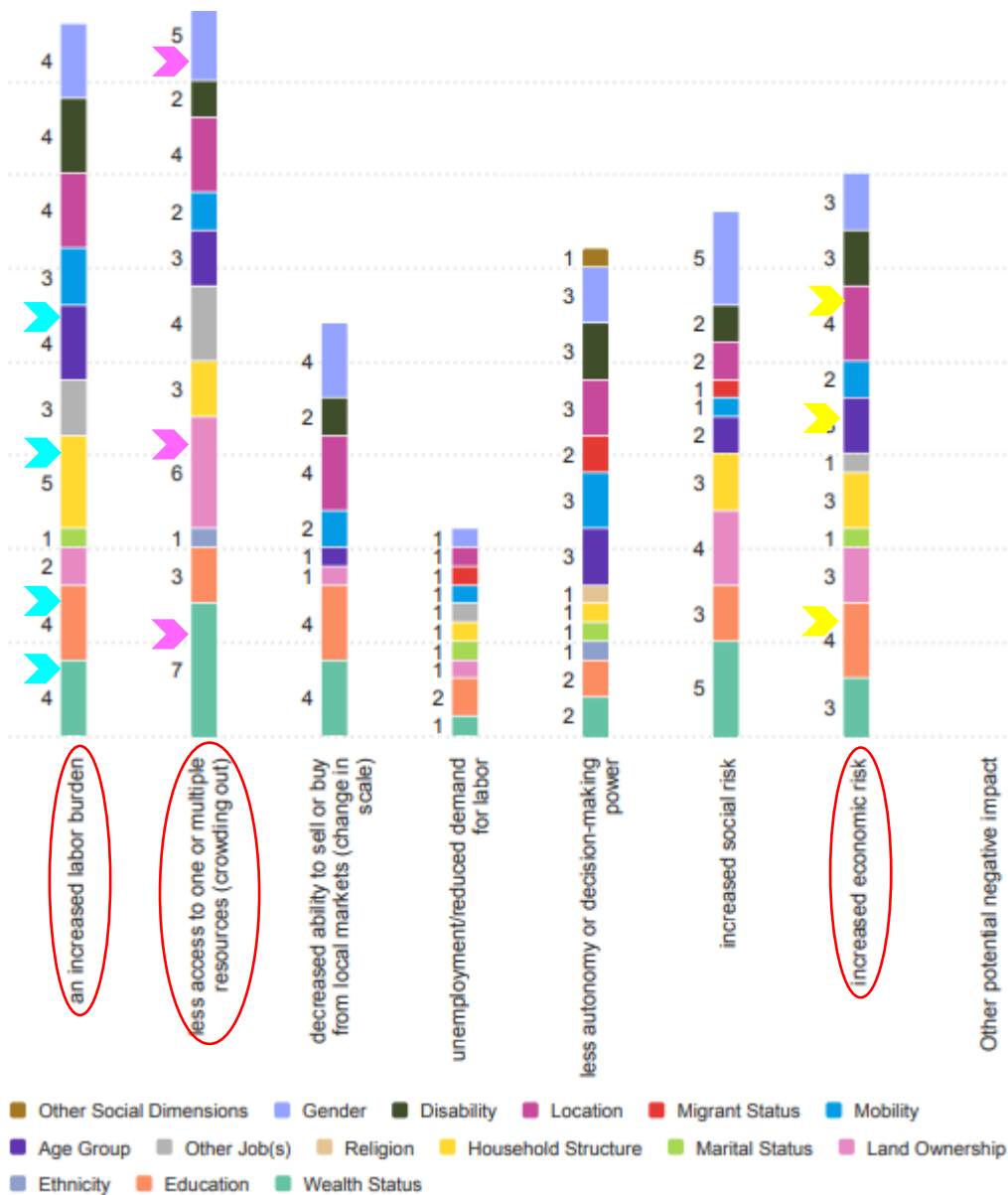


Figure 11. Respondents' insights on most influential social dimension in determining who may experience each of the individual impacts (Source: diversity dimension survey)

Finally, in the third section, which examined the potential negative impacts on community members if the innovation is widely adopted, the results are presented in Figure 12. The most common responses highlighted a shift in community or household power dynamics, increased market risk, and decreased food security.

