

# Titukulane

## Gender Progress Marker Monitoring Report



Titukulane youth in Zomba trained in electrical installation © Titukulane 2023 / Samuel Chibaya

**Country:** Malawi

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**Written by:**

Opper Maravanyika, and Dr. Anthony Malunga

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## Acronyms

ADC	Area Development Committee
CARE	Cooperative for Assistance and Relief Everywhere
CVSU	Community Victim Support Unit
DRR	Disaster Risk Reduction
EI	Emmanuel International
EWS	Early Warning System
FGD	Focus Group Discussion
GC	Gender Champion
GDS	Gender Dialogue Session
GBV	Gender-Based Violence
GVH	Group Village Headman
HH	Household
IFPRI	International Food Policy Research Institute
IGA	Income Generating Activity
KII	Key Informant Interview
MEAL	Monitoring, Evaluation, Accountability, and Learning
MC	Male Champion
NCT	Nutrition Cash Transfer
NASFAM	National Smallholders Farmers' Association of Malawi
NRS	National Resilience Strategy
OM	Outcome Mapping
SAA	Social Analysis and Action
SC	Save the Children
SRHR	Sexual and Reproductive Health and Rights
TA	Traditional Authority
TVET	Technical and Vocational Education and Training
USAID	United States Agency for International Development
VCPC	Village Civil Protection Committee
VDC	Village Development Committee
VSLA	Village Savings and Loans Association
YSLA	Youth Savings and Loans Association
YC	Youth Champion

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# 1. Introduction

## 1.1 Background

*Titukulane* is a five-year, US \$75 million Resilience Food Security Activity funded by the Bureau for Humanitarian Assistance. The project is led by the Cooperative for Assistance and Relief Everywhere (CARE) in partnership with Emmanuel International (EI), the International Food Policy Research Institute (IFPRI), the National Smallholders Farmers' Association of Malawi (NASFAM), Save the Children (SC), and WaterAid. Implemented in 19 Traditional Authorities (T/As) of two southern districts of Malawi (Zomba and Mangochi), *Titukulane* directly impacts 510,910 individuals – including adolescent girls and boys aged 10 to 19, and young women and men aged 20 to 29 – who face an uncertain future as farming becomes less viable. *Titukulane* offers an integrated and gender-responsive package of interventions across the following program elements: maternal and child health; nutrition and water, sanitation, and hygiene, (WASH); agriculture sector capacity; microenterprise productivity; civic participation; and capacity building, preparedness, and planning. The program works across three purpose areas:

**Purpose 1:** Increased, diversified, sustainable incomes for ultra-poor, chronically vulnerable households (HHs), women and youth.

**Purpose 2:** Nutritional status among children < 5, adolescent girls, and women of reproductive age improved; and

**Purpose 3:** Increased institutional and local capacities to reduce risk and increase resilience among very poor and chronically vulnerable households in alignment with the National Resilience Strategy.

Gender integration is a crosscutting component among all activities and project emphasizes the critical importance and benefits of increased voice, participation and leadership of women and youths, including young women. A Gender Analysis was initially conducted for *Titukulane* in 2020 to identify context specific gender barriers, inequalities, and potential risks that could negatively affect the achievement of the project's expected outcomes, as well as to assess how these constraints could be addressed in Zomba and Mangochi.

## 1.2 Gender Integration

*Titukulane* implements gender transformative approaches that address key and underlying gender constraints in the areas of gender division of labor, intra-household decision-making, access to and control of income, productive resources and assets, participation, leadership in public, and access to services across all its activities. *Titukulane* employs the Social Analysis and Action (SAA) approach involving use of SAA gender reflection and dialogues with different groups in the *Titukulane* communities. Social Analysis and Action is a facilitated process through which individuals, and communities explore and challenge social, gender and power norms and practices that impact on nutrition, livelihoods, resilience, and project outcomes. The goal is to catalyze a community-owned change process through challenging restrictive gender norms, develop community action plans and acting together to create more equitable gender norms. Male champions (MCs), gender champions (GCs), youth champions (YCs), and women influential leaders are the key front-line cadres leading the reflection and dialogue using the SAA approach. Since SAA reflection typically result in the development of action plans addressing issues discussed during the sessions, it is incumbent upon these cadres to help ensure that the plans and subsequent actions culminate in change at the community level. This Gender Outcome Mapping (OM) exercise was undertaken by *Titukulane* to better understand if community women, men,

and male and female youth are practicing the gender and positive socio-norm behaviors promoted through the project's activities. Related to this, explore and discuss the enabling and hindering factors to major behavior changes. Outcome Mapping is an actor-centred approach that focuses on behaviour changes of the actors with whom a project works. The objective of the Outcome Mapping is to identify and monitor context-specific framework of standardized gender behaviour changes supported by the project.

### 1.3 Scope and Process for Gender Outcome Mapping

The Gender OM exercise followed a qualitative monitoring process focused on building the capacity of *Titukulane's* gender and youth team to work with the Monitoring, Evaluation, Accountability, and Learning (MEAL) team to commission the outcome monitoring process. The aim was to ensure that changes resulting from Social Analysis and Action reflection and dialogues are monitored and documented for learning and inform project adaptations.

Focus group discussions (FGDs) were conducted with women and men, including youths, along with key information interviews (KIIs) with integrated local leaders. This was *Titukulane's* first OM exercise, and it tracked 21 progress markers for adult women, 20 for adult men, 18 for male youth, and 17 for female youth. Five thematic areas ("domains of change") were isolated, within which the gender markers were identified and assessed using specific progress markers (Figure 1). The process was also aimed at team capacity-building on OM and data collection. The following steps were taken in completing this exercise:

- Conducted workshop with *Titukulane* staff to introduce Gender OM and identify gender-related Monitoring and Evaluation (M&E) strengths and weaknesses including ways to strengthen the project's M&E.
- Development of *Titukulane* gender vision and mission; boundary partners; outcome challenges; and progress markers.
- Identified progress markers from community consultations, Gender Analysis Report, and related Refine and Implement assessments conducted by the project.
- Trained data collection team on OM data collection tools and field testing.
- Conducted the OM field exercise.

