



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

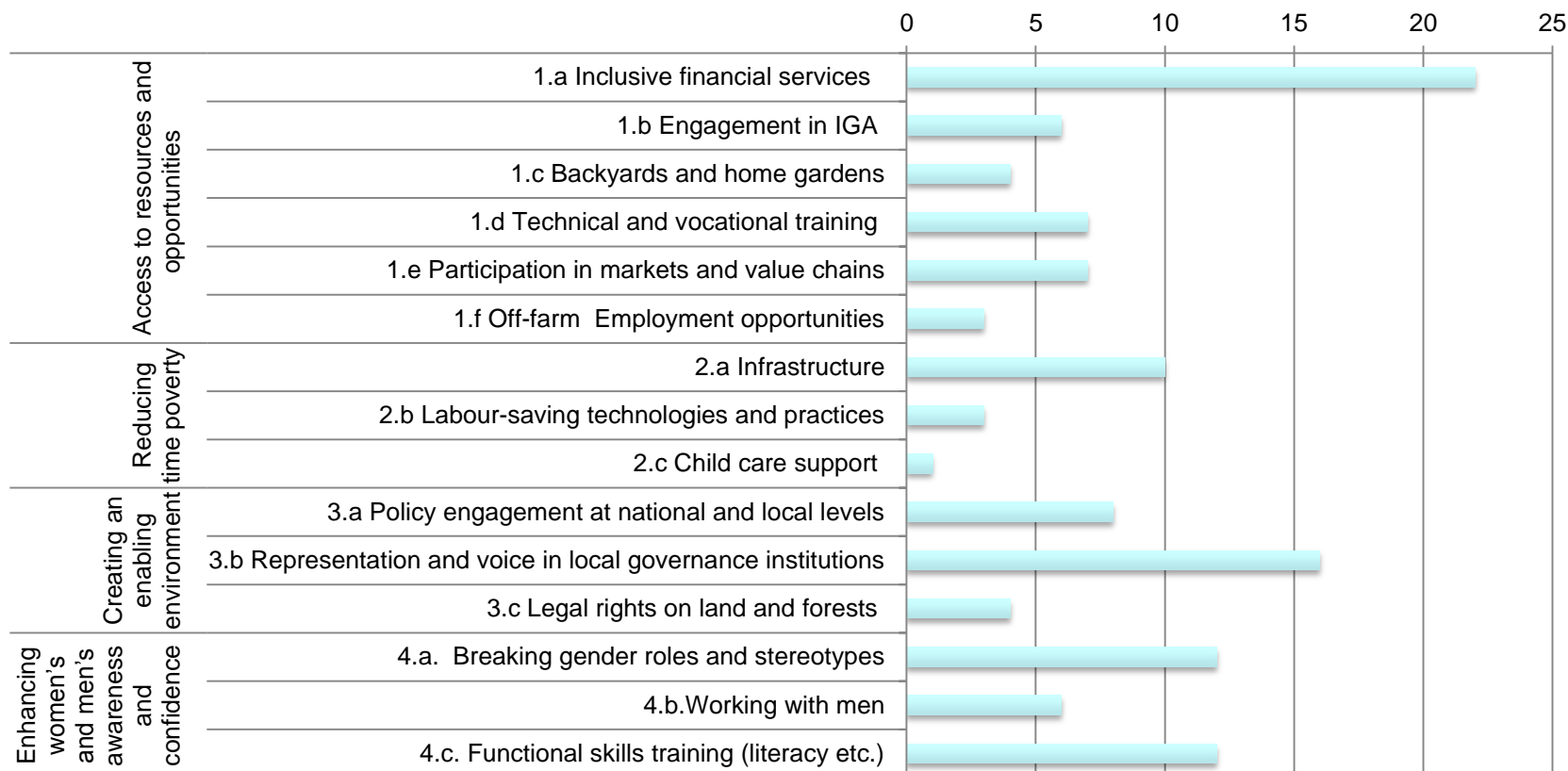
A working definition

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.**

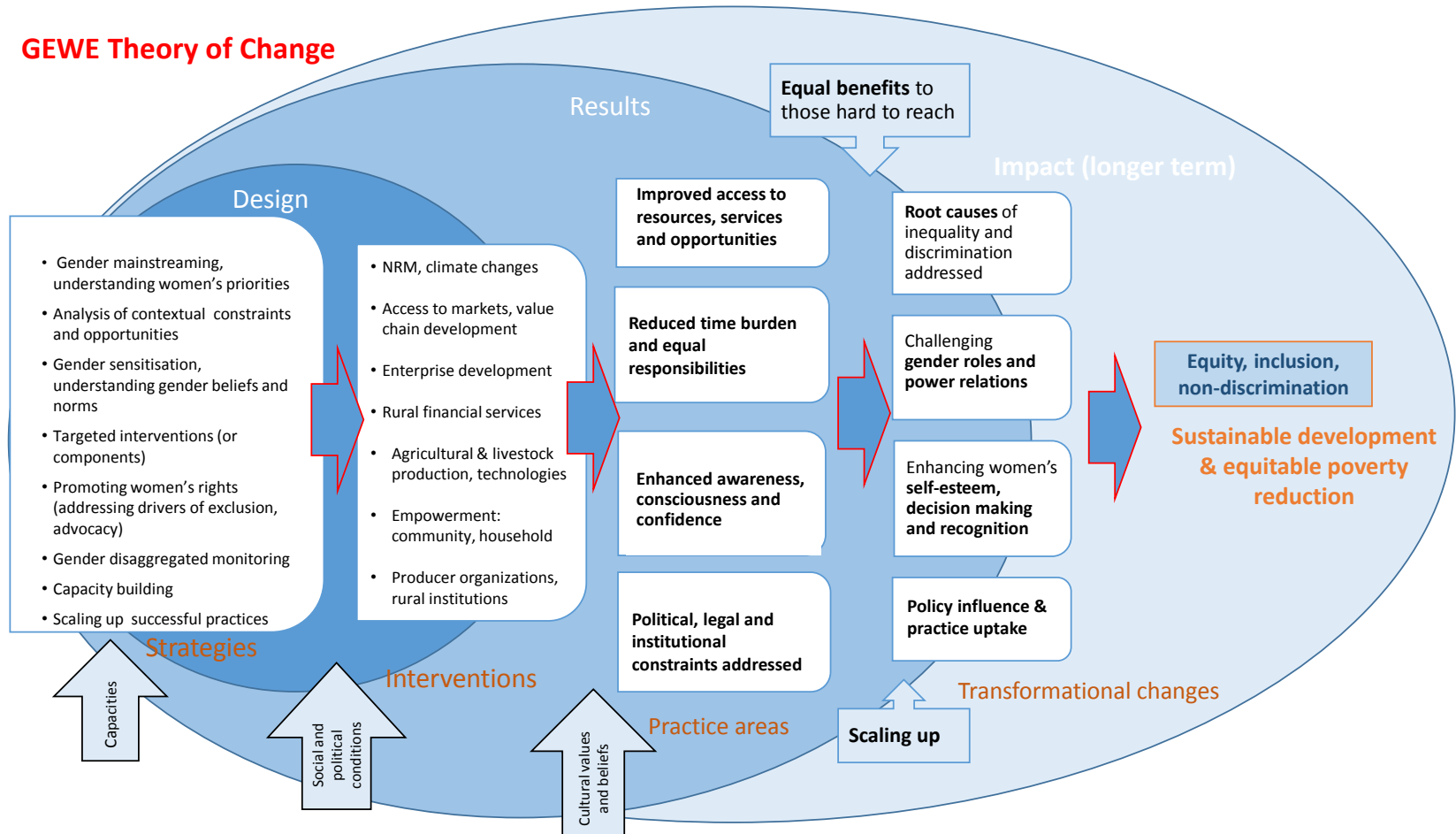
GEWE Practices

Number of GEWE practices identified in review sample



IFAD Theory of Change on GEWE

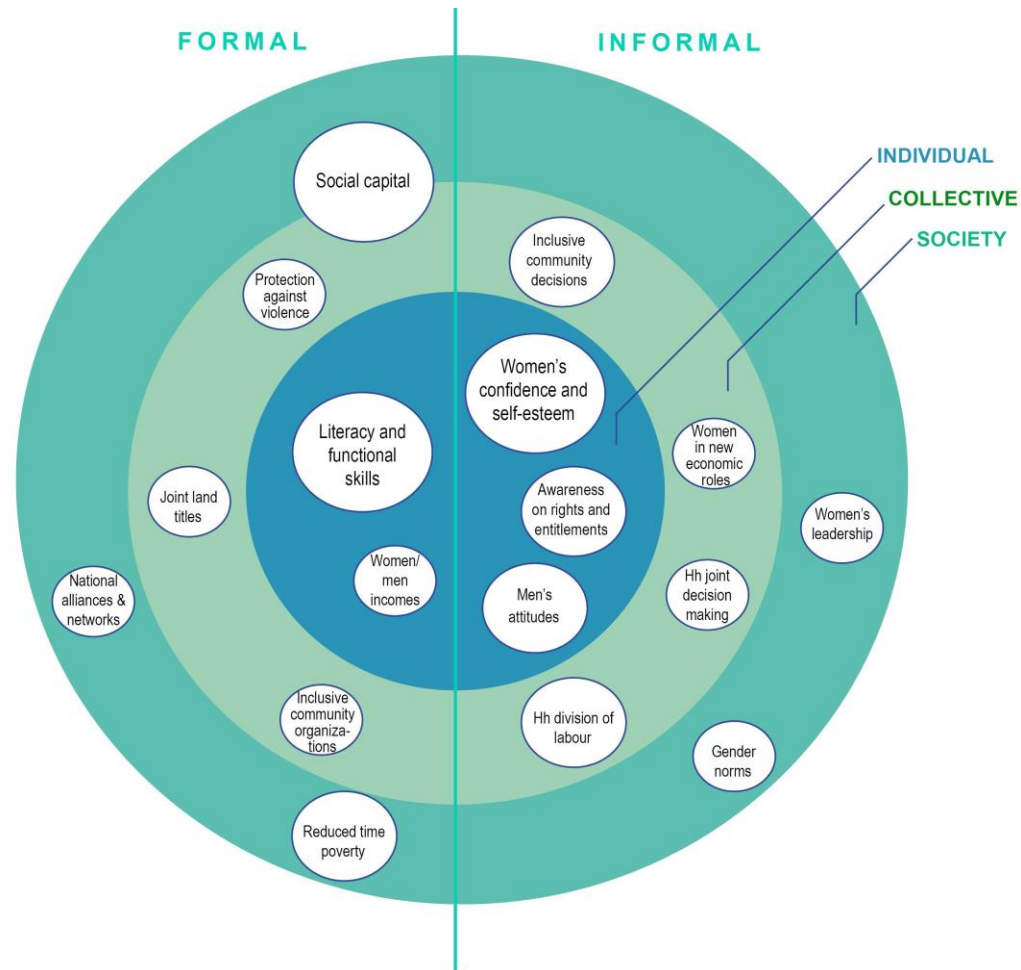
GEWE Theory of Change



GEWE effectiveness quadrant

