

The background of the slide features a large, faint, orange-toned graphic of two hands cupping a globe. The hands are positioned on the left and right sides, with fingers pointing towards the center where the globe is located. The entire graphic is rendered in a lighter shade of orange than the background, creating a subtle watermark effect.

Facilitating transformative processes for measuring and promoting gender- behaviour change in agriculture programming

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Outline



- CARE's framework and approach to gender equality
- The Pathways program – a platform for women's empowerment in the agriculture sector
- Pathways M&E system
- Pathways mid-term review: Qualitative assessment of progress toward empowerment and men's engagement
- The gender-indicator design process: Developing a common gender-indicator framework for the Pathways program

CAREs Gender Equality and



Women's Voice Change Framework

Discriminatory Social norms, customs, values and exclusionary practices (Non-formal sphere) and laws, policies, procedures and services (formal sphere)

Build Agency

Build consciousness, confidence, self esteem and aspirations (Non-Formal Sphere)
Knowledge, skills and capabilities (Formal Sphere)

Transform Structures

The power relations through which people live their lives through intimate relations and social networks (non-formal sphere) and group membership and activism, and citizen and market negotiations (formal sphere)

CARE Pathways Program Theory of Change



More Secure and Resilient Livelihoods

Food and Nutrition Security, Coping and Adapting Ability

Productivity and Profitability ↔ Equity ↔ Empowerment

1 Capacity

CHANGE LEVEL
Knowledge, skills and relationships
Self-confidence and conviction of power

2 Access

CHANGE LEVEL
Access to productive resources, assets and markets appropriate and reliable services and input

3 Productivity

CHANGE LEVEL
Improved yields and income through the adoption of sustainable agriculture and value addition

4 Household Influence

CHANGE LEVEL
Contribution to and influence over income and decision-making

Enabling Environment

More positive and enabling attitudes, behaviors, social norms, policies and institutions

CHANGE LEVEL 5

Pathways M&E System



Baseline and Endline Survey

- Access to services, yields, income, and savings
 - Household Dietary Diversity
 - Coping strategies index
 - Women's Empowerment Index

Annual Review Studies (ARS)

- Cohort of households per country
- Key indicators from the baseline
- One woman and man from the household

Participatory Performance Tracker



Designing a common gender-indicator framework for CARE's Pathways Program



- Measuring, monitoring, and encouraging processes of gender-related behavior change among men and women- 5 countries
- Change levers 4 and 5, **Household influence** and the **Enabling Environment**
- Main areas of inquiry:
 - Household decision-making processes
 - Women's own definitions of empowerment
 - Men's engagement in the program and personal changes
 - Community leaders' views and practices
- Outcome Mapping- Outcome Challenges and Progress Markers
- Tools: FGDs, KIIs, In-depth interviews
- Respondents: women, male group members/spouses, community leaders; polygamous, monogamous, mhh, fhh; role model men and non-project men

Key Questions



Themes	Key questions	Target groups
Decision-making	<ul style="list-style-type: none"> • What do equitable/ ideal decision-making processes look like for impact groups? • What changes are being observed in decision-making? • What is contributing to these changes? 	Impact group women from:
Women's empowerment	<ul style="list-style-type: none"> • How does an "empowered woman" look, act? • What changes are women observing in these areas? • What is contributing to change? 	<ol style="list-style-type: none"> 1. Male-headed households (MHH) 2. Female-headed households (FHH) 3. Polygamous households
Men's engagement	<ul style="list-style-type: none"> • How does an engaged/supportive man look, act? What does an equitable partnership look like? • What changes are being observed in men's behaviors? What factors are contributing to these changes? 	<ol style="list-style-type: none"> 1. Spouses, male group members 2. Male champions 3. Women impact group members (diverse hhs)
Community leader views	<ul style="list-style-type: none"> • What changes have been observed in the communities? In their own practices? What factors are contributing to these changes? • What is the role of CLs in supporting change? 	Community/traditional/religious authorities
Cross-cutting themes	<ul style="list-style-type: none"> • Workload-sharing • Gender-based violence trends • Relationship between collective membership and empowerment/ social change • Relationship between productivity/income and empowerment / social change 	