Progress Marker	Criteria
<b>Nil:</b>	No participants practicing
<b>Low:</b>	<50% of participants practicing
<b>Medium:</b>	≈ 50% of participants practicing
<b>High:</b>	≈ 100% of participants practicing
<b>Expect to See:</b>	Early positive and easier responses
<b>Like to See:</b>	Active engagement/responses
<b>Love to See:</b>	Deeper transformation/changes

**Figure 1: Progress Marker Definitions**

## 2. Methodology

### 2.1 Sampling

The FGDs were conducted in Traditional Authorities (TAs) of Zomba, Mwambo and Mbiza, covering six Group Village Headman (GVHs) and six villages. In Mangochi, data was collected in two T/As, Nankumba and Chiunda, covering six GVHs and eight villages. In total, six FGDs were conducted for men (58 participants); seven for women (131 participants); five for female youth (60 participants); and five for male youth (39 participants) from the two districts. The site selection considered the areas where *Titukulane* implements interventions across all three purpose areas. The T/As were selected to ensure all the components of *Titukulane* are covered and where gender reflection and dialogues facilitated by MCs and GCs were conducted over the implementation period.

### 2.2 Data Collection and Analysis

Data collection for this exercise occurred in Mangochi and Zomba from January 26-31, 2023. The data collection team was comprised of 12 participants (eight female and four male) and supported by a team of supervisors. The data collection team included front-line staff, community-level government officials-Community Development Assistants (CDAs), and *Titukulane* gender staff. A review of the report was completed by STA Gender for CARE USA and Food System Advisor for CARE USA.

## 3. Findings

### 3.1 Progress on Specific Gender Markers per Domain of Change

#### *Theme 1: Division of Labor and Workload-Sharing*

##### Women

**Table 1: Gender Markers for Women (Adult)**

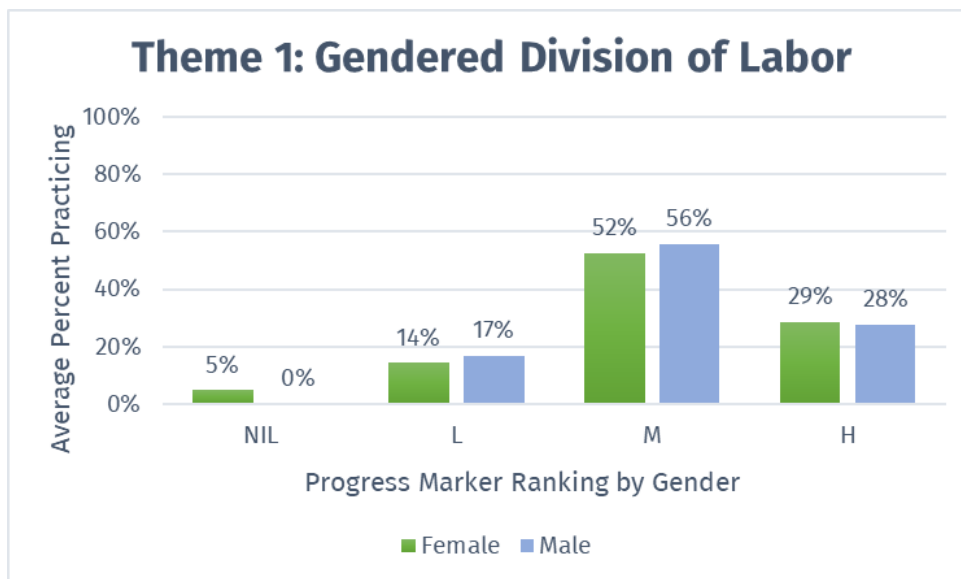
Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Women request assistance and encourage men to support with household chores.	29%	57%	14%	0%
<b>Like</b>	Women find time to rest/feed children due to reduced labor burden.	29%	57%	14%	0%
<b>Love</b>	Women proudly talk about husband's role in household chores.	29%	43%	14%	14%

##### Men

**Table 2: Gender Markers for Men (Adult)**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Men assist women in farming activities (e.g., gardening, planting, weeding, and harvesting).	50%	50%	0%	0%
<b>Like</b>	Men assist women in household chores and childcare, including child feeding.	17%	67%	17%	0%
<b>Love</b>	Men encourage other men to assist their wives with household chores.	17%	50%	33%	0%

## **Women and Men (Adults)**



**Figure 2: Gender Division of Labor Among Women and Men**

The results above show that both men and women are practicing most promoted behaviors on gender division of labor, mostly at medium level. On average, most women interviewed requested assistance, found time to rest and feed children, and proudly spoke about their husband’s role in HH chores, with one FGD respondent stating, “We try to openly talk about the burden of work and then later request men to assist us, in some cases you kind of show that you need support by facial expression and the man comes to support you.” Women respondents indicated that through gender awareness training and community sessions and SAA dialogues sessions, men and women’s behavior towards each other is improving towards a supportive attitude on household chores. However, the marker on “Love to See” regarding women proudly talking about their husband’s role is lower than the other behaviors, which requires effort to challenge community social norms associated with the behavior.

Approximately half of the men (medium) are supporting gender division of labor practices as they assist women in farming activities, household chores, and encourage other men to assist their wives in household chores. Many men came to realize the value and importance of assisting women in these activities as a result of SAA dialogues and the role of different civil society organizations to shift men’s attitudes. The men also appreciate that assisting women allows them to do other tasks, where some women are now able to participate in development activities and, of the men who were interviewed, some indicated that they do take their children to the clinic alone when their wife is not present. There were also a few men that said that they help with household chores only when their wife is not around. More effort is however required to challenge prevailing gender norms on division of labor for both men and women to move mainly from medium towards high adoption of gender equitable sharing of roles and responsibilities.



