


# LEARNING FROM GENDER EQUALITY

Assessing Impact



# THEORY OF CHANGE

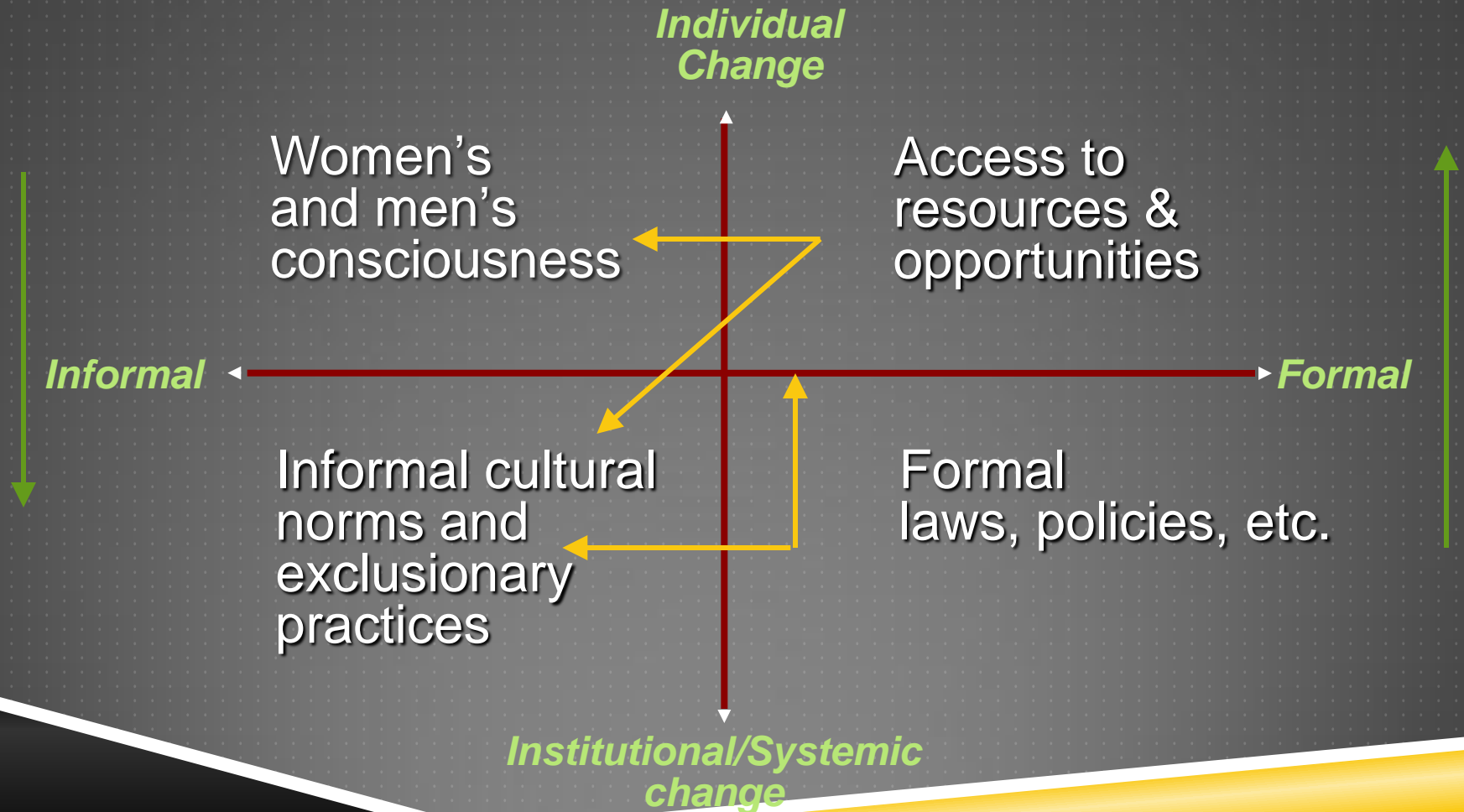
## I. WHAT ARE WE TRYING TO CHANGE?