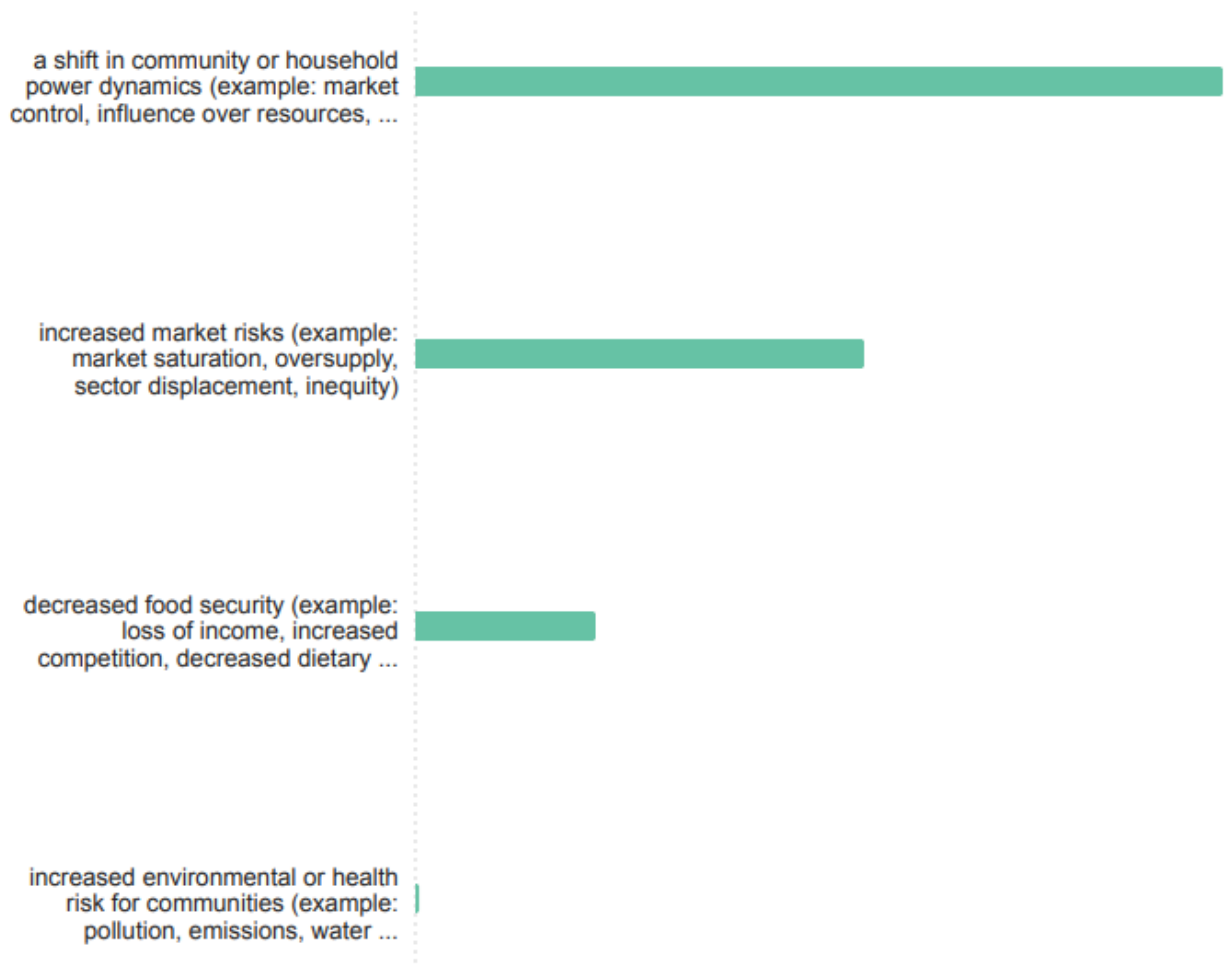


Figure 12. The wide adoption of the innovation negative impacts (Source: diversity dimension survey)

Concerning the social dimensions that most significantly influence who may experience each of these impacts within a community, the frequency of respondents' answers is illustrated in Figure 13. Each group identified their top three dimensions and prioritized them when frequencies were equal.

