



SECURING  
WOMEN'S  
RESOURCE RIGHTS  
THROUGH GENDER  
TRANSFORMATIVE  
APPROACHES



Investing in rural people

Country Virtual Learning Exchange Workshop Series

.....  
*Insights from*

**ETHIOPIA**



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#### ABOUT THE INITIATIVE

### SECURING WOMEN'S RESOURCE RIGHTS THROUGH GENDER TRANSFORMATIVE APPROACHES

In 2020, the International Fund for Agricultural Development (IFAD) invited a consortium of the Center for International Forestry Research and World Agroforestry (CIFOR-ICRAF), the International Food Policy Research Institute (IFPRI) and the Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT) to work with selected IFAD projects to promote and strengthen women's land rights through the integration of gender transformative approaches (GTAs) in rural development interventions by improving policies, tools and practices.

<https://www.cifor-icraf.org/wlr>

[https://www.ifad.org/en/gender\\_transformative\\_approaches](https://www.ifad.org/en/gender_transformative_approaches)

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## WEBINAR SERIES

The Country Virtual Learning Exchange Workshop Series served as a platform to share insights and lessons learnt from this initiative, highlighting research from each country project on securing women's resource rights through GTAs. The aim was to showcase the diversity of the projects' implementation, fostering cross-learning and highlighting initiatives and lessons from each country's efforts in securing women's resource rights through GTAs.



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# Webinar overview

The Ethiopian webinar on gender transformative approaches in rural development provided a comprehensive overview of initiatives aimed at empowering rural women and promoting gender equality. Opening remarks by Bernadette Mukonyora, IFAD Country Director for Malawi, underscored the importance of addressing gender inequality and highlighted the role of partnerships in driving meaningful change. The webinar featured insights from experts such as Hai Ha Vu Thi, who discussed the critical value of partnerships in supporting gender transformative change, and presentations on initiatives like the Gender Model Family (GMF) approach by speakers like Yaregal Zelalem and Stibniati Atmadja. Nuredin Asaro shared the process of integrating GMF into the Participatory Small Scale Irrigation Development Program II, emphasizing the importance of partnerships and careful implementation. Overall, the webinar provided valuable insights into gender transformative approaches and highlighted the significance of collaborative efforts in promoting inclusive rural development.

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## Insights from the webinar

### BACKGROUND

In her opening remarks at the Ethiopian webinar, **Bernadette Mukonyora, IFAD Country Director for Malawi**, highlighted IFAD's commitment to empowering rural women and girls, emphasizing their significant contributions to food production and community well-being. Mukonyora underscores the importance of addressing gender inequality, which limits women's access to resources and opportunities, hindering their ability to realize their full potential as agents of positive change. She emphasizes the role of partnerships in achieving meaningful and lasting change, particularly in implementing gender transformative approaches (GTAs) that aim to reshape societal norms and power dynamics. Mukonyora concludes by acknowledging the diverse participants as practitioners, policymakers, and change makers working towards the empowerment of women.



**Bernadette Mukonyora**,  
Country Director IFAD  
Malawi

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### CRITICAL VALUE OF PARTNERSHIPS

Reflecting on partnerships to support GTAs and the impact and critical role of these partnerships, **Hai Ha Vu Thi, Programme Analyst for Youth, Gender, and Social Inclusion at IFAD**, shared insights drawn from her experience and perspective, elaborating on key elements and significant factors relevant to partnerships in the Ethiopian context and the project. She underscored the indispensable role of partnerships in driving gender transformative change, particularly within the intricate context of Ethiopia's initiatives. Central to this transformative process are core elements such as trust, equal partnership, and intentionality, which form the bedrock of sustainable collaborations. Using the collaboration with CIFOR and WRR as an example, the researcher started by asking us to have a shared vision of what the PASIDP II team expected from GMF, and used this vision to design a gender analysis that would provide evidence if this vision of GMF is observed on the ground. The initiative was flexible enough to meet the needs of PASIDP II, which was a gender analysis that helps them understand the impact of GMF. The research tools were co-developed with the PASIDP II team and integrated their deep knowledge on GMF as they implemented GMF themselves. Such processes nurtured trust and equal partnership, crucial for sustained collaboration. Another key element is having the human resources to take advantage of partnership opportunities. PASIDP II and IFAD's Ethiopia office had gender and social inclusion experts to work with CIFOR and leverage this grant. The resulting collaboration helps them identify bottle necks and short falls, and improve the development of PACT, the follow-up to PASIDP II.