MTR Process



Staff Training

- Outcome challenge
- Progress markers

Data Collection

- Household decision-making
- Defining empowerment
- Men's engagement
- Community leader views

Daily Group Analysis

- Identify progress markers
- Cluster and tally same behaviors
- Categorize the behavior changes



Tallying



Behavior Changes- Men- Mali

Progress marker	# Times	Theme
Men collecting firewood and water	12	Workloads
Men do the cooking and sweeping when wife is sick	3	Workloads
Men does sweeping even when wife is well	1	Workloads
Men helping women to transplant	1	Workloads
Men support women with their production-heavy labor, spraying	3	Production
Men let women cultivate their own fields first	1	Production
Men give good, fertile land to women	2	Land access
Men and women sit together when making decisions	6	Decisions
Men let women make own decision on what to cook	2	Decisions

Behavior Changes –Women – Malawi

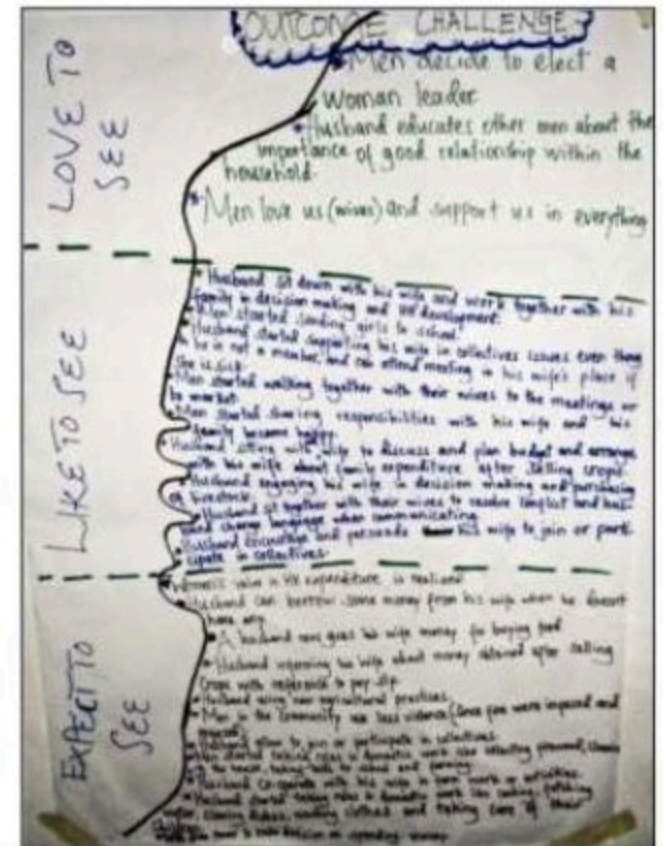
Progress Marker	# Times	Theme
Women selling through collectives	11	Marketing
Setting own goals and taking decisions on market issues	4	Marketing
Feeding family with their own money	8	Income
Women giving input into household discussions	8	Decisions
Able to oppose husband's ideas and explain why	3	Decisions
Women are open to husbands, especially around sexual issues ("sleeping with lights on")	6	Power dynamics
Women distributing chickens parts to children that are previously reserved for men	3	Power dynamics
Consulting local leaders for advice on relationships and problem solving	2	Power dynamics

Final analysis process

- Final tally of progress markers
- Revised Outcome Challenges
- Progress marker maps

Final Analysis: Revised outcome challenges

Final Analysis: Progress Marker maps



A first set of Progress Markers generated through the MTR interviews with women & men in Tanzania

Expect to see Women

- Increase agro-economic knowledge & skills
- Adapt new agricultural system
- Exchange ideas & experiences among themselves
- Establish small businesses
- Go to different places, i.e. market, outside the village, ...
- Join collectives
- Make decisions like food purchases or school fees

Like to see Women

- Use agro-inputs
- Advise husband on agronomic practice
- Provide for domestic needs
- Manage their own life, esp. paying school fees
- Work with husband to increase production
- Ask husband to help with land cultivation
- Own farmland
- Travel outside village to buy property or do business
- Participate in sharing financial decisions
- Make joint income decisions with the husband