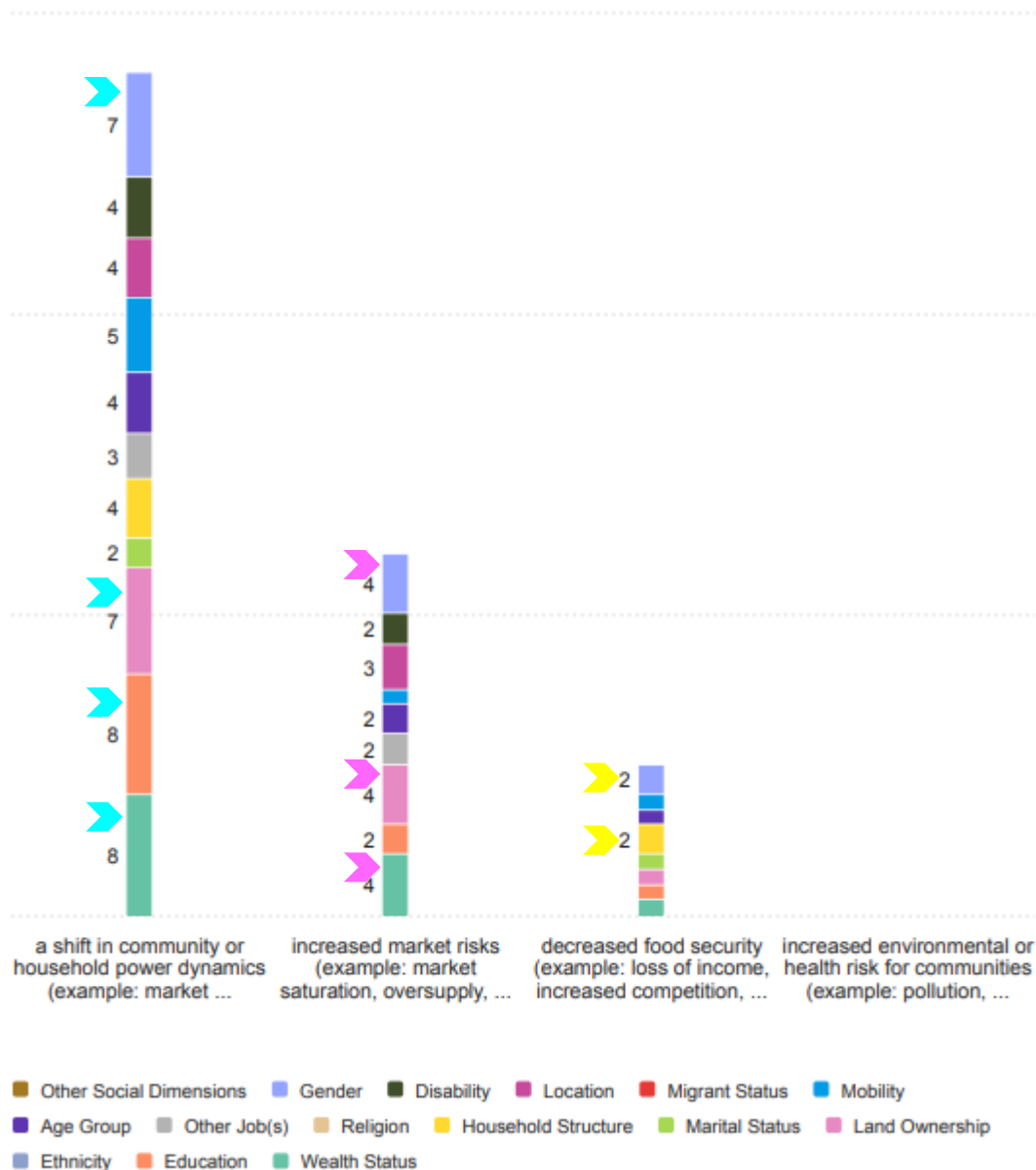


Figure 13. Respondents' insights on most influential social dimensions in determining who may experience each of the impacts in a community (Source: diversity dimension survey)

Group 1 focused on household structure and gender as key factors related to food security. Group 2 emphasized gender, land ownership, and wealth status concerning market risk. Group 3 identified wealth status, land ownership/gender, and education as significant dimensions affecting power dynamics within communities. All groups acknowledged that these dimensions are influenced by gender, highlighting its role in shaping community outcomes related to the innovation's adoption. The results from all three sections are summarized in Table 3.

Table 3. Social dimensions exploration

Section 1: the ability to use the innovation		
Three main resources	Three main dimensions	Is it linked to gender
Group 1: Technical Skills	Group 1: Wealth status Education Age group	Group 1: Yes x3
Group 2: Financial resources	Group 2: Wealth status Education Land / Gender	Group 2: Yes x 4
Group 3: Land	Group 3: Wealth Status Land ownership Gender	Group 3: Yes x 3
Section 2: the individual consequences of using the innovation		
Three main impacts	Three main dimensions	Is it linked to gender
Group 1: High economic risk	Group 1: Location Education Age group	Group 1: Yes x 3
Group 2: Limited access to resources	Group 2: Wealth status Location Gender	Group 2: Yes x 3
Group 3: Increased labor burden	Group 3: Household structure Wealth Status Age Group/Education	Group 3: Yes x 4
Section 3: the community benefits and consequences		
Three main impacts	Three main dimensions	Is it linked to gender
Group 1: Decrease in Food security	Group 1: Household structure Gender	Group 1: Yes x 2
Group 2: High risk for market	Group 2: Gender Land ownership Wealth status	Group 2: Yes x 3
Group 3: A shift in community or household power dynamics	Group 3: Wealth Status Land ownership/ Gender Education	Group 3: Yes x 4

3.4. Intersectional group identification and impact analysis

The table 4 identifies three key social dimensions that influence various intersectional groups. The dimensions include Wealth Status, Gender, and Education. Each dimension is linked to specific groups:

- Wealth Status is associated with small, low-income olive growers who manage around 50-60 olive trees, and this dimension is influenced by gender.
- Gender connects to rural women with low income, also influenced by gender.
- Education refers to individuals with low education levels, knowledge, and general culture, which is similarly influenced by gender.

