What Works for Gender Equality and Women’s Empowerment

A review of practices and results in IFAD
Synthesis objectives and scope

• Objectives
  - Identify gender-transformative practices that can inform future IFAD interventions under Agenda 2030
  - Identify key factors enabling (or hindering) GEWE

• Methodology
  - Extracting practices and results from a representative sample of 57 evaluations since 2011
  - Typology of gender practices
  - Theory of Change towards transformative GEWE results
Gender transformative approaches:

• Aim to overcome the root causes of inequality and discrimination through promoting sustainable and far reaching social change.

• Challenge existing social norms and distribution of power and resources.
## GEWE Practices

### Number of GEWE practices identified in review sample

<table>
<thead>
<tr>
<th>Access to resources and opportunities</th>
<th>1.a Inclusive financial services</th>
<th>1.b Engagement in IGA</th>
<th>1.c Backyards and home gardens</th>
<th>1.d Technical and vocational training</th>
<th>1.e Participation in markets and value chains</th>
<th>1.f Off-farm Employment opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reducing poverty and time poverty</td>
<td>2.a Infrastructure</td>
<td>2.b Labour-saving technologies and practices</td>
<td>2.c Child care support</td>
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<tr>
<td>Creating an enabling environment</td>
<td>3.a Policy engagement at national and local levels</td>
<td>3.b Representation and voice in local governance institutions</td>
<td>3.c Legal rights on land and forests</td>
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<tr>
<td>Enhancing awareness and confidence</td>
<td>4.a. Breaking gender roles and stereotypes</td>
<td>4.b. Working with men</td>
<td>4.c. Functional skills training (literacy etc.)</td>
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</table>
IFAD Theory of Change on GEWE

GEWE Theory of Change

Results

Root causes of inequality and discrimination addressed

Impact (longer term)

Equal benefits to those hard to reach

Sustainable development & equitable poverty reduction

Equity, inclusion, non-discrimination

Design

Strategies

Interventions

Practice areas

Transformational changes

- Improved access to resources, services and opportunities
- Reduced time burden and equal responsibilities
- Enhanced awareness, consciousness and confidence
- Political, legal and institutional constraints addressed
- Policy influence & practice uptake
- Scaling up

NRM, climate changes
Access to markets, value chain development
Enterprise development
Rural financial services
Agricultural & livestock production, technologies
Empowerment: community, household
Producer organizations, rural institutions

Equal benefits to those hard to reach
Reduced time burden and equal responsibilities
Enhanced awareness, consciousness and confidence
Political, legal and institutional constraints addressed
Policy influence & practice uptake
Scaling up

Gender mainstreaming, understanding women’s priorities
Analysis of contextual constraints and opportunities
Gender sensitisation, understanding gender beliefs and norms
Targeted interventions (or components)
Promoting women’s rights (addressing drivers of exclusion, advocacy)
Gender disaggregated monitoring
Capacity building
Scaling up successful practices

• NRM, climate changes
• Access to markets, value chain development
• Enterprise development
• Rural financial services
• Agricultural & livestock production, technologies
• Empowerment: community, household
• Producer organizations, rural institutions

Independent Office of Evaluation
Investing in rural people

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## GEWE effectiveness quadrant

<table>
<thead>
<tr>
<th>More common</th>
<th>More effective (consistent results evidenced)</th>
<th>Less effective (mixed results evidenced)</th>
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<td>Infrastructure</td>
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<td></td>
<td>Functional skills training</td>
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</tr>
<tr>
<td>Less common</td>
<td>Labour-saving technologies and practices</td>
<td>Child care support</td>
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<td></td>
<td>Off-farm employment</td>
<td>Backyard and home gardens</td>
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<td>Establishing value chains, access to markets</td>
<td>Promotion of IGAs</td>
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<td>Technical and vocational training</td>
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**More effective (consistent results evidenced):**
- Breaking gender roles and stereotypes
- Representation and voice in local governance institutions
- Functional skills training

**Less effective (mixed results evidenced):**
- Inclusive financial services
- Infrastructure
- Child care support
- Backyard and home gardens
- Promotion of IGAs
- Policy engagement at national and local levels
- Legal rights on land and forests
Key lessons

• Empowering and gender transformative approaches need to be integrated into project design.
• Multiple and complementary practices are more likely to facilitate changes in gender roles and relations.
• Working with men as gatekeepers of customary practices is critical.
• Participatory approaches can facilitate gender-inclusive outcomes, if combined with specific strategies to target women.
• Promoting unconventional and new roles for women helps shifting mindsets and commonly held beliefs.
Key conclusions

• Guidance by IFAD gender policy and action plan ensured that interventions address key GEWE issues.
• IFAD has addressed root causes of gender inequality and women’s powerlessness, in particular illiteracy, exclusion from access to resources and limited social capital.
• Explicit specific strategies to target women critical to ensuring that women benefit equally and that their strategic needs are addressed.
• Diversity of women along lines of ethnicity, religion, and life cycle, not sufficiently targeted.
• GEWE outcomes and impacts not well documented.
Available IOE documentation