Love to see Women

- Advise husband on medical insurance
- Make decisions w/o consulting husband
- Decide on eating, marketing, & selling
- Sit with husband to solve conflicts
- Being more confidence to speak up in the community
- Take up leadership roles in the community or church
- Keep family money

An empowered woman is visionary and therefore uses skills and capabilities to make her food secure at a household level. She utilizes her skills to negotiate with spouses, household members and general community members to maintain a healthy status and financial stability. She actively contributes to community agendas and decision-making processes by her leadership in various structures. She speaks publically voicing out her concerns and influences like-minded people to advocate around issues that contribute towards complete women's empowerment.

Malawi – Outcome Challenge - Women

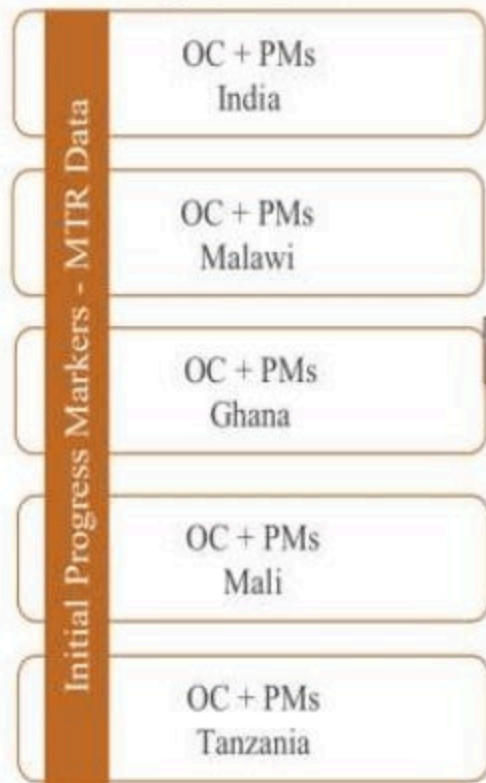
A male champion recognizes his integral role in his family and community. He ensures that his family is food and economically secure by utilizing skills acquired. He appreciates and respects his wife. He values his wife's opinions in decision-making. He reduces woman's workload. He advocates for women's rights and ending gender based violence. He promotes change in the community by actively participating in development activities.

Malawi – Outcome Challenge - Men

The Gender-indicator Design



Initial Outcome Challenges and Progress Markers



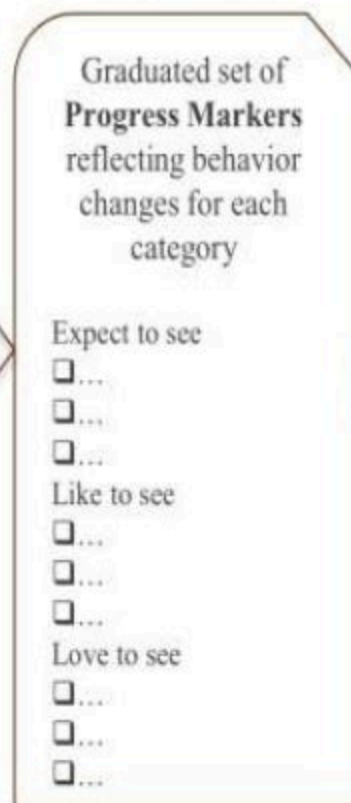
Generated by **Women and Men** in Pathways **communities** during the MTR

5 common categories to structure the behavior change indicators

1. Gender division of labor & workload sharing
2. Intra-household negotiation, communication & decision making
3. Control of income & productive assets / resources
4. Self-confidence, autonomy & leadership
5. Intimicay & harmony in the relationship