Table 4. Intersectional group identification

Which are the three dimensions	Which group in this dimension	Is it influenced by gender
Social dimension 1: Wealth Status	Small, low-income olive growers (50-60 olive trees)	Yes
Social dimension 2: Gender	Rural women with low income	yes
Social dimension 3: Education	Low education + knowledge and general culture	yes

The participants explore three intersectional groups and the negative impacts they may face due to their unique circumstances (Table 5):

1. **Group 1:** Young olive farmers with low education and income, lacking access to finance and extension services. They face several negative impacts, including low added value and selling prices, reduced empowerment of rural women in decision-making, limited financing opportunities, decreased resilience to climate change, vulnerability in olive production systems, and restricted access to quality markets. These challenges arise from limited market opportunities for quality enhancement and inadequate financing mechanisms.
2. **Group 2:** Individuals characterized by a combination of education deficits, age group, mobility issues, disability, and marital status (specifically widows). They struggle with the incapacity to adhere to the "AOC" label due to traditional barriers and social norms. This group experiences low influence and autonomy in household decision-making, further exacerbating their challenges.
3. **Group 3:** Women facing low education and low income. This group encounters an aggravated social gap between classes, unjust exploitation by commercial intermediaries, and an inability to keep up with rising prices. Their struggles are compounded by poverty that necessitates prioritizing basic needs (such as food and electricity), difficulties in negotiating prices, transportation challenges, and a lack of knowledge regarding the true value of their products when setting selling prices.

Table 5. Understanding the intersectionality

Which are the three intersectional group	Which negative impact	Why this group can face these impacts
Group 1: Young olive farmer with low education and low income without access to finance, without access to extension (Age x Education x Wealth Status)	1- Losses include Low added value and selling price 2- Reduced empowerment of rural women (in decision-making and information sharing) 3- Limited access to financing opportunities	1- Limited market for quality enhancement 2- Unfavorable status at household, community and societal levels 3- Inadequate financing mechanisms 4- Restricted olive production system with low profitability

	4- Reduced resilience to climate change 5- Vulnerability of the olive production system 6- Restricted access to quality markets	and negative impacts on climate change 5- Minimal extension services available 6- Lack of targeted empowerment initiatives
Group 2: Education (-) x Age group x Mobility (-) x Disability x Marital status (Widow)	Incapacity to adhere to the label "AOC" Tradition barriers and social norms	Familial situations Low influence and autonomy in decision making in the household
Group 3: Women x Low education x Low income	Aggravated social gap (classes) Unjust exploitation of commercial intermediaries Inability to keep up with the rate of raising prices	Poverty and need for priorities / basics (food, electricity, etc.) Incapacity of prices' negotiation Difficulties in transportation, mobility and products' marketing Incapacity to know the real value of the products when choosing selling prices

3.5. Mitigating negative consequences for vulnerable intersectional groups: Adapted scaling strategy

Each of the three participant groups has identified the specific obstacles faced by their respective vulnerable groups. In response, they have developed tailored strategies to tackle these challenges. The adapted strategies for each group focus on their specific obstacles, proposed changes, communication approaches, attenuation measures, and potential new partnerships (Table 6). Group 1 faces several obstacles, including salary inequality, disinterest in olive cultivation, and limited profitability from small-scale agriculture. To address these challenges, they propose training programs for vulnerable women, focusing on by-product valorization and access to financing. Their communication strategy includes specialized radio broadcasts and participation in fairs to support rural women's sales. To mitigate issues, they plan to implement context-specific extension approaches and advocate for legislative changes benefiting rural areas. New partnerships will be formed with organizations like CREDIF, GDA, ONH, CEPEX, and various NGOs to enhance support and resources for these initiatives. Regarding the second group, it faces challenges such as lack of training, trust, and access to finance, compounded by water scarcity and topographical issues. To address these, they propose increased training frequency, gender trust-building initiatives, and participative learning methods. Their strategy includes communication training, small machinery support, micro-financing, and

irrigation innovations, collaborating with partners like GDA, ICARDA, and INRAT. Group 3 faces challenges like individualism and a lack of transparency. To tackle these issues, they prioritize marginalized groups in event planning and promote responsible governance through information sharing. Their communication strategy focuses on improving phone network coverage and maintaining a contact register. They also aim to implement certified investment training, collaborating with partners such as AVFA, ONH, UTAP, URAP, and SYNAGRI, alongside developing microfinancing mechanisms.