	More effective (consistent results evidenced)	Less effective (mixed results evidenced)
More common	<ul style="list-style-type: none"> Breaking gender roles and stereotypes Representation and voice in local governance institutions Functional skills training 	<ul style="list-style-type: none"> Inclusive financial services Infrastructure
Less common	<ul style="list-style-type: none"> Labour-saving technologies and practices Off-farm employment Establishing value chains, access to markets Technical and vocational training Working with men 	<ul style="list-style-type: none"> Child care support Backyard and home gardens Promotion of IGAs Policy engagement at national and local levels Legal rights on land and forests

GEWE impact spheres



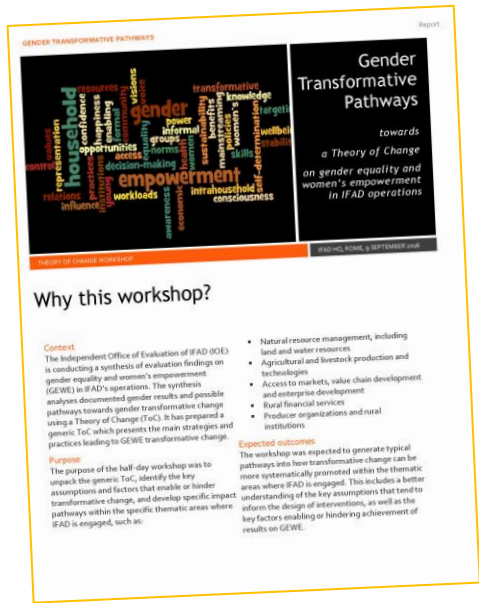
Key lessons

- 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



Why this workshop?