For both **Women and Men**

Common Gender-indicator Framework



For **Women and Men**, Per Country

Standardised behavior change gender-indicators for PATHWAYS

Step 1: Defining the categories to structure the behavior changes

Step 2: Sorting the progress markers in the 5 categories



Category	Women	Men
1	Gender division of labor and workload sharing	Gender division of labor and workload sharing
2	Intra-household negotiation, communication & decision making	Intra-household negotiation, communication and decision-making
3	Control of income and productive assets / resources	Sharing control of income and productive assets / resources
4	Self-confidence, autonomy and leadership	Role modeling and respecting women's rights and value (publicly)
5	Intimacy and harmony in the relationship	Intimacy and harmony in the relationship



Step 3: Peer review of the progress

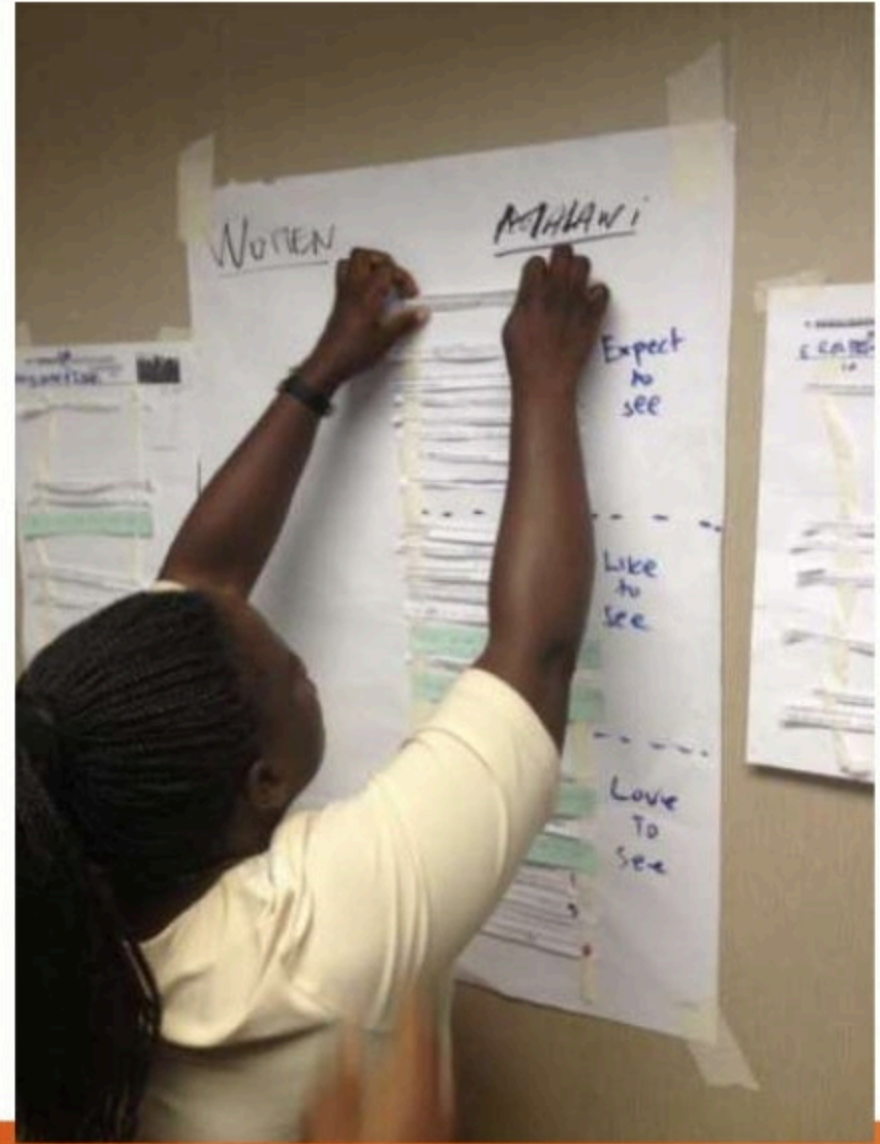
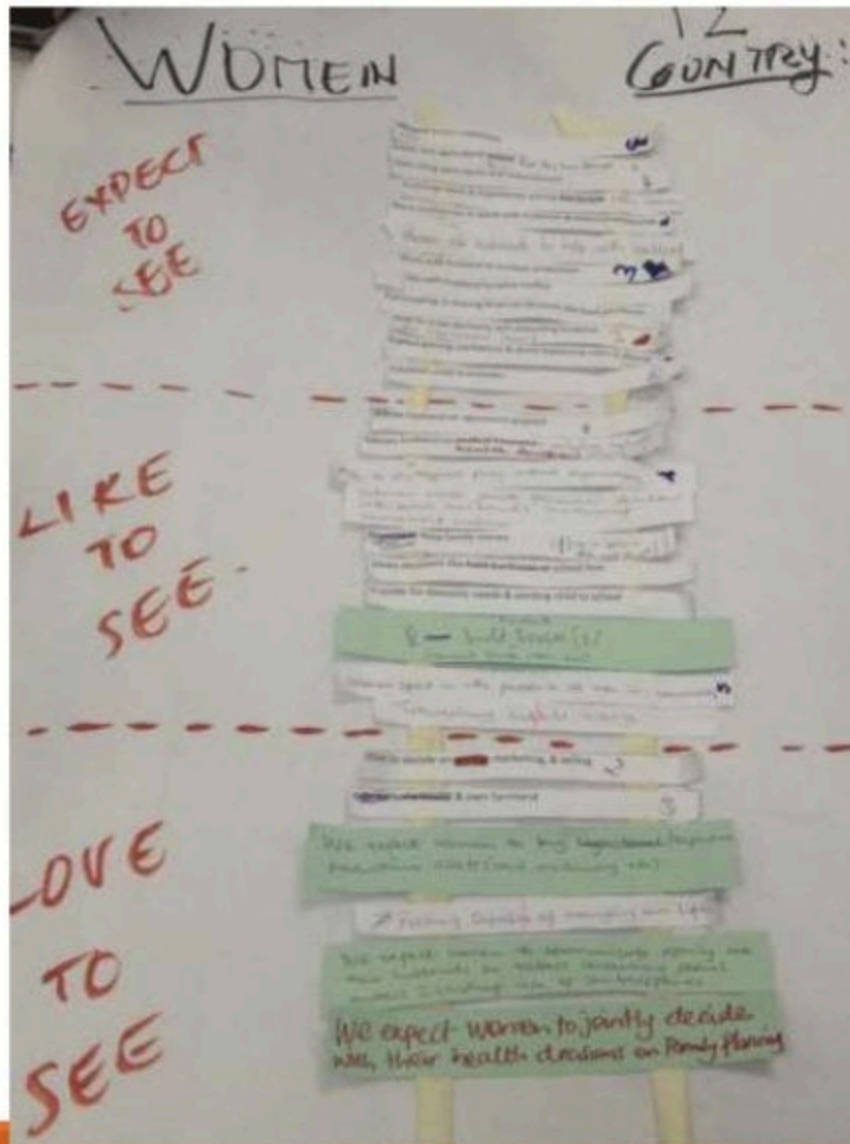
Step 4: Category review across countries (two rounds)