Table 6. Adapted scaling strategy

The main obstacles	Changes to make	Communication strategy	Attenuation strategy	New partners
<p>Group 1:</p> <ul style="list-style-type: none"> - Inequality between salaries - Disinterest in enhancing olive cultivation amid significant capability shortages - Annual income from olive farming versus livestock agriculture - Limited profitability from small-scale agricultural operations - Scarcity of lucrative job opportunities - Challenging social conditions and instability - Farmers prioritize family over other concerns - Farmers face exploitation in the labor market (exhausting work, low wages) - Insufficient loan guarantees (ENDA) 	<ul style="list-style-type: none"> - Training adapted to vulnerable women (compensation of daily income) - Training on the valorization of by-products (soap) - Training on access to financing (GDA, Opportunities with NGOs) - Entrepreneurship training for unemployed children 	<ul style="list-style-type: none"> - Radio; Specialized broadcasts (GDA conventions) - Participation in fairs with the support of sponsors - Creation of specialized sales sites for rural women 	<ul style="list-style-type: none"> - Context-adapted extension approach (dimension plot, leading farmer) - Innovative financing mechanisms (without guarantees); NGOs + Association - Revision of legislation for the benefit of rural areas (Salary, credit, etc.) 	<p>Partnership:</p> <ul style="list-style-type: none"> - CREDIF_ GDA_ NGO - GDA_ ONH_ CEPEX - GDA_ APIA - GDA_ Civil society - GDA_ Research project fund (vulnerable rural women, GDA_ ICARDA) - GDA_ Industrialists - GDA_ Exporters
<p>Group 2:</p> <p>Lack of training Lack of trust Locking Climate Change Water scarcity Ownership division Access to finance Topography Lack of machinery</p>	<p>Training to reinforce trust between gender</p> <p>Increasing training frequency</p> <p>Ensuring credibility and trust building</p>	<p>Direct contact, trial and experimental fields</p> <p>Andragogy method</p> <p>Participative learning</p> <p>Local knowledge valorization</p>	<p>Training in communication</p> <p>Small Machinery</p> <p>FIL/FBS trainings</p> <p>Micro finance</p> <p>Irrigation improvement by innovations</p> <p>Fertilization, byproducts valorization</p>	<p>GDA</p> <p>IO</p> <p>OEP</p> <p>CTV</p> <p>ICARDA</p> <p>INRAT</p> <p>Micro-finance</p>
<p>Group 3:</p> <p>Individualism</p> <p>Absence of discussion and transparency</p>	<p>Giving the priority for the marginalized group when choosing events locations</p> <p>Responsible governance</p> <p>Voting and information sharing equally</p>	<p>Phone number register + improving phone network coverage</p>	<p>Implicating CTV</p> <p>Certified training (for investment)</p>	<p>AVFA</p> <p>ONH</p> <p>UTAP/URAP</p> <p>SYNAGRI</p> <p>BTS, APIA</p> <p>Collective Company</p>

3.6. Integrating the Gender-Up methodology into project management practices

The adaptation strategy for the AOC innovation in the Elles region includes a comprehensive training plan targeting specific populations through door-to-door outreach and specialized trainers in entrepreneurship and finance. To enhance the training, additional topics such as advanced agricultural techniques, pest management, and climate resilience strategies should be included. Communication strategies involve conventions, social media, and local radio to promote participation and facilitate product sales. Attenuation activities feature demonstration plots with intercropping and irrigation techniques, as well as agreements for loans without guarantees. Key partners include AVFA, ONH, and various agricultural organizations, focusing on implementing certified training and fostering local knowledge valorization to improve agricultural practices and community engagement. Regular feedback sessions will also be established to assess training effectiveness and adapt future programs based on participant needs. Answers and adaptation strategies for each of the three groups of participants are detailed in Table 7.

3.7. Post-survey results

Preliminary results indicate that a total of 10 participants completed the post-training survey, consisting of three women and seven men. Following the training, an impressive 90% of respondents reported feeling familiar with gender issues and the scaling of innovation, compared to only 36% who indicated a lack of familiarity in the pre-survey. Additionally, 90% of participants expressed that they now understand the concept of "complementary innovation." Furthermore, 90% acknowledged the importance of collecting sex-disaggregated data, demonstrating a heightened awareness of vulnerable groups within their communities. While a more detailed analysis of the pre- and post-survey data will be conducted for a forthcoming scientific publication, it was evident during the two-day workshop that participants experienced a significant shift in mindset regarding these critical issues.

