

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

THEORY OF CHANGE

2. HOW DOES CHANGE HAPPEN?

WHAT ARE WE TRYING TO CHANGE?

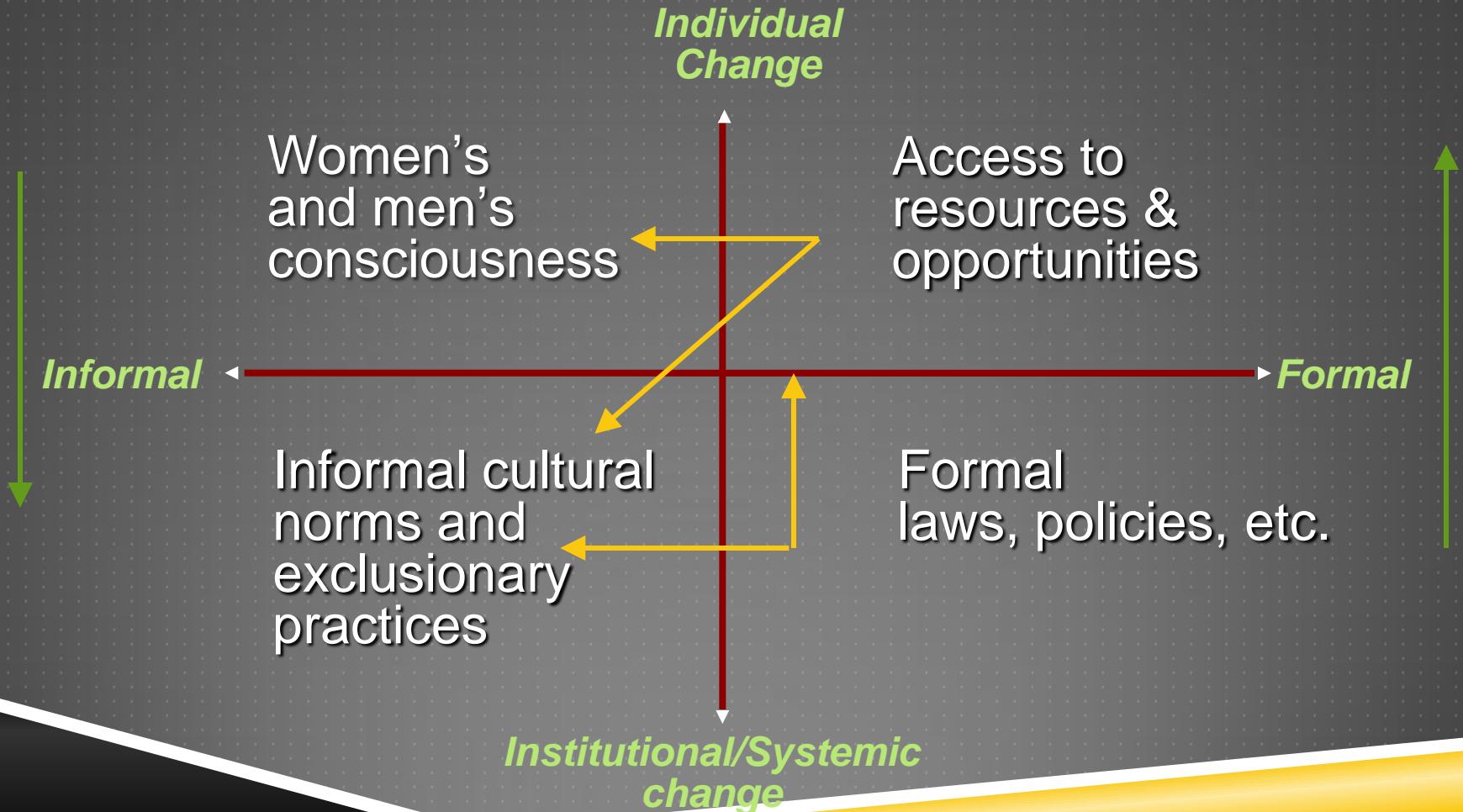