## Female Youth

**Table 3: Gender Markers for Female Youth**

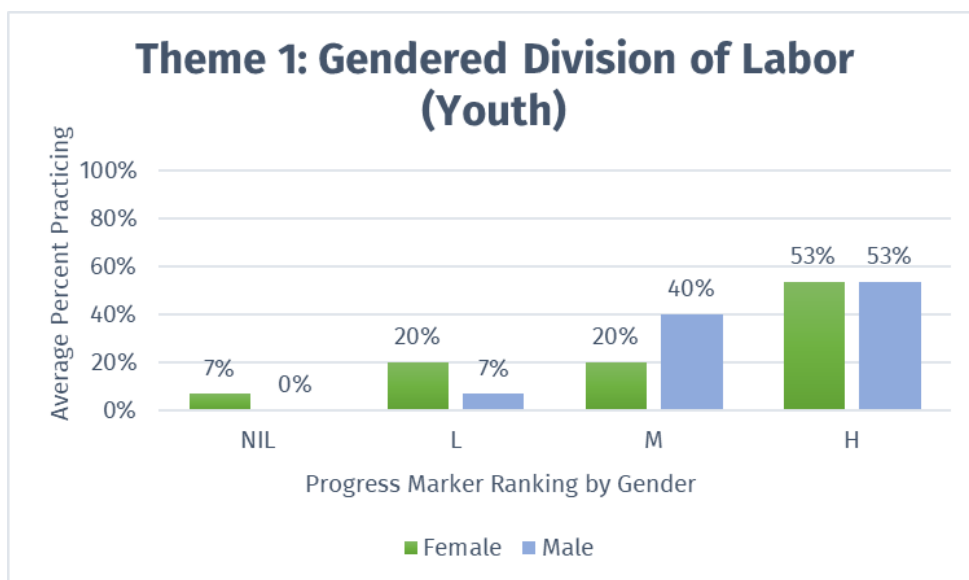
Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Female youth seek support from household members on household chores.	40%	20%	40%	0%
<b>Love</b>	Female youth encourage and allow men to support with household chores.	60%	40%	0%	0%
<b>Like</b>	Female youth challenge restrictive norms on roles and responsibilities both at household and community levels.	60%	0%	20%	20%

## Male Youth

**Table 4: Gender Markers for Male Youth**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Male youth openly appreciate the contribution of women and girls in household activities and chores.	80%	20%	0%	0%
<b>Like</b>	Male youth start to engage on childcare activities, like feeding young children or siblings.	0%	80%	20%	0%
<b>Love</b>	Male youth provide support with household chores, including fetching water and cooking.	80%	20%	0%	0%

## Male and Female Youth



**Figure 3: Gender Division of Labor Among Male and Female Youth**

The rate at which male youth are adopting gender division of labor in the household is generally high at 80% for two behaviors focusing on appreciating the contribution of women and girls in household chores and supporting with household chores. Among both female and male youth, progress on division of labor and workload-sharing was attributed to the gender equality awareness efforts championed by GCs, radio messages, Theatre for Development performances, and youth club discussions. One male youth reflected, “One day, I was among fellow young men, some married and others not; when it was close to mid-morning, I left playing pool to rush home to assist my wife in household chores.” Another youth, a female, commented, “Our parents allocate tasks to us with my brother to support in household chores.” Others are influenced by young girls who are involved in traditionally male-dominated Technical and Vocational

Education and Training (TVET) areas, like electrical and welding, and this influences the male youths and young men to be supportive on chores. Although male youth are also embracing positive change (medium-to-high at 40% and 53%), effort is required for female youth to challenge the deep-rooted attitudes and norms of roles that remain divided along gender lines to enable a shift from medium (20%) to high. Additionally, increased effort is required for female youth to seek support from household members on household chores, shifting from low (40%) to high.

## Theme 2: Intra-Household Decision-Making

### Women

**Table 5: Gender Markers for Women**

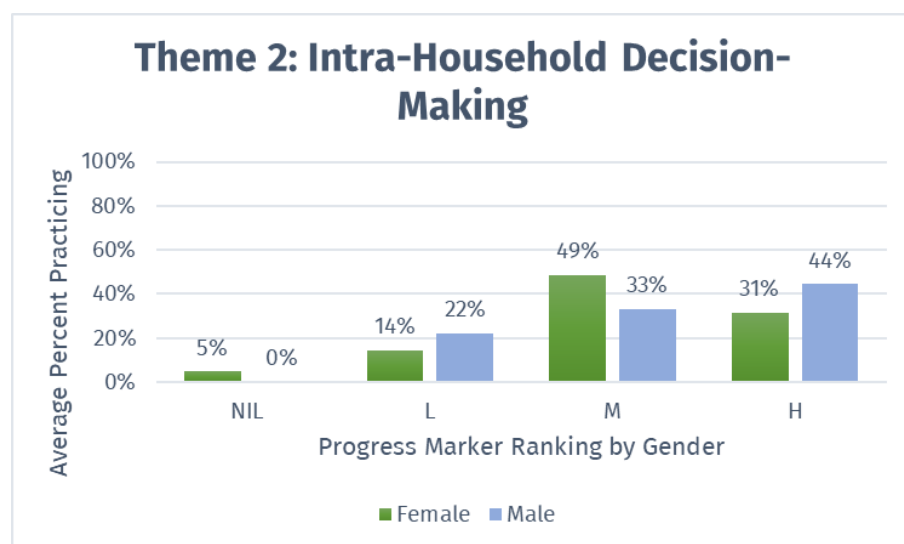
Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Women make own decisions on purchase of nutritious food and food allocation in the home.	43%	57%	0%	0%
<b>Like</b>	Women make own decisions over proceeds from VSLA and from their businesses.	14%	71%	0%	14%
<b>Like</b>	Women participate in household decision-making in income-related decisions, selling of high value assets, what crops to grow and consume, livestock, and family planning services.	29%	43%	29%	0%
<b>Love</b>	Women freely move outside the home to do business.	29%	43%	29%	0%
<b>Love</b>	Women make decisions over high value assets like land.	43%	29%	14%	14%

### Men

**Table 6: Gender Markers for Men**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Men support wife to decide on what to produce.	17%	83%	0%	0%
<b>Like</b>	Men support women to make decisions on selling of livestock, such as goats or produce, even in their absence, in response to family needs and challenges.	67%	0%	33%	0%
<b>Love</b>	Men consult and agree with women before making final decisions at home.	50%	17%	33%	0%