Table 7. Gender Up integration

	Training plan changes	Communication strategy	Other attenuation activities	Partners
How?	<ul style="list-style-type: none"> - Identification of the target population: door to door; list of names/phone numbers - Specialized trainers (Entrepreneurship, finance) - Training in the valorization of by-products (soap) - Pilot plot <p>Collecting phone numbers, changing training and event location, informing method, choosing the needed training</p> <p>Field days with a frequency of 1 each 3 months depending on need and demand</p>	<ul style="list-style-type: none"> 1- Conventions: GDA _ Regional radio, GDA _ TV (Specialized broadcasts) 2- Conventions: GDA _ ONH; Participation in fairs 3- Specialized site for the sale of products; Call for specialists <p>Using social media + local radio</p> <p>Experimental plot with 6 farmers (intercropping, legume integration, olives, irrigation technics)</p>	<ul style="list-style-type: none"> 1- Setting up a demonstration plot at a farmer's (identification of the leader) 2- Agreements with BTS: Loans without guarantee (GDA guarantee) 3- Revision of the text of the law in favor of rural women (specialist in text of law) <p>Certified training</p> <p>Andragogy method FIL/FBS trainings Local knowledge valorization</p>	<ul style="list-style-type: none"> - Partnership framework agreements - Specialized facilitators - Host information days on relevant themes - Engage regional decision-makers (mayor, deputy, etc.) in dialogues <p>AVFA, CTAB, Radio</p> <p>AVFA, private communication company, Radio Kef</p>
Who must react?	<p>GDA _ CRDA AVFA _ ONG GDA _ Microcredit (Taysir, Advance, ENDA, etc.)</p> <p>Trainer + Farmer organization</p> <p>IO, OEP, CTV, CRDA, ICARDA, GDA</p>	<ul style="list-style-type: none"> 1-GDA _ CRDA _ AVFA _ CREDIF Ministry of Agriculture/Ministry of Women 2- GDA_ ONH_ UTICA _ APIA 3- GDA _ ONH_ ONG_ UTICA <p>Farmer organization adherent + responsible for communication</p> <p>IO, OEP, CTV, CRDA, ICARDA</p>	<ul style="list-style-type: none"> 1-IO_GDA_ICARDA_CRDA 2- BTS_GDA_CRDA 3- CREDIF, Ministry of Women_CRDA_GDA <p>CRDA, GDA, IO, AVFA, CTAB</p> <p>IO, OEP, CTV, CRDA, ICARDA</p>	<p>CREDIF, GDA, CRDA IO (AOC), NGOs, BTS</p> <p>Responsible from GDA + Project team</p> <p>OEP, IO</p>
Timeline/agenda	<ul style="list-style-type: none"> 1-2025 2-2025 3-2025 <p>2 months to collect the numbers Unspecified for the training</p> <p>2025</p>	<ul style="list-style-type: none"> 1-2025-2026 2-2025-2026 3-2026 <p>2 months</p> <p>2025</p>	<ul style="list-style-type: none"> 1- 2025 2- 2025 3- 2026 <p>Depending on the agenda for the trainings Procedure : 3 months</p> <p>2025</p>	<p>2025-2026</p> <p>2025</p> <p>2025</p>

4. Conclusion

The workshop held on November 14 and 15, 2024, in Hammamet, Tunisia, was relevant for the implementation of the Controlled Designation of Origin (AOC) for olive oil in the Elles region. By applying the Gender-Up method, the workshop aimed to ensure that the scaling of AOC is inclusive and considers the diverse needs of marginalized groups. Local farmers, researchers, and government representatives came together to discuss how AOC could improve the quality and marketability of local olive oil while promoting agroecological practices.

Throughout the workshop, participants explored important social factors such as wealth, age, and education that affect access to AOC benefits. They recognized that vulnerable groups, especially women and young farmers, often face significant barriers to market access and financial resources. By examining these issues through an intersectional lens, attendees developed practical strategies to address potential challenges and ensure that the benefits of AOC are shared more equitably.

The collaborative spirit of the workshop fostered a sense of ownership among all participants. Together, they proposed targeted training programs to enhance farmers' skills, innovative financing options for marginalized groups, and initiatives to engage the community more effectively. The discussions highlighted the importance of working together to advance agricultural innovations that benefit everyone.

In summary, this workshop not only set the stage for implementing AOC in the Elles region but also demonstrated a commitment to inclusivity and sustainability in agriculture. By addressing social differences and empowering participants with valuable insights, it has opened up new possibilities for community engagement and equitable benefits in local olive oil production.