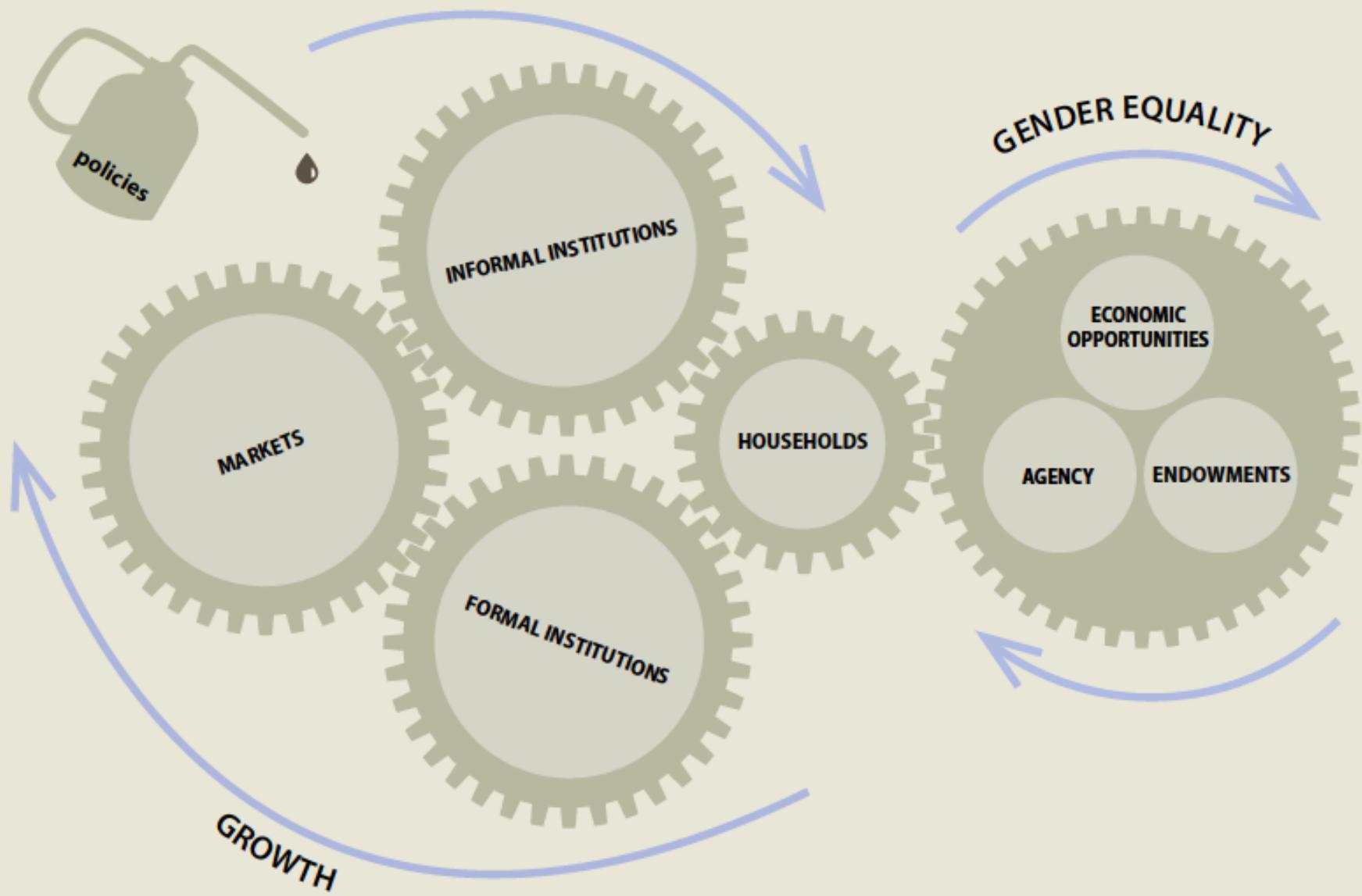


FIGURE 1 *Gender outcomes result from interactions between households, markets, and institutions*



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