### Women and Men



**Figure 4: Intra-Household Decision-Making Among Women and Men**

Regarding intra-household decision-making among women, the practice of making their own decisions over proceeds from Village Savings and Loans (VSLAs) falls within the medium range. A 37-year-old woman shared an experience of how she informed her husband about her decision to use VSLA proceeds to buy iron sheets for their new house and was subsequently supported by her husband. Forty-three percent (43%) of women are within the medium range regarding participation in household decision-making on income-related decisions, selling of high value assets, deciding what crops to grow and consume, and livestock and family planning services. This is mainly attributed to robust VSLA interventions in project areas. However, related to the same behavior, 29% indicated low. From the FGDs, women noted that they cannot make final decisions and cultural norms do not allow them to sell high value assets, since it is viewed as the responsibility of the husband. Furthermore, women normally accept the decision that their husband makes to avoid arguments. Fifty-seven percent (57%) of women are within the medium range and 43% show a high level of involvement in making decisions on the purchase of nutritious foods and food allocation in the home. Forty-three percent (43%) of women are within the medium range with regards to moving freely outside the home for business. One woman from Zomba indicated that they wake up around 3:00AM to go to the Thondwe market for business and that most women sell their produce at the nearby markets. On the other hand, 29% of women are within the low range in practicing the behavior. It was indicated that some men do not trust women to move outside, especially to far away markets.

Progress markers for men show relatively high support in the stated practices, with the highest (67%) being men supporting women to make decisions on selling produce or livestock, such as goats, in their absence in response to family needs and challenges. Thirty-three percent (33%) of men ranked low for the same behavior. From the FGDs, men indicated that when they are away, women can only sell small quantities of produce because they do not have marketing and negotiation skills. Thirty-three percent (33%) of men also ranked low for the behavior to consult and agree with women before making final decisions at home indicating the existence of negative norms on decision making. Overall, with regards to all the markers under intra-household decision-making, the average proportion of men practicing the behaviors is high as compared to women, who are at medium, and this shows that more support is needed for women to increase their decision-making power.

## **Female Youth**

**Table 7: Gender Markers for Female Youth**

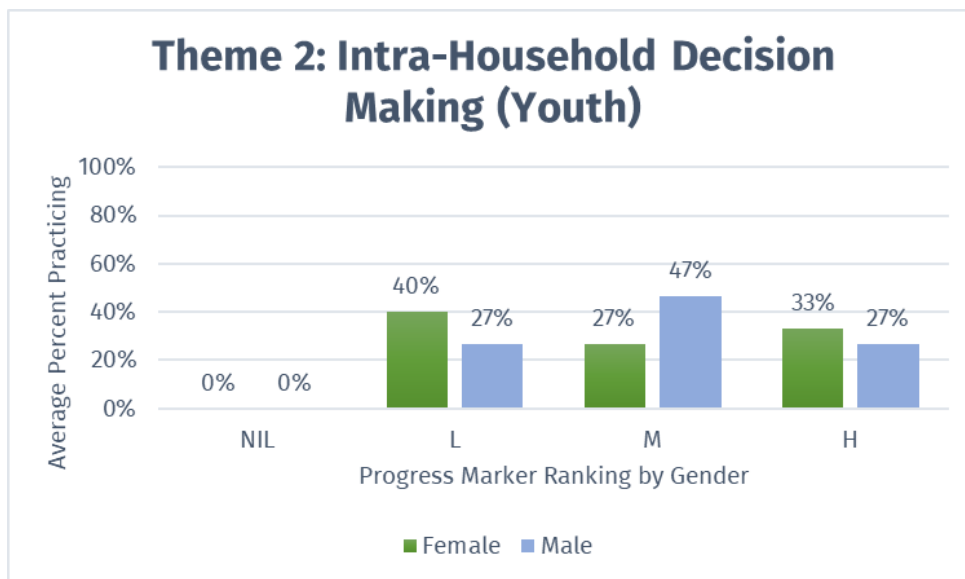
<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Female youth confidently contribute to household decisions.	60%	20%	20%	0%
<b>Like</b>	Female youth plan together with family over use of household resources.	40%	40%	20%	0%
<b>Love</b>	Female youth make her own decisions and acts on those decisions in regard to finances from business ventures.	0%	60%	40%	0%

## **Male Youth**

**Table 8: Gender Markers for Male Youth**

<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Male youth do joint decision-making with parents on distribution of household resources and finance.	20%	40%	40%	0%
<b>Like</b>	Male youth decide on use of income from their IGAs.	40%	60%	0%	0%
<b>Like</b>	Male youth contribute to household decision-making regarding their education, training, and businesses.	20%	40%	40%	0%

## **Male and Female Youth**



**Figure 5: Intra-Household Decision-Making Among Male and Female Youths**

Regarding joint decision-making on finances for male youth, approximately half of the respondents indicated that are included in this practice. However, at least 40% of the male youth are less likely to contribute to their own education, training, and business needs in the family set-up. The rate of female youth contributing to household decisions is generally high at 60 percent. Regarding finances and business ventures, 60% (at medium level) of female youth make decisions. However, related to the same behaviour, forty percent (40%) of female youth have less decision-making power regarding their own finances and business, as they are viewed as children, mostly as it relates to unmarried youths. Overall, with regards to all the markers related to decision making, 40% of female youth have less decision-making power hence they require more support at all levels to increase their voice and decision-making.