**Hai Ha Vu Thi**,  
Programme Analyst for  
Youth, Gender, and Social  
Inclusion at IFAD

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### GENDER MODEL FAMILY

The GMF approach serves as a compelling example of the transformative potential of evidence-based strategies, underlining the importance of rigorous assessments such as gender analyses in measuring impact and informing decision-making. Through co-creation and regular check-ins, partners can enhance the effectiveness and relevance of interventions, ensuring that they are responsive to the evolving needs and realities of communities. By leveraging resources and lessons learned from partnerships, stakeholders can lay the groundwork for future initiatives, building on successes and addressing challenges to drive continued progress towards gender equality and empowerment. In essence, Hai Ha Vu Thi's insights highlight the transformative power of collaborative efforts in fostering inclusive societies where all individuals can thrive and contribute meaningfully to their communities.

**Yaregal Zelalem, the Gender and Nutrition Specialist from the Participatory Small-Scale Irrigation Development Programme II (PASIDP II)**, provided a comprehensive overview of their utilization of the GMF approach within the programme. PASIDP II's primary focus is on enhancing irrigation systems and ensuring food security in food insecure areas, impacting around 108,750 households, over a span of seven years. Through the implementation of the GMF approach, the programme seeks to:

- Address prevalent gender disparities in agriculture by promoting a more equitable division of labour.
- Facilitating joint decision-making on household resources.
- Enhancing understanding of gender roles.

Collaborating with a range of governmental structures and agencies, the GMF implementation involves a series of strategic steps, including community sensitization and consultation, household registration, training on gender analysis frameworks, continuous monitoring, and eventual graduation.

Despite encountering challenges such as restrictions imposed by the COVID-19 pandemic and entrenched gender norms within communities, the programme highlights the significance of community engagement, systematic monitoring mechanisms, and advocacy efforts aimed at amplifying the successes achieved through the GMF approach.

#### THE GENDER MODEL FAMILY METHOD IN BRIEF



- Capacity development method created in Ghana
- Adopted by the Ethiopian Ministry of Agriculture in a previous programme (SMIS)
- **Target:** Husband and wife
- Identify work burden and power imbalance
- Appreciate the problem and commit to take action

#### OBJECTIVES

- Improve understanding gender roles, power and control
- Family members take action to improve household gender relations
- Achieve a balanced division of labour
- Improve joint control and decision making on key resources



**Yaregal Zelalem**,  
Gender and Nutrition Specialist from  
the Participatory Small-Scale Irrigation  
Development Programme II (PASIDP II)

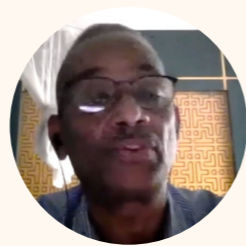
#### STEPS TO IMPLEMENT THE GMF



**GENDER ANALYSIS**



**Stibniati Atmadja,**  
CIFOR-ICRAF Ethiopia Country Lead



**Nuredin Asaro,**  
National Programme Coordinator for PASIDP II

**Stibniati Atmadja, CIFOR Ethiopia Country Lead,** delved into the gender analysis conducted as part of the Global Initiative, with a focused examination of GMF outcomes. Fieldwork conducted in three Ethiopian regions revealed a myriad of positive changes attributed to GMF implementation. These changes included:

- Increased inclusion of women in decision-making processes related to farming tasks, farming decision-making, income, and food.
- Notable increase in harmony and love, and reduction in conflict and violence.
- Households practicing GMF showcased tangible improvements in income levels, evidenced by upgrades in housing, furniture, livestock quality, and sanitation facilities.