Collective revision per category Make 2 groups (Cat 1 & Cat 2)

1. Read the PMs together
2. Discuss similarities & differences
3. Identify those that are identical or very similar in nature
 - Code them with their number of times (**in color**) they appear (starting from at least 3 times)
4. Are there any PMs that are not belonging to this category – discuss why?
5. *Extra time: discuss ways of which PMs can be combined*

Step 5. Formulate a graduated set of behavior changes for each category (per country)



Step 6: Compile the final PM set for women / me



PROGRESS MARKERS FOR WOMEN (MALAWI)					
	Category 1: Gender division of labor / workload	Category 2: Intra-household negotiation, communication, decision-making	Category 3: Control of productive assets & resources	Category 4: Self-confidence, autonomy & leadership	Category 5: Intimacy and Harmony in household
Expect to see	Women ask husbands for support with household tasks (cooking, fetching firewood and water, childcare)	Women ask husbands to allocate a plot for them to grow groundnut and soya	Women purchase small household items (soap, food, clothes), and pay maize milling services	Women travel outside villages by themselves	
Like to see	Women cultivate together with husbands in <i>all</i> crops	<p>Women independently decide what crop variety to plant/business to start</p> <p>Women negotiate collectively with community leaders for fertile land to grow own crops</p> <p>Women make suggestions to husbands with regard to HH decisions (education, children, school fee's, clothes, marriage, food)</p>	<p>Women invest in productive assets and inputs (livestock, seeds and fertilizer) and pay for school fees</p> <p>Women manage their own piece of land (family, rented, owned, etc.)</p> <p>Women manage their own income (& avoid conflict)</p> <p>Women diversify their enterprises and income sources</p>	<p>Women dress nicely and look good (have bathed, combed hair, put lotion, clean clothes)</p> <p>Widowed /divorced women freely choose not to remarry (to maintain financial independence and make their own decisions)</p> <p>Women negotiate for better marketing terms for agriculture crops</p> <p>Women stop doing casual labour</p>	Women communicate with husbands about sexual needs
Love to see		Women make their own production decisions around soya and ground nuts	Women decide independently how to spend their own money	<p>Women publically speak out against GBV</p> <p>Married women consult local leaders for advice on their relationship and problem solving</p>	Women resolve conflicts amicably and in a non-violent way

Common behavior changes of women across Pathways countries



1. Gender division of labor & workload sharing

- Women ask men for help with heavy labor (land preparation, ploughing, fetching water)
- Women ask for support of husbands with household tasks (cooking, washing, cleaning, childcare)

2. Intra-household negotiation, communication & decision making

- Women share new knowledge with their husbands/ households (agronomic practices, nutrition, etc.)
- Women have an equal part in/ give opinions on decisions around raising children, health care, education
- Women are involved/give input into production decisions about *family land* and livestock

3. Control of income & productive assets / resources

- Women contribute to household expenditures (school fees, health fees, clothes, food)
- Women purchase own inputs and productive assets (fertilizer, mechanical equipment, livestock)
- Women negotiate with spouse for *fertile land*

4. Self-confidence, autonomy, leadership

- Women travel outside the village by themselves (to bank, market)
- Women negotiate for better market prices
- Women speak freely in meetings with men and boys
- Women organize to collectively speak out in public against an issue (GBV, alcohol abuse)
- Women take up leadership roles in the community

5. Intimacy & harmony in the relationship

- Women communicate openly with spouse on all matters (family planning, marriage of children, sexual needs)

Common behavior changes across countries



1. Gender division of labor & workload sharing

- Men provide labor on women's farms (ploughing, land preparation, weeding)
- Men publically carry out typical female jobs (fetching firewood and water)
- Men support with household work (cooking, cleaning, washing, etc.)
- Men help with childcare)

4. Role modeling & respecting womens' rights / value (in public)

- Men participate jointly with women in events/meetings
- Men publicly vote or speak up for women's leadership
- Men talk with other men about women's rights or benefits of good household relationships
- Men send daughters to school (instead of marriage), accept daughter's views about her marriage
- Men drink alcohol responsibly

2. Intra-household negotiation, communication & decision making

- Men ask women's views and accept women's decisions about domestic household management
- Men sit down together to make main decisions (children's welfare and marriage, harvest management, family planning)