## *Theme 3: Access to and Control of Income, Productive Assets, and Resources*

### **Women**

**Table 9: Gender Markers for Women**

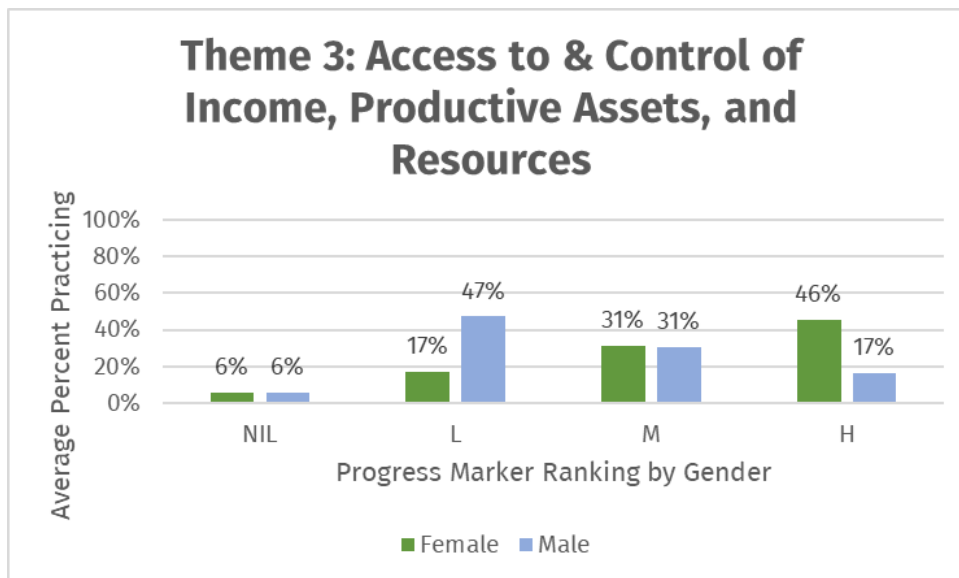
<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Women encourage participation of young people in TVETS and skills development programs.	57%	14%	29%	0%
<b>Like</b>	Women make decisions on crops to grow and livestock to keep.	43%	43%	14%	0%
<b>Like</b>	Women participate in VSLAs.	100%	0%	0%	0%
<b>Love</b>	Women control use of resources and valuable assets such as land.	14%	57%	14%	14%
<b>Love</b>	Women have access to markets for their produce and items.	14%	43%	29%	14%

## Men

**Table 10: Gender Markers for Men**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Men provide start-up income for Village Savings and Loan Associations (VSLAs) and Income Generating Activities (IGAs).	67%	17%	17%	0%
<b>Expect</b>	Men support young people to own high-value productive assets.	0%	33%	67%	0%
<b>Like</b>	Men support women and youth to participate in diversified IGAs.	0%	33%	67%	0%
<b>Like</b>	Men support women's participation in local and external markets.	17%	50%	17%	17%
<b>Love</b>	Men support women to move freely to access markets and sell agricultural produce.	17%	50%	17%	17%

## Women and Men



**Figure 6: Access of Resources and Control of Income, Productive Assets, and Resources Among Women and Men**

All the women who participated in the discussions are fully engaged in VSLAs (100%), and most of them are encouraged and supported by their husbands, largely because of the benefits that come from VSLA participation. That notwithstanding, program reports do show that some women are not fully participating in VSLAs, and 67% of men are proxy VSLA participants through their wives. Fifty-seven percent (57%) of women highly encourage the participation of young people in TVETS and other skills development programs. It was noted that the type of vocational skills that youth are engaged in mainly depend on the availability of local artisans in the area as well as trades available in training centers. However, 29% of women were within the low range in terms of encouraging young people in TVETS. Women indicated that male youths are the ones who are mainly encouraged, preparing them to become breadwinners; meanwhile, female youth are less encouraged due to the perception that they will become housewives.

Forty-three percent (43%) of women ranked medium, with another 43% ranking high, in terms of decision-making over crops to grow and livestock. Respondents confirmed they have chickens and goats for which they decide on use. In most cases, women and men decide together on what types of crops to grow. However, 14% of women ranged low and another 14% indicated they do not control the use of resources and valuable assets like land. A woman from Chiunda Mangochi highlighted that women in her area do

own land, but, due to cultural norms, men still take a leading role in controlling resources, stating, “Men are always men, so they are in charge of everything at household level and they have the final say.”

With regards to access to markets, 50% of women are within the medium range, with women having access to markets for their produce. Vendors come to buy the produce from farm gates and one woman from Zomba indicated that they can go to Jali market. However, 14% of women reported not having any access and 29% had low access to markets. Overall, in terms of the markers related to this domain, men are ranking low due to discriminatory norms that deter men from supporting women’s movement outside the home, access markets and sale of agricultural produce.

As previously noted, 67% of men highly support and provide start-up capital for VSLAs and income generating activities (IGAs) to their spouses. From the FGDs, men appreciate when women contribute to household income, as the financial burden is eased. One respondent indicated that he supported his son to buy a solar panel and battery to start a barbershop business. Overall, men are making less progress on behaviors related to access to and control of income, productive assets, and resources. Sixty-seven percent (67%) of men show low adoption of the following two practices: (1) men supporting young people to own high productive assets and (2) supporting women and youth to participate in diversified income activities. This is mainly because of social norms that men are the breadwinners and should own high value assets. One male respondent indicated that if women have increased income, they can become difficult to manage and control. In terms of behaviors related to this domain, men are ranking low due to discriminatory norms that deter men from supporting women access markets and selling agricultural produce.

### **Female Youth**

**Table 11: Gender Markers for Female Youth**

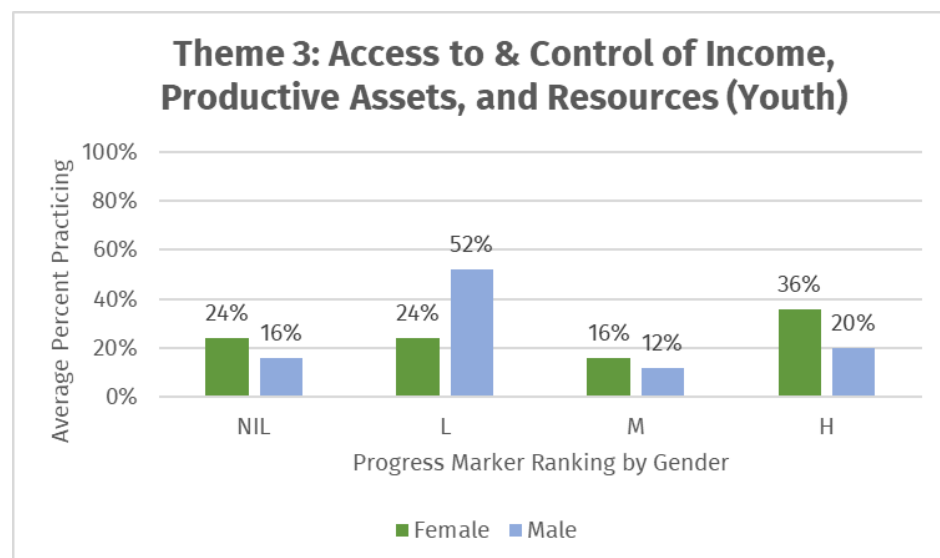
<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Female youth participate in Youth Savings and Loans Associations (YSLAs) and IGAs.	0%	0%	40%	60%
<b>Expect</b>	Female youth participate in male dominated trades (e.g., welding, electrical).	60%	20%	20%	0%
<b>Like</b>	Female youth have access to agricultural inputs supported by the project.	0%	20%	80%	0%
<b>Love</b>	Female youth actively participate in livelihood activities (e.g., irrigation farming).	60%	0%	0%	40%
<b>Love</b>	Female youth have control of HH resources (e.g., land).	60%	0%	20%	20%