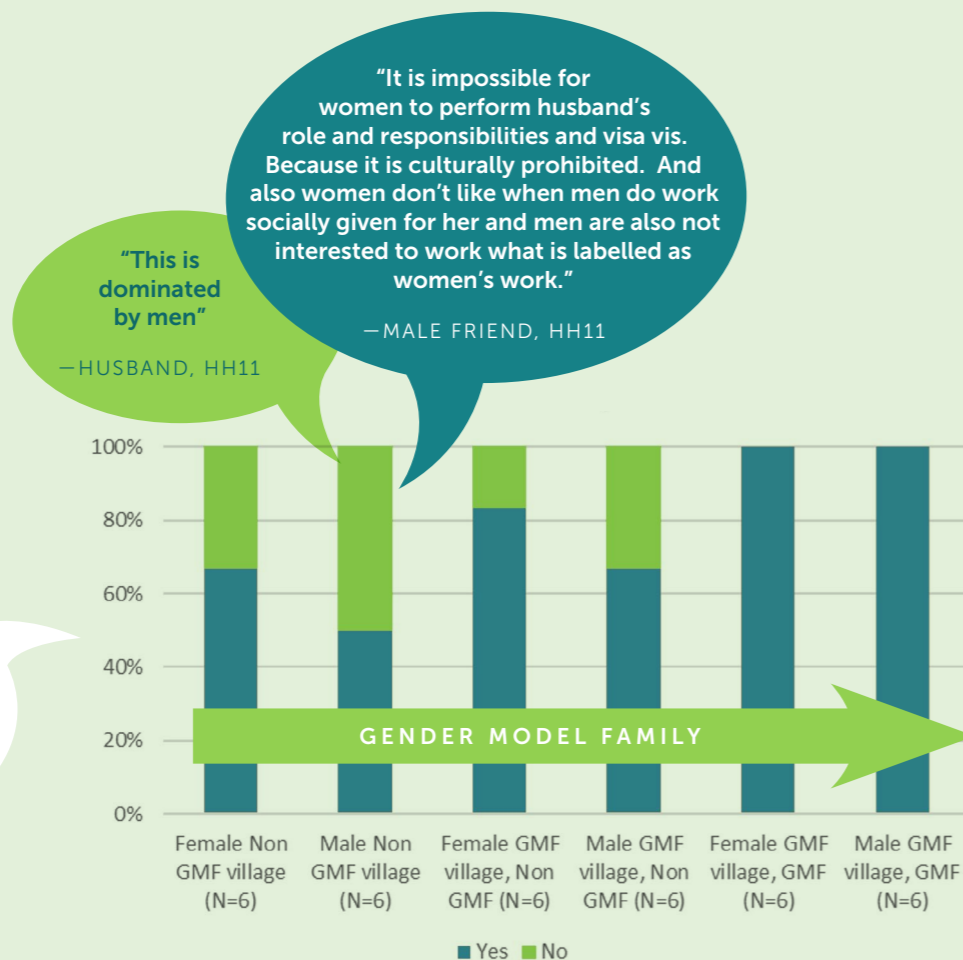
Moreover, the GMF approach prompted a re-evaluation of gender norms regarding labour division, fostering a more equitable sharing of responsibilities between spouses. This led to ‘deep’ changes in couples through improving mutual respect, collaboration, and gender attitudes.

At the household level, the effects of GMF are viewed positively by men and women, as it aims to build a better future for the entire household. The impact of GMF at the community level, women is more attenuated, as women are still viewed to have less influential roles than men, including by GMF-trained individuals.

Key messages underscored the transformative impact of GMF at the household level, and the benefits adopting GTAs early, as they can improve equity of benefits from development interventions.

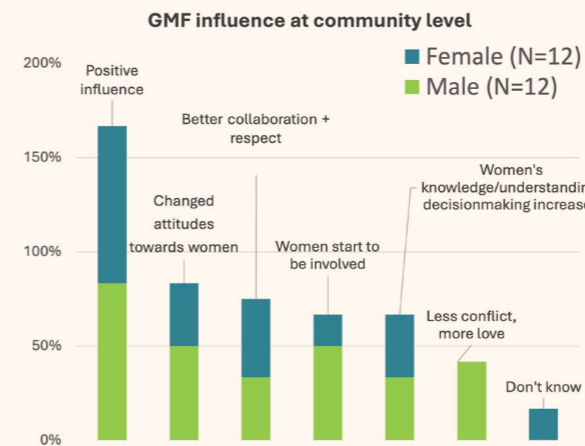
**QUESTIONING GENDERED DIVISION OF LABOR IN HOUSEHOLD**

Is it possible for the wife/husband to do the same PAID WORK as their spouse if they wanted to?