5. Intimacy & harmony in the relationship

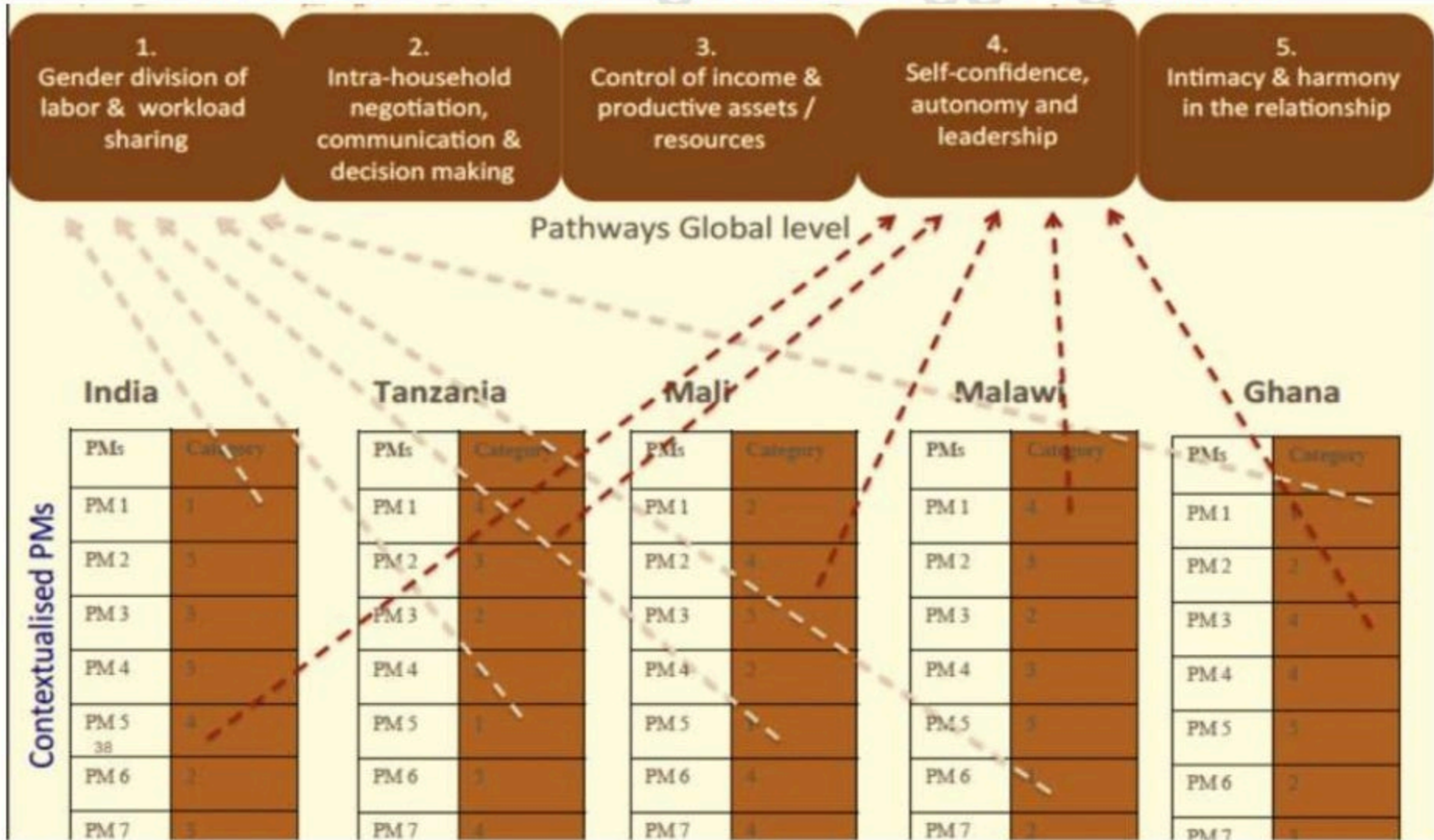
- Men resolve conflicts in an amicable and non-violent way

3. Control of income & assets / resources

- Men let women cultivate their own fields first
- Men contribute fair share to household expenses (food, school fees, health costs) and support women's IGA activities
- Men inform wives about their own income
- Men allocate *quality* land / put women's name on the title

While the Women's Empowerment Index includes a section on gender-equitable *attitudes* of men, these behavior change indicators provide teams with concrete behaviors to observe and encourage among spouses, male champions, and community leaders. Many early changes had been observed around men fetching wood, firewood or helping with typical male tasks. The process of graduating the behaviors expresses the *gender continuum* in concrete terms, and supports teams to continue encouraging more transformative social changes.

Using the common gender-indicator framework for global aggregation



Lessons



- Validated the Theory of Change
- Gave teams unified understanding of the empowerment aims and the gender continuum
- Reinforced importance of women's collectives
- Highlighted key risks to address (GBV, backlash, economic burdens on women)
- Illustrated importance of men's engagement
- Showed that social transformation is possible
- Built capacity to understand gender issues and how to address them programmatically

Lessons