### **Male Youth**

**Table 12: Gender Markers for Male Youth**

<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Male youth participate in economic activities, including IGAs, irrigation farming, and agricultural value chains.	60%	20%	20%	0%
<b>Expect</b>	Male youth participate in VSLA activities.	0%	20%	80%	0%
<b>Like</b>	Male youth have control of resources, including land.	20%	0%	40%	40%
<b>Love</b>	Male youth participate in soft skills training, such as financial literacy and marketing skills.	0%	0%	60%	40%
<b>Love</b>	Male youth buy high-value productive resources, such as cattle.	20%	20%	60%	0%

## Male and Female Youths



**Figure 7: Access to and Control of Income, Productive Assets and Resources for Male and Female Youths**

In its 2022/23 Quarter 2 report, the project found that 22% (3,465) of both female and male youth benefited from *Titukulane's* seed voucher program. However, the sampled female youth in this study were not part of the sampled seed vouchers beneficiaries, thus the results of this OM exercise showed nil and low progress on behaviors related to access to agricultural inputs supported by the project. There was also low participation in VSLAs and IGAs. There is progress, however, for female youth on participation in traditionally male-dominated TVETS trades (e.g., welding and electricals), along with their participation in livelihood activities, typically limited by a lack of access to land. The female youth's control over land could be due to the matrilineal set-up in the two districts in which control of land is often accorded to women. This was different from male youths, who registered low on markers related to control over land and other productive resources.

## Theme 4: Participation, Leadership in Public, and Access to Services

### Women

**Table 13: Gender Markers for Women**

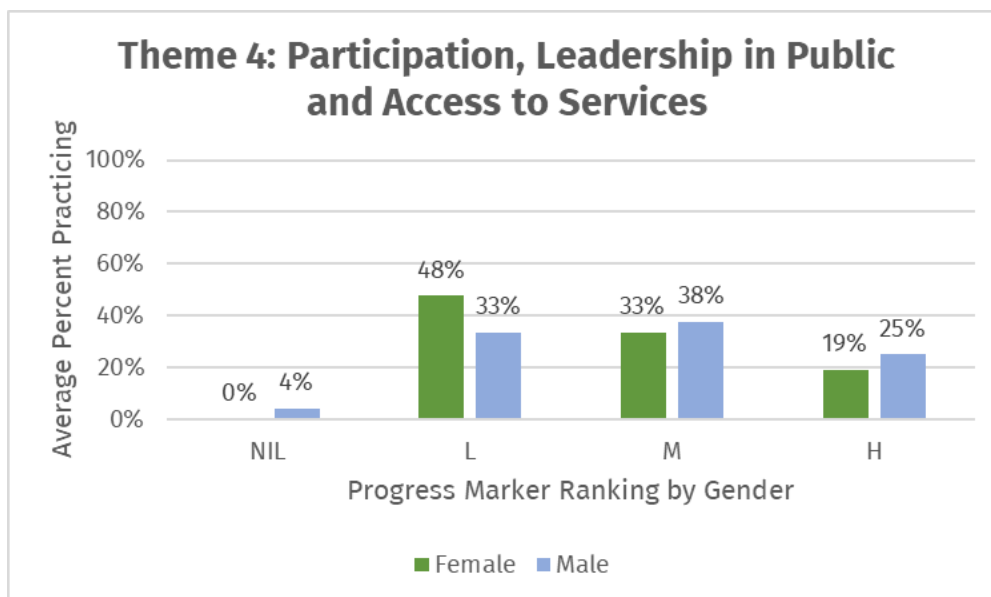
Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Women encourage participation of youth in TVETS and skills development programs.	29%	14%	57%	0%
<b>Expect</b>	Women access agriculture extension services and information.	57%	43%	0%	0%
<b>Like</b>	Women actively involved in accessing and disseminating information on Early Warning System (EWS).	0%	43%	57%	
<b>Like</b>	Women take up leadership positions and have some influence in committees, such as Area Development Committees (ADCs), Village Development Committees (VDCs), Village Natural Resource Management Committees, Village Civil Protection Committees (VCPCs), and producer groups.	14%	43%	43%	0%
<b>Love</b>	Women speak in public in front of men.	14%	14%	71%	0%
<b>Love</b>	Women encourage female youth to access sexual and reproductive health and rights (SRHR) services, including family planning.	0%	43%	57%	0%

## Men

**Table 14: Gender Markers for Men**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Men support male and female youths to participate and take up leadership positions in community committee (e.g., Disaster Risk Reduction (DRR), Natural Resources Management (NRM), Farmer and Field Business School, VSLAS, nutrition/nutrition cash transfer (NCT)).	33%	33%	33%	0%
<b>Like</b>	Men support and agree to women speaking before men in community meetings.	17%	50%	17%	17%
<b>Like</b>	Men support women and girls to confidently speak up and contribute in community meetings (voice).	50%	33%	17%	0%
<b>Love</b>	Men encourage and support youth to access SRHR services.	0%	33%	67%	0%

## Women and Men



**Figure 8: Participation, Leadership in Public and Access to Services Among Women and Men**

Results show that women are making less progress on participation, leadership in public, and access to services. Specifically, the following progress markers are low in practice among women: (1) actively involved and accessing and disseminating information on early warning; (2) taking up leadership positions and have some influence in committees; (3) encouraging female youth to access SRHR services; and, (4) speaking in public in front of men. An influencing factor that contributes to low progress in these areas is gender norms that result in fewer women being engaged in community committees, as these committees are often composed of and dominated by men. Positions that are considered powerful, like Chairmanship, along with voting opportunities, are often reserved for men in committees such as VDCs, ADCs, and VCPCs, with women participating in less influential positions. Due to limited leadership skills and agency, women do not take up leadership positions in such committees. Only a few women take up influential positions on committees, such as Water Point Committees and those related to health and nutrition which are more aligned with traditional perceptions around women's gender roles. Non-attendance in some meetings by women was noted. Fewer women attend key meetings due to HH responsibilities, which further reduces their chances of being selected for key committees. In terms of contributions in meetings, women speak more in committees on which there are more women than men.