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Appendices

Appendix 1

List of participants

Workshop: Gender Up - A Method for Responsible Scaling

November 14-15, Hammamet

N°	Name	Institution	Email
01	Hatem Cheikh Mhamed	Institut National de la Recherche Agronomique de Tunisie (INRAT)	hatemcheikh@yahoo.fr
02	Mohamed Zied Dhraief	Institut National de la Recherche Agronomique de Tunisie (INRAT)	dhraief.mz@gmail.com
03	Mariem Oueslati	Institut National de la Recherche Agronomique de Tunisie (INRAT)	meriem.zlaoui@gmail.com
04	Rihab Mejri	Institut National de la Recherche Agronomique de Tunisie (INRAT)	Mejri_rihab@ymail.com
05	Mehdi Fendri	L'Institut de l'Olivier (IO)	fendrimahdi@yahoo.fr
06	Yasine Hidri	L'Institut de l'Olivier (IO)	hidyassine@yahoo.fr
07	Belgacem Maaoui	Expert Formateur en Agroéconomie	maaouibelgacem@yahoo.fr
08	Haithem Bahri	Institut National de la Recherche Agronomique de Tunisie (INRAT)	haithem.bahri@ingref.ucar.tn
09	Anis Zaiem	Office d'Elevage et des Pâturages (OEP)	anis.zaiem@gmail.com
10	Amna Werghi	Office d'Elevage et des Pâturages (OEP)	Amnawerghi@gmail.com
11	Boubaker Dhehibi	The International Center for Agricultural Research in the Dry Areas (ICARDA)	b.dhehibi@cgiar.org
12	Asma Souissi	The International Center for Agricultural Research in the Dry Areas (ICARDA)	a.souissi@cgiar.org
13	Hassen Ouerghemmi	The International Center for Agricultural Research in the Dry Areas (ICARDA)	h.ouerghemmi@cgiar.org
14	Zahra Shiri	The International Center for Agricultural Research in the Dry Areas (ICARDA)	z.shiri@cgiar.org
15	Saber Hkaimiya	Commissariat Regional Au Developpement Agricole Kef(CRDA)	hkimisaber678@gmail.com
16	Naila Chafri	Commissariat Regional Au Developpement Agricole Kef(CRDA)	nchafri@yahoo.fr
17	Radhia Barhoumi	Agriculteur	
18	Habib Barhoumi	Agriculteur	
19	Mustapha Saadi	Agriculteur	
20	Haythem El Ayari	Agriculteur	

Appendix 2

**Workshop Program:
GenderUp - A Gender Responsive Method to Scale
Dates: November 14-15, Hammamet (Hotel Le Royal)**

Day 1	
08:15	Registration
08:45	Opening
09:00	Gender Up method presentation
09:10	Pre-Survey
09:15	First activity: Defining the innovation and scaling ambition (IO presentation)
09:45	Second activity: Currently existing scaling strategy
10:10	Social dimensions and intersectionality
10:30	Third activity: Dimensions of Diversity Survey
11:00	Coffee break
11:30	Fourth activity: The survey results discussion
13:00	Lunch break
14:30	Intersectionality: why is it important?
15:00	Fifth activity: Identifying intersectional groups
16:00	Coffee break
16:30	Sixth activity: Understanding implication of intersectionality
17:00	Discussion and closure of the first day
19:00	Dinner
Day 2	
08:30	Recapitulation
09:00	First activity: Mitigating Negative Consequences for Vulnerable Intersectional Groups: Adapted Scaling Strategy
10:30	Coffee break
11:00	Second activity: Integrating Gender Up into the project management
12:15	Post survey
12:30	Closure of the workshop
13:00	Luch break

8. How familiar are you with issues concerning gender and scaling innovations? *

Mark only one oval.

- Not familiar at all
- Not very familiar
- Familiar
- Quite familiar
- Very familiar

9. Are gender and socially marginalized groups relevant considerations for your * innovation?

Mark only one oval.

- Not relevant
- Not very relevant
- Relevant
- Quite relevant
- Very relevant

10. Which socially marginalized groups do you believe are restricted from accessing and/or utilizing your innovation in some way? *Check all that apply.

- Women
- Low-income groups
- Groups lacking primary/secondary education
- Ethnic minority groups
- Single heads of households
- Religious minority groups 0 Youth/Elderly
- Migratory groups
- Remote/hard to reach groups
- Groups with disabilities

11. How familiar are you with the idea of "complementary innovations" (innovations that enable the core innovation to have impact at scale)? * Mark only one oval.

- ❖ Not familiar at all
- ❖ Not very familiar
- ❖ Familiar
- ❖ Quite familiar
- ❖ Very familiar

12. Please list any complementary innovations you believe are necessary for your innovation to have impact at scale (i.e., mobile phone access, agricultural extension support, specific policies, etc.). *

13. How much of a priority do you place on scaling up your innovation? *

Mark only one oval.

- No priority
- Minimal priority
- Some priority
- A lot of priority
- It is my top priority

14. On which geographical scale do you want to have an impact when scaling * your innovation?

Mark only one oval.

- Locally (village-level)
- Regionally (district-level)
- Nationally (country-level)

15. What do you hope to gain from using the GenderUp Scaling Tool?*

Gender Up Post-Survey

Please fill out this post-survey to 1) share your learning outcomes from the training sessions, 2) provide feedback on the Gender Up training experience, and 3) help us understand how you applied Gender Up to the context of your project and innovation.

*** Indicates required question. ***

1. What is your age? *

Mark only one oval.

- 15-24
- 25-34
- 35_44
- 45_54
- 55-64
- +65

2. What is your gender? *

Mark only one oval.

- Male
- Female
- Other
- Prefer not to say

3. In what country do you reside? *

4. What is your position/role on the project team? *

5. Please assess the level of attention placed on gender inclusivity in your * research project, now that you've completed the Gender Up training.