**POSITIVE CHANGE**

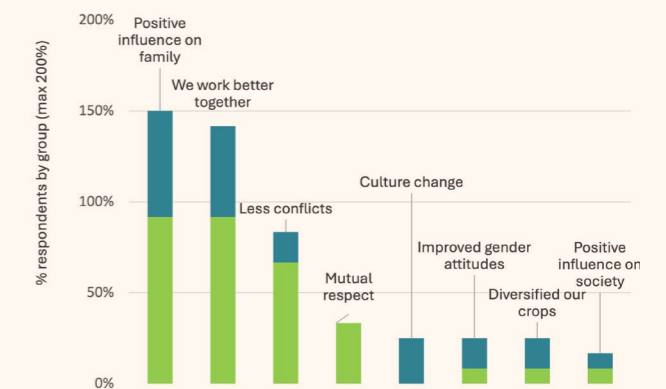
viewed by men and women



**DEEP CHANGE**

Collaboration – Respect – Attitude change – Understanding – Power relations – Love – Less conflict – Inclusion

**GMF influence on couples sharing work in irrigated land**



**Nuredin Asaro, the National Programme Coordinator for the Participatory Small Scale Irrigation Development Program II,**

shared the process of integrating the GMF approach into PASIDP II. He asked a woman in one of the PASIDP II intervention villages, if she benefited from the program. She said no, the program increased her work burden, which was an unexpected answer for him. Recognizing the need to address gender inequality within the project, Asaro and his team embarked on a thorough evaluation. They found that despite initial efforts, only 20-30% of beneficiaries were women. Determined to rectify this imbalance, they sought partnerships and expertise, from within the Ministry of Agriculture and NGOs in the region.

They identified GMF, a capacity building approach by a past project called the Small-Scale and Micro Irrigation Support (SMIS) funded by the government of Canada and Netherland.

This experience brought out the importance of understanding and capturing our efforts to improve gender equality through GMF. The WRR initiative with CIFOR and IFAD helped us analyze and understand if, how and why GMF influenced our beneficiaries, its advantages and limitations. We see this learning is a golden opportunity to improve future programs. Now the Ministry of Agriculture is doing joint resource mobilization to ensure we can implement gender transformative approaches in a future program called PACT. The lessons we learnt from the research with CIFOR is helping us to foster these kinds of enabling environments.

*In the agriculture and development field, incorporating gender transformative approaches requires careful attention to key implementation aspects. These include:*

- 1 Demonstrating patience when engaging with households and communities, allowing time for open discussions to surface underlying issues.
- 2 Recognizing the potential for comprehensive problem-solving through patient and thorough approaches.
- 3 Prioritizing intensive consultation and mentoring to ensure the effectiveness of interventions.
- 4 Emphasizing the importance of follow-up activities to track progress and address any emerging challenges.
- 5 Showing respect for elders and local community organizations, fostering collaborative relationships that support gender-inclusive initiatives.



Farmer, **Angela Mawanga,** shared her experience of the implementation of the GTAs in Malawi



## INITIATIVE CONSORTIUM



The Center for International Forestry Research (CIFOR) and World Agroforestry (ICRAF) envision a more equitable world where trees in all landscapes, from drylands to the humid tropics, enhance the environment and well-being for all. CIFOR and ICRAF are CGIAR Research Centers.



Climate change, biodiversity loss, environmental degradation, and malnutrition. These four interconnected global crises have put at stake the wellbeing of our planet for years. Fueled by COVID-19, their impact on agriculture, landscapes, biodiversity, and humans is now stronger than ever. Reversing this negative trend is a challenge, but also an opportunity for bold choices and integrated solutions. Established in 2019, the Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT) was created to address these four crises, maximizing impact for change at key points in the food system.



The International Food Policy Research Institute (IFPRI) provides research-based policy solutions to sustainably reduce poverty and end hunger and malnutrition in developing countries. Established in 1975, IFPRI currently has more than 600 employees working in over 50 countries. It is a research center of CGIAR, a worldwide partnership engaged in agricultural research for development.

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