- ▶ More equal access to resources (includes health care, education, as well as economic resources like employment, tools, credit)
  - ▶ More equal access to the benefits derived from the use of those resources
  - ▶ More equal say in influence over decisions (within the family, in the community, and at national and global levels)
  - ▶ A fairer division of labour between women and men, in the family, in the workplace, and in the community
  - ▶ Greater personal safety and security from all forms of violence
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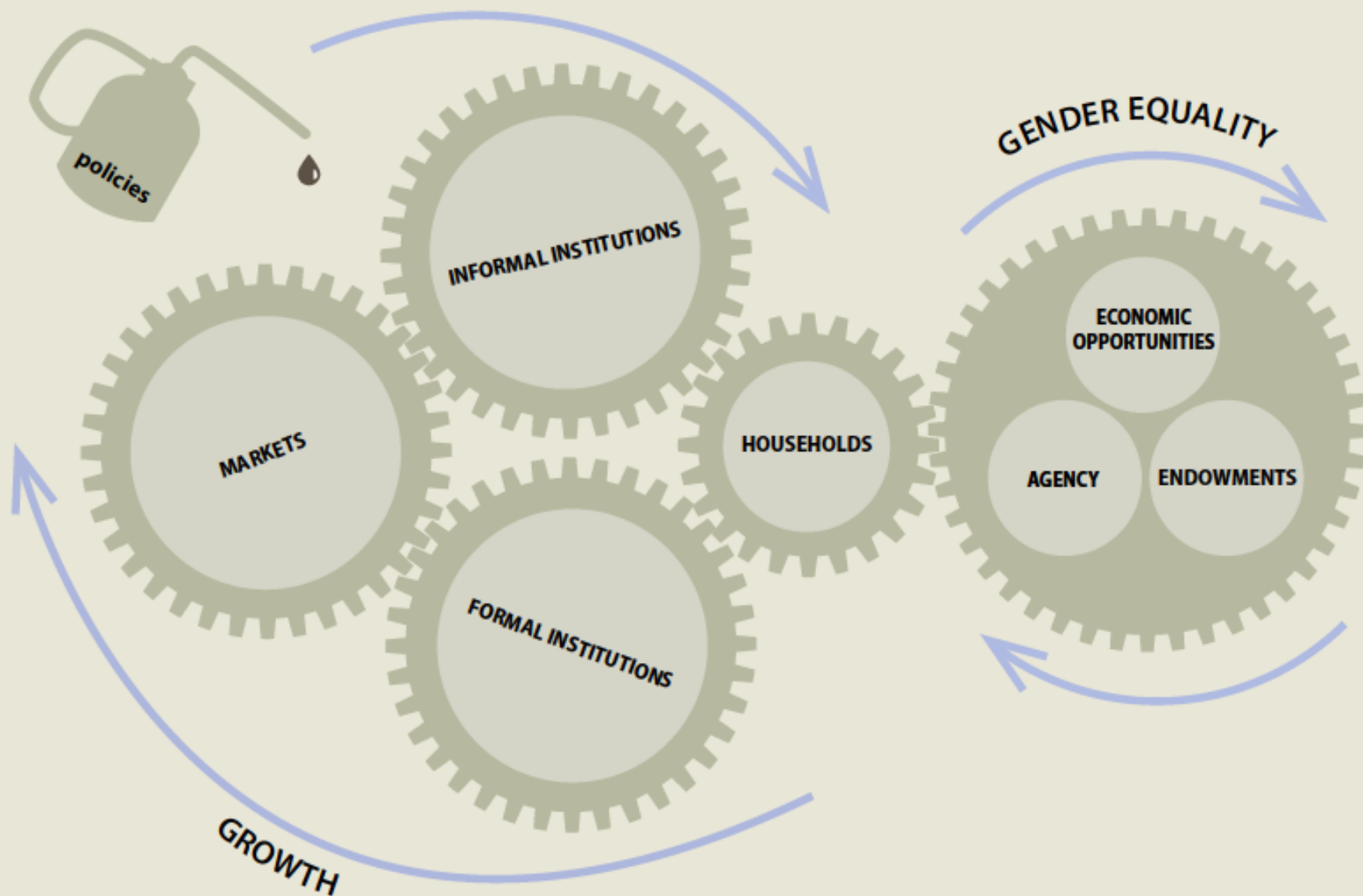
# THEORY OF CHANGE

2. HOW DOES CHANGE HAPPEN?

# WHAT ARE WE TRYING TO CHANGE?



**FIGURE 1** *Gender outcomes result from interactions between households, markets, and institutions*



## VISION OF SUCCESS

*Critical advances and innovations in agricultural development for Africa, led & influenced by capable, confident and influential African women*

### SPHERE OF INTEREST

#### *Precondition*

Key individual, organizational and sector actors respond appropriately to AWARD participants' increasing visibility, influence and knowledge

#### *Precondition*

A critical mass of women start to self-organize, influence and lead

#### *Precondition*

**Transformative** changes are reflected and made **visible** in fellows' work and life, and in some of those they aim to influence

#### *Precondition*

AWARD influence spreads beyond the program

### SPHERE OF INFLUENCE

#### *Precondition*

Fellows are **empowered** through AWARD strategies

#### *Precondition*

Mentors, trainee trainers and fellows' mentees are informed, inspired and inspiring

#### *Precondition*

Actors within and outside acknowledge and use AWARD knowledge

### SPHERE OF CONTROL

#### *Precondition*

AWARD is well implemented using appropriate strategies, a high quality, informed management team and adaptive management

#### *Precondition*

Fellows, mentors, trainee trainers and implementing partners are drawn from the best available

#### *Precondition*

AWARD produces and effectively shares relevant knowledge

# WHY IT'S EASY TO PERPETUATE GENDER INEQUALITY

- ▶ We 'see' what we expect to see
- ▶ We 'see' what reinforces our existing beliefs— we ignore contradictory evidence
- ▶ If we do see something unexpected, we tend to explain it to align with existing beliefs 'it's the exception that proves the rule'
- ▶ Habits and beliefs, especially deeply formed habits like those about gender relations, are more likely to be invisible

BUT WE CAN TEACH OURSELVES TO BE MORE AWARE

# LESSONS LEARNED

- ▶ Articulate a theory of change that includes WHAT should change as well as HOW you believe the change will occur
- ▶ Define the relationships that will be important to make the change happen (see <http://www.outcomemapping.ca/>)
- ▶ A well-articulated theory of change is a powerful organizing and management tool
- ▶ Use comparative data to establish where change is happening and to encourage emulation
- ▶ Be realistic about the level of results you are assessing: measuring impact at the project or even the programme level may be too ambitious – the level of results you are assessing should match the scope of the intervention



THANK YOU