



# What Works for Gender Equality and Women's Empowerment

**A review of practices and results in IFAD**

# Synthesis objectives and scope

- Objectives

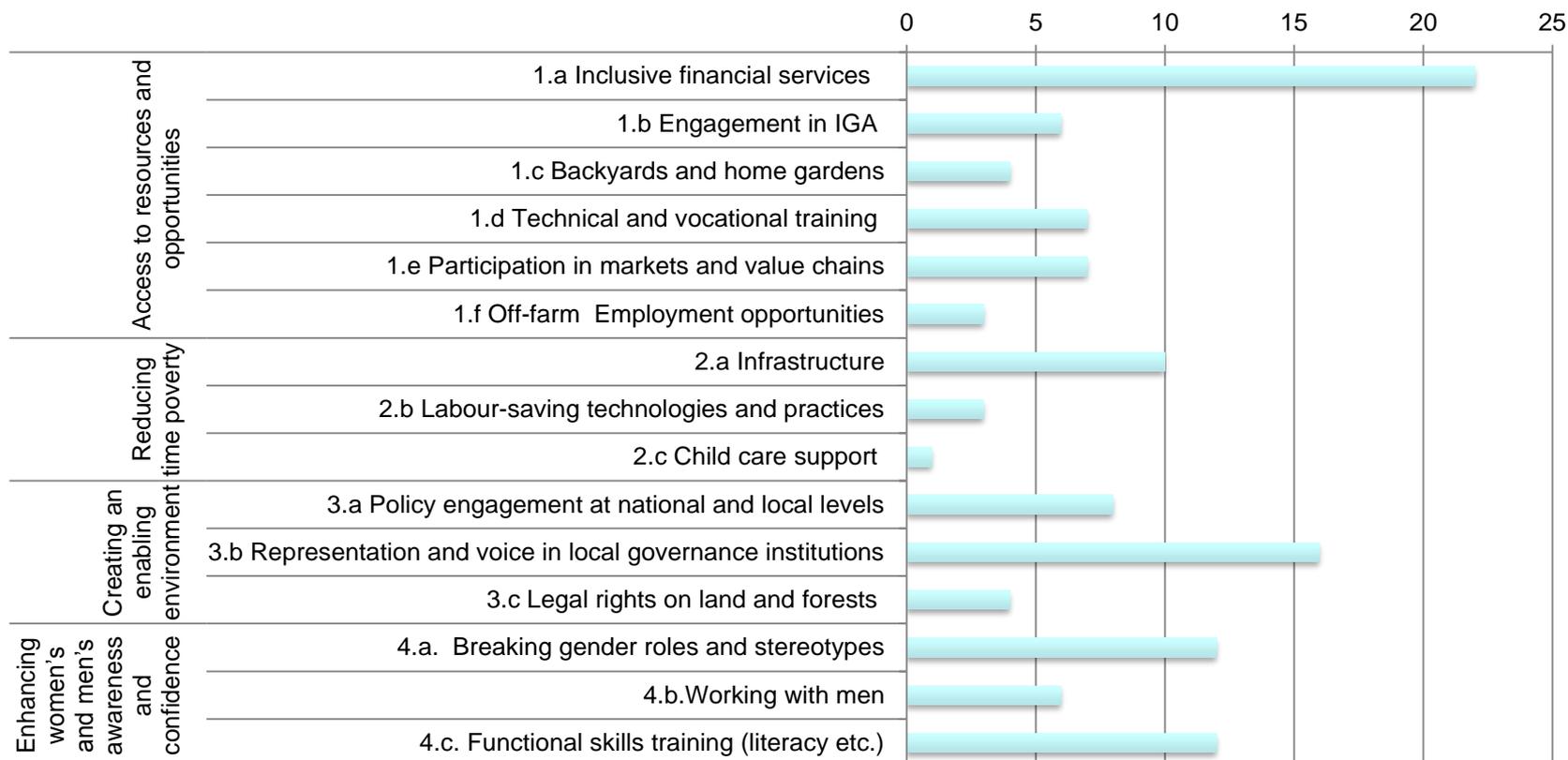
- Identify gender-transformative practices that can inform future IFAD interventions under Agenda 2030
- Identify key factors enabling (or hindering) GEWE

