The Hidden Half of Gender Equality Programming

Engaging men and boys in food and nutrition security

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Overview

1. Rationale and Understanding – Engaging Men/Boys for Gender Equality
2. Conceptual framework and Programming Examples
3. Reflections and Considerations
Rationale: Why engage men and boys?

1. Commitment to gender equality
   - women’s empowerment remains as a critical aspect of gender equality
   - work with men and boys as equal partners with women and girls to change social structures and power imbalances

2. Poverty affects everyone in gendered ways
   - need to better understand complexities of men and boys experiences

3. Can improve outcomes when men and boys are engaged
   - Support to women and girls
   - Mitigate negative reactions from solely focusing on women and girls
Food Security & Nutrition: Why engage men and boys?

In a situational analysis, we often see:

- Care givers
- Subsistence agriculture
- Responsible for household nutrition and food security

- Provider for family
- Cash crops
- Household decision-maker
- Authority over asset management

YET, we often design “gender” interventions that only target women
Examples of limited results when men and boys aren’t engaged...

- **Limitations in women’s nutrient-rich food production** because men control land, women don’t control assets or have authority to purchase inputs, extension services don’t consider women ‘farmers’

- **Nutritious foods not reaching women** – status within the household and intra-household food allocations

- **Limited adoption of EBF and IYCF practices** because women lack of time (unequal caregiving roles), or support from household members (men don’t receive information about EBF and IYCF)

- **Goals to increases women’s incomes may fall short** because of limits in mobility, lack of time, market discrimination; unequal wages

**Unintended consequences:**

- Backlash & GBV
- Girls pick up household duties, pulled out of school
Working with both halves
Engaging Men and Boys
Framework and Programming Examples
Framework: Engaging Men and Boys for Gender Equality

“synchronization”
all efforts contributing to gender equality

“conscientization”
personal awareness and critical reflection

dialogues across critical / personal relationships

Mobilization & advocacy across levels
Synchronization

- Engaging men and boys activities work in alignment with empowering women and girls
- Intentionally reaching out to both sexes to promote mutual understanding
- Flexible gender roles
- Equalization in balance of power and pursuit of gender justice

Example, Rwanda, *Journeys of Transformation*

Building on women’s village savings and loans groups, looking at [men as allies in women's economic empowerment](http://example.com). Men examine personal attitudes, beliefs and practices on household decision-making, division of household labor, and women’s economic empowerment.
Conscientization

1. Gender socialization affects all individuals
2. Provide safe space for critical reflection
3. Done with staff, and also in the community

"conscientization"
personal awareness and critical reflection

CARE's Gender Equity and Diversity work and manuals
Conscientization example: Mali participatory performance tracker

<table>
<thead>
<tr>
<th>Name</th>
<th>ID</th>
<th>Gender (M/F)</th>
<th>Division of labor</th>
<th>Communication</th>
<th>Decision-making (joint)</th>
<th>Role modeling</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>xy</td>
<td>1</td>
<td>Shared household tasks with my spouse</td>
<td>Asked my spouse for support with a task</td>
<td>Asked girl and boy children to share hh tasks</td>
<td>Practiced active listening with spouse</td>
</tr>
<tr>
<td></td>
<td>xy</td>
<td>2</td>
<td></td>
<td></td>
<td>spoke confidently on a matter of importance to me</td>
<td>Included my spouse in a decision I usually take alone</td>
</tr>
<tr>
<td></td>
<td>xx</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td>Decided the major household issues together with my spouse</td>
</tr>
</tbody>
</table>

Total: 0

xy 0

xx 0

0
Dialogue across key relationships

- Actively promoting fairness in roles, relationships & responsibilities
  - Between couples
  - Among male peers

Example: Ethiopia, GRAD
Dialogues on gender roles, decision-making, nutrition,

Example: Burundi Abatangamuco project
- Men sharing their personal stories of change with peers - role modeling
Mobilization and advocacy across levels

- Work with male champions to go beyond awareness & dialogue to collective action
- Celebrate positive deviant role models for gender equality
- Network groups of male champions from local to national levels to advocate for gender equality

Example: Bangladesh, wage labor mobilization
Male day laborers rallied alongside female day laborers to fight wage discrimination against women, resulting in a total of 7077 women receiving a cumulative annual income of $994,886
Pathways
Example in an agriculture, food security, and nutrition program
Pathways to Secure Livelihoods: Empowering Women in Equitable Agricultural Systems at Scale
Pathways Objectives and Program Countries

**Objective 1:** To increase the productive engagement of 50,000 poor women in sustainable agriculture, and contribute to their empowerment.

**Objective 2:** To enhance the scale of high-quality, women-responsive agriculture programming.

**Objective 3:** To contribute to the global discourse that surrounds women and agriculture.

MALAWI • TANZANIA • GHANA • MALI • BANGLADESH • INDIA
CARE PATHWAYS THEORY OF CHANGE

More Secure and Resilient Livelihoods
Food and Nutrition Security, Coping and Adapting Ability

Productivity <-> Equity <-> Empowerment and Profitability

1. Capacity
   - Knowledge, skills and relationships
   - Self-confidence and conviction of power

2. Access
   - Access to productive resources, assets and markets appropriate and reliable services and input

3. Productivity
   - Improved yields and income through the adoption of sustainable agriculture and value addition

4. Household Influence
   - Contribution to and influence over income and decision-making

Enabling Environment
More positive and enabling attitudes, behaviors, social norms, policies and institutions
Pathways Approaches to Engaging Men and Boys

- **Conscientization**: Staff personal awareness-GED, Community Based Trainers and leaders
- **Gender Dialogues & Relationship-Building**
  - 5 themes integrated in FFBS: Gender discrimination in agriculture, Workload-sharing, Decision-making control, Communication and listening skills & Power
  - Market committees with women representation
- **Mobilization and Advocacy**
  - Land access-Community Leaders
  - Wage equality-Landlords
  - Male champions-spouses & community
  - Role modeling
Some Achievements
- Gender dialogues and relationship building

Decision-making:
- Household and agricultural production
- Cash-flow & Joint-budgeting

Workload-sharing:
- Work with men to normalize involvement in caregiving and workload sharing
- Continuous dialogues
- Tracking this in the PPT

Relationship building:
- Established direct relationships with male actors in the market
- Women taking leadership in 209 marketing committees-
- Numeracy and market skills- Record keeping & Cost-benefit analysis

The Cash Flow Tree
Some Achievements
-Mobilization and Advocacy

Land access, land rights & wage labor
- 3,760 hectares of land made accessible for 4,954 producers from dialogues with traditional chiefs and authorities (male)
  - Focus on Land Africa (Ghana and Mali)
- Men co-lobby for 42% increase in women’s daily wages (Bangladesh)

Male champions and role modeling
- Traditional & religious leaders
- Male champions & change agents at household and community levels
  - Anecdotal evidence

“Straight after the training in the village, I committed to personally help her with carrying water for the household using a barrel, buckets, and my cart. I am currently the only man in my village who is doing this job, but I have no shame about doing this…I feel very proud of the support I’m giving my family.” -- Ousmane Goulaka, Mali
Reflections and considerations
Reflections and considerations

Lessons Learned

• Measuring changes in gender and women's empowerment is an ongoing challenge.
• Do not assume there will be backlash or resistance among men and boys.
• Role modeling through male change agents and champions are particularly effective in catalyzing broader social change.
• Role of community leaders as thought leaders and gatekeepers comes to the fore.
• Many of the interventions rely on skilled facilitation of sensitive issues.
• Staff are not always equipped to deal with GBV issues (when there is backlash) - as a key implementation challenge.
Thank you!

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