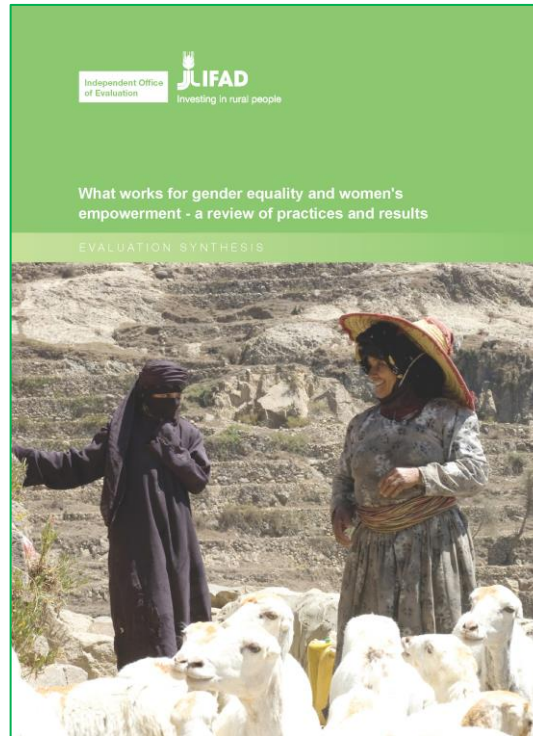
Content:
The Independent Office of Evaluation of IFAD (IOE) is conducting a synthesis of evaluation findings on gender equality and women's empowerment (GEWE) in IFAD's operations. The synthesis analyses documented gender results and possible pathways towards gender transformative change using a Theory of Change (ToC). It has prepared a generic ToC which presents the main strategies and practices leading to GEWE transformative change.

Purpose:
The purpose of the half-day workshop was to unpack the generic ToC, identify the key assumptions and factors that enable or hinder transformative change, and develop specific impact pathways within the specific thematic areas where IFAD is engaged, such as:

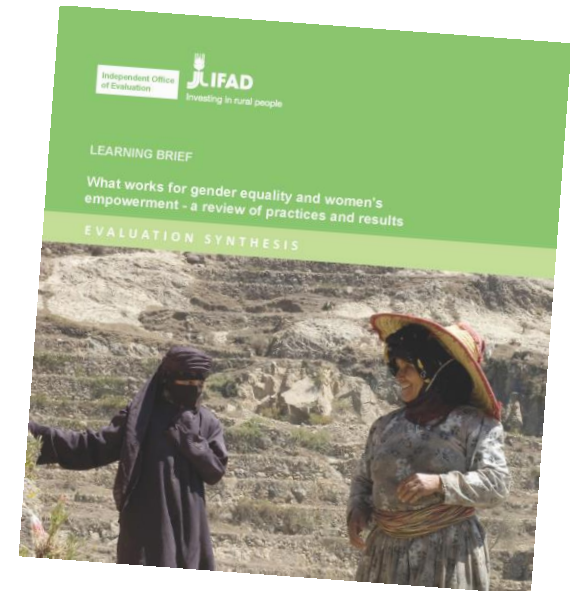
- Natural resource management, including land and water resources
- Agricultural and livestock production and technologies
- Access to markets, value chain development and enterprise development
- Rural financial services
- Producer organizations and rural institutions

Expected outcomes:
The workshop was expected to generate typical pathways into how transformative change can be more systematically promoted within the thematic areas where IFAD is engaged. This includes a better understanding of the key assumptions that tend to inform the design of interventions, as well as the key factors enabling or hindering achievement of results on GEWE.

THEORY OF CHANGE WORKSHOP REPORT



FINAL REPORT



LEARNING BRIEF