Socio-norms and culture still apply in some areas that discourage women from standing and speaking in front of men (this is true with Mangochi).

Fifty-seven percent (57%) of women ranked high and 47% low in accessing agricultural extension and information, which has been facilitated mainly through *Titukulane* Lead Farmers working with government agricultural extension officers. Forty-three percent (43%) of women ranked medium and a significant number (57%) are low in encouraging female youth to access SRHR services, including family planning. Women indicated that they encourage youths to join youth clubs so that they learn about SRHR. Due to cultural values, many women do not openly discuss SRHR issues, especially with their children. One female respondent said that despite the challenges of unplanned pregnancies, she does not openly encourage her daughter to access SRHR services because doing so is like encouraging her to engage in prostitution. Related to that, women who encourage youths to access SRHR services are viewed negatively by the community as misleading the youths.

Thirty-three percent (37%) of men ranked medium and 50% high in supporting women and youth to speak up and contribute during community meetings. This is due to different gender trainings that are offered. During the FGDs, it was indicated that the GVH for Matawa is a woman and men have embraced and support her leadership. Another man also voted for a female Health Promoter and he is working under her as a Care Group leader. Men primarily rank low and medium in practicing behaviors related to encouraging women and girls to speak up and contribute to community meetings; supporting youth to access SRHR services; and taking up leadership. Sixty-seven percent (67%) of men rarely support youth to access SRHR services because it's regarded as a woman's responsibility.

## **Female Youth**

**Table 15: Gender Markers for Female Youth**

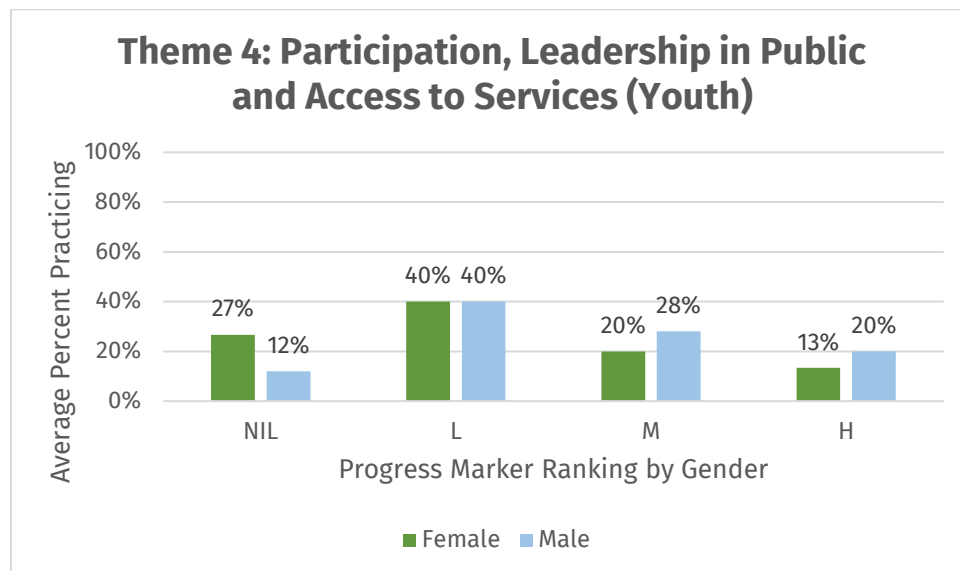
<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Female youth who are married and have one or more children actively participate in community groups (e.g., Care Group sessions).	20%	0%	80%	0%
<b>Like</b>	Female youth actively participate in and contribute to DRR issues.	20%	40%	20%	20%
<b>Love</b>	Female youth takes leadership positions (e.g., ADC, VDC) and speak confidently in public.	0%	20%	20%	60%

## **Male Youth**

**Table 16: Gender Markers for Male Youth**

<b>Gender Markers</b>		<b>High</b>	<b>Medium</b>	<b>Low</b>	<b>Nil</b>
<b>Expect</b>	Male youth participate and confidently contribute to collective decision-making in community committees.	0%	20%	80%	0%
<b>Like</b>	Male youth share information and encourage female youth to participate in TVETs trades.	40%	60%	0%	0%
<b>Like</b>	Male youth are disseminating early warning information and messages.	40%	20%	20%	20%
<b>Love</b>	Male youth take up leadership positions in committees, including DRR and EWS.	0%	40%	40%	20%
<b>Love</b>	Male youth are accessing and utilizing SRHR and family planning services.	20%	0%	60%	20%

## Male and Female Youth



**Figure 9: Participation, Leadership in Public and Access to Services for Male and Female Youths**

Female youth registered low progress on behaviors related to participation and public life leadership. Eighty percent (80%) and 60% of the targeted female youths reported that low and no female youth are in positions of leadership, including in community groups, ADCs and VDCs. Male youth registered low practice in accessing and utilizing SRHR and family planning services. Some male youth said that they are not comfortable accessing family planning services due to stereotypes and stigma if they are seen taking condoms from some health services. Hence some services, such as SRHR, for youth are facilitated by mother groups in schools and parents often do not encourage their children to access SRHR services. For some female youth who access SRHR services, they observed that they are regarded as loose and morally not upright (*otayilira*). Women and men who encourage female youths to access SRHR services are viewed negatively by the community as if they are misleading the youths.

While male youth rank medium-to-high in sharing information and encouraging female youth to participate in TVETs trades, male youths also have low participation in and contribution to collective decision-making at the community level. This corresponds with Gender Analysis results that reflected low participation among male and female youth in positions of decision-making due to norms that do not value the views and opinions of young people.