1 2 3 4 5

Minimal attention placed on gender inclusivity Strong attention placed on gender inclusivity

6. Now that you've completed the Gender Up training, is your project team planning to collect or going to continue collecting gender-disaggregated data? *

Mark only one oval.

- Yes
- No
- I'm not sure.

7. How familiar are you with scaling innovations, now that you've completed the Gender Up training? *

Mark only one oval.

- Not familiar at all
- Not very familiar
- Familiar
- Quite familiar
- Very familiar

8. How familiar are you with issues concerning gender and scaling innovations, now that you've completed the Gender Up training? *

Mark only one oval.

- Not familiar at all
- Not very familiar
- Familiar
- Quite familiar
- Very familiar

9. Now that you've completed the Gender Up training, do you think gender and socially marginalized groups are relevant considerations for your innovation? *

Mark only one oval.

- Not relevant
- Not very relevant
- Relevant
- Quite relevant
- Very relevant

10. Which socially marginalized groups do you believe are restricted from accessing and/or utilizing your innovation in some way? *

Check all that apply.

- Women
- Low-income groups
- Groups lacking primary/secondary education
- Ethnic minority groups
- Single heads of households
- Religious minority groups
- Youth/Elderly
- Migratory groups
- Remote/hard to reach groups
- Groups with disabilities

11. How familiar are you with the idea of "complementary innovations" (innovations that enable the core innovation to have impact at scale), now that you've completed the Gender Up training? *

Mark only one oval.

- Not familiar at all
- Not very familiar
- Familiar
- Quite familiar
- Very familiar

12. Please list any complementary innovations you believe are necessary for your innovation to have impact at scale (i.e., mobile phone access, agricultural extension support, specific policies, etc.), now that you've completed the Gender Up training. *

13. How much of a priority do you place on scaling up your innovation, now that you have completed the Gender Up training? *

Mark only one oval.

- No priority
- Minimal priority
- Some priority
- A lot of priority
- It is my top priority

14. On which geographical scale do you want to have an impact when scaling your innovation? *

Mark only one oval.

- Locally (village-level)
- Regionally (district-level)
- Nationally (country-level)

15. What did you gain from using the Gender Up Scaling Tool? *

16. Now that your project team has completed the Gender Up training, what changes are you considering making? These might include changes to your research objectives, project management plan, project trajectory, etc. *

17. What did you like about the Gender Up training method? *

18. What did you not like about the Gender Up training method? *

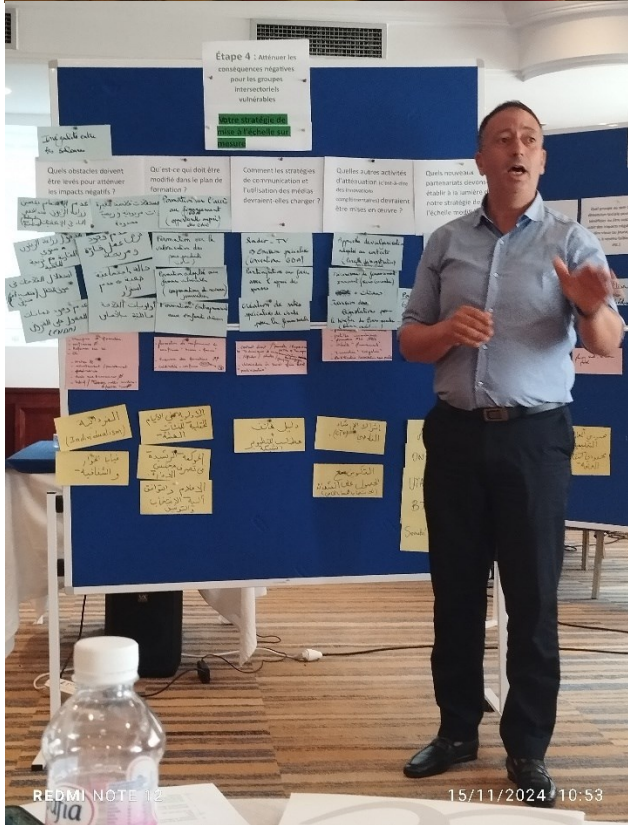
19. What would you change about the Gender Up training method? This can be the website, flow of learning, activities, language use. Etc. *

20. In your opinion, what was the most useful part of the Gender Up training? *

21. Do you have any other information you would like to share with us about your experience in the Gender Up workshops? *

Appendix 5. Workshop photos (by Rihab Mejri)







INITIATIVE ON
Agroecology

Boubaker Dhehibi, Principal Natural Resources Economist, b.dhehibi@cgiar.org

Aymen Frija, Senior Scientist, a.frija@cgiar.org

CGIAR is a global research partnership for a food-secure future. CGIAR science is dedicated to transforming food, land, and water systems in a climate crisis. Its research is carried out by 13 CGIAR Centers/Alliances in close collaboration with hundreds of partners, including national and regional research institutes, civil society organizations, academia, development organizations and the private sector.

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