- 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

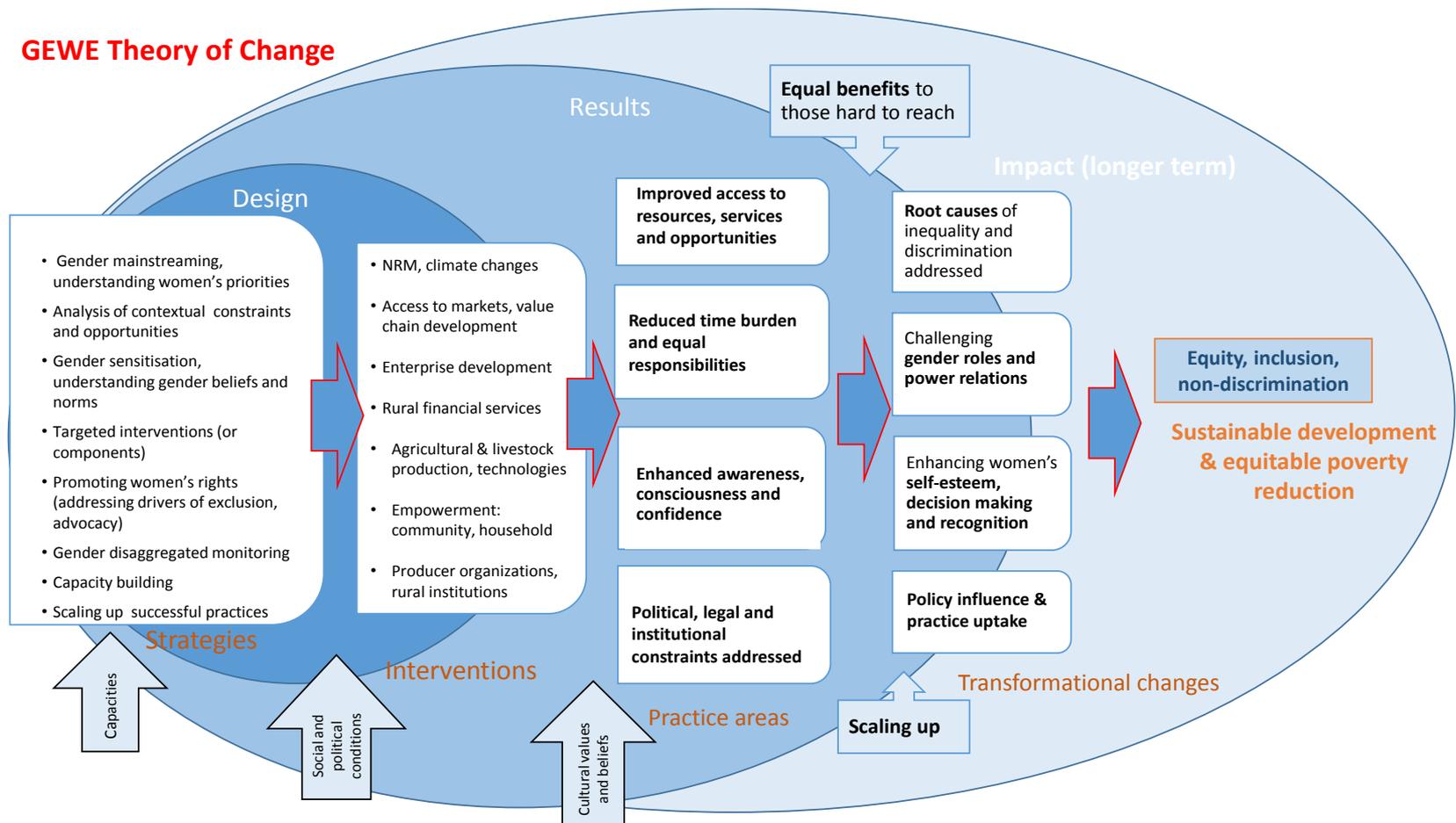
# GEWE Practices

Number of GEWE practices identified in review sample



# IFAD Theory of Change on GEWE