## Theme 5: Gender Based Violence (Including Early Child Marriage)

### Women

**Table 17: Gender Markers for Women**

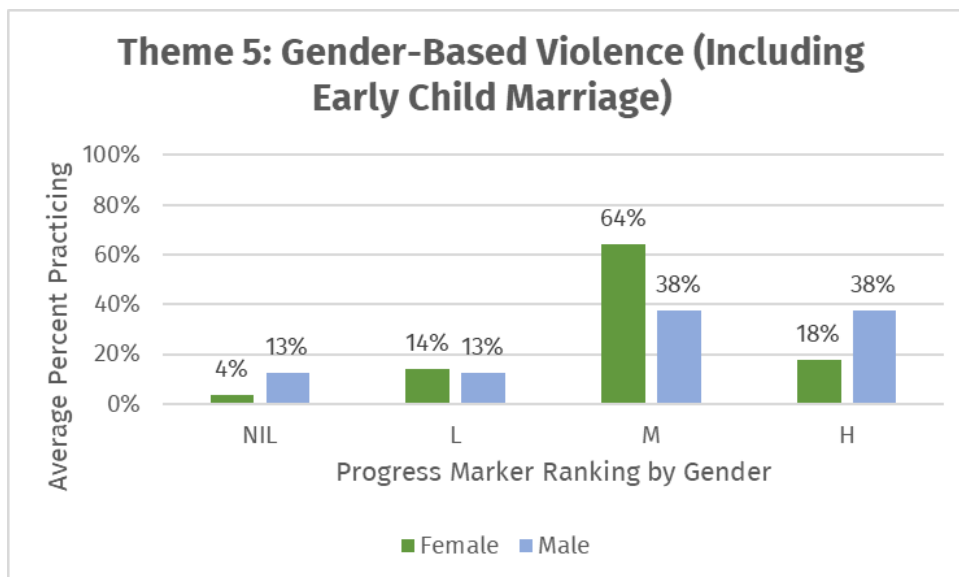
Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Women access Gender-Based Violence (GBV) information and services.	43%	57%	0%	0%
<b>Like</b>	Women challenge early marriage and share information with community on girls' rights.	0%	71%	14%	14%
<b>Like</b>	Women speak out and report cases of GBV.	14%	71%	14%	0%
<b>Love</b>	Women communicate and air their concerns to their husbands without fear of violence.	14%	57%	29%	0%

## Men

**Table 18: Gender Markers for Men**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Men share information on GBV services with community members.	33%	50%	17%	0%
<b>Like</b>	Men speak out, condemn, and report GBV and early marriage in the community.	33%	50%	17%	17%
<b>Like</b>	Men resolve domestic disputes without violence, intimidation, or harassment.	83%	17%	0%	0%
<b>Love</b>	Men engage community and religious leaders on addressing GBV and early marriage.	17%	33%	17%	33%

## Women and Men



**Figure 10: GBV (including Early Child Marriage) Among Women and Men**

Women are making more progress on GBV prevention-related behaviors. Women indicate that they have access to GBV information, can identify the GBV forms, and know where to report GBV and access GBV services. This is possible because the community members, including women, were sensitized by the project through GCs as well as Youth Net and Counseling, and receive GBV information through radio messaging. Women mainly report cases of GBV to police, Community Victim Support Units (CVSUs), Community Action Groups, and government officers, as these are key structures in addressing GBV within the communities and have been helpful on issues of GBV awareness and redress. While women can generally speak out on GBV, 29% of women fall within the low range on communicating GBV. Information from FGDs indicated that although women have access to services, they do not report cases, especially when perpetrated by their husband, as this might result in losing their marriage. In one instance, a respondent's friend was beaten up by her husband and lost a tooth, but she did not disclose the incident at the hospital for fear of losing her marriage.

About half the men surveyed (medium level) are sharing information related to GBV. They indicated that through the support of MCs, they can share GBV information at community meetings. Eighty-seven percent (87%) of men rank high in resolving domestic disputes without violence and they usually involve mediators. However, there is a significant low practice among men to engage the wider community and religious leaders in addressing GBV and early marriage.

## Female Youth

**Table 19: Gender Markers for Female Youth**

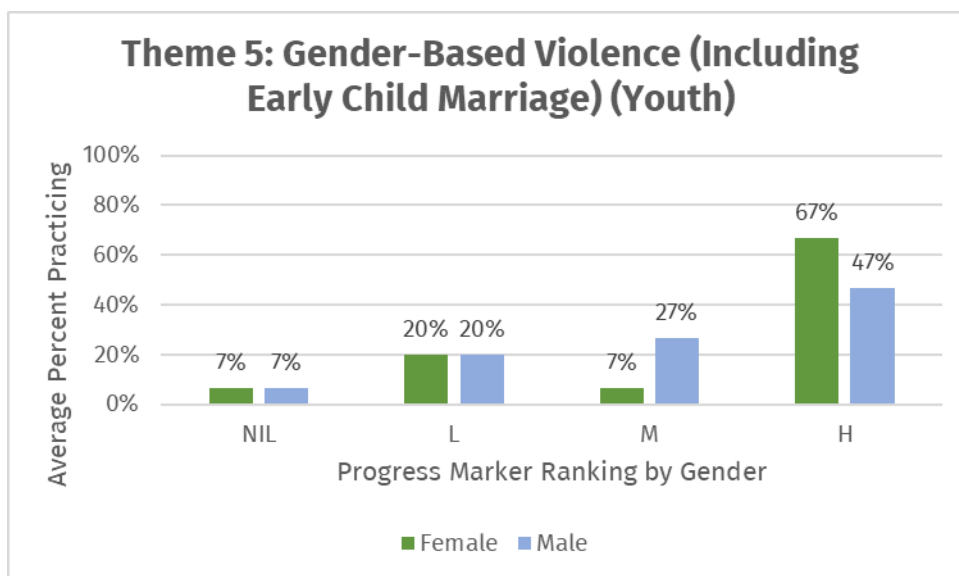
Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Female youth have access to GBV information and services (e.g., counselling and legal support).	80%