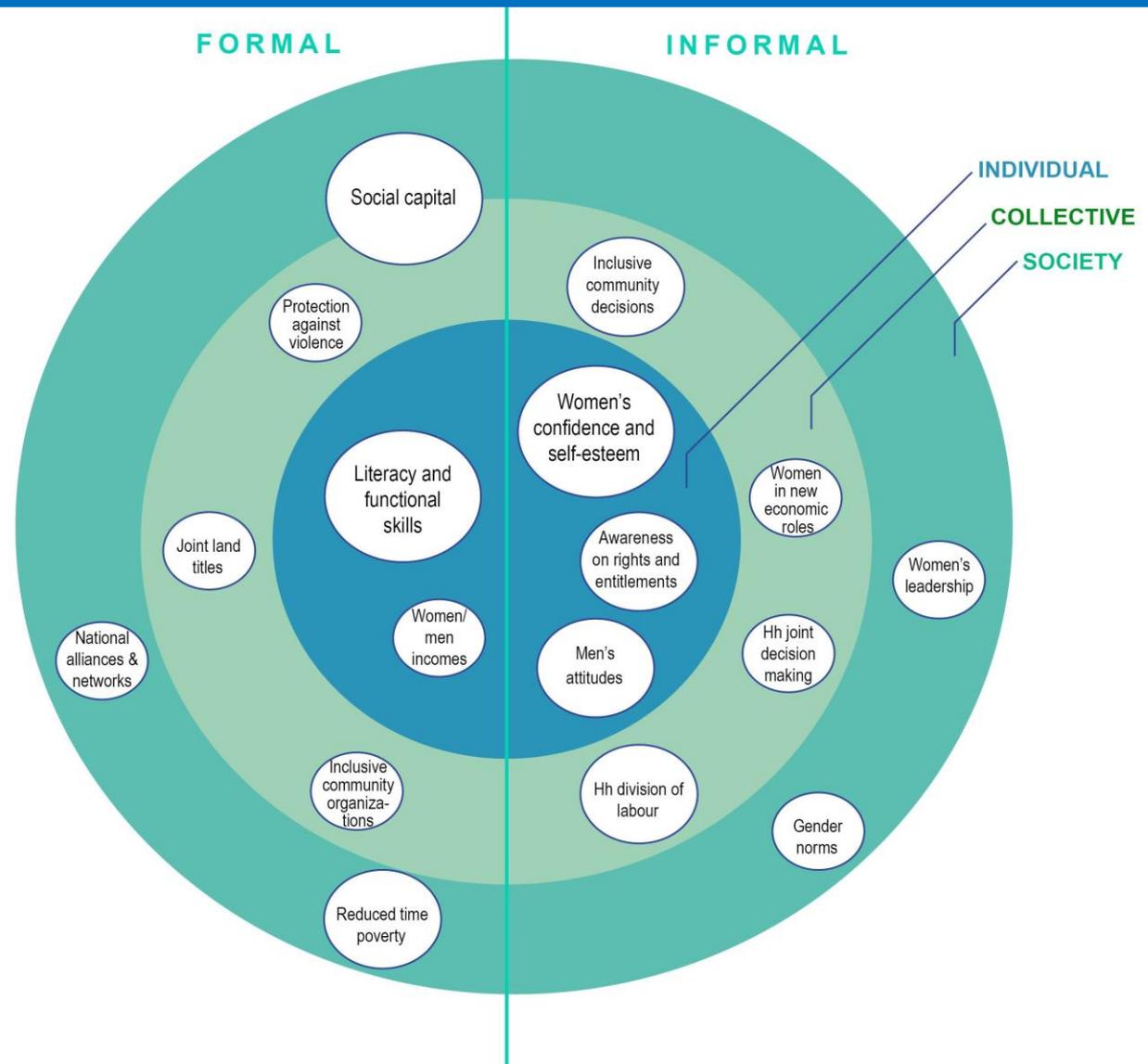
## GEWE Theory of Change



# GEWE effectiveness quadrant

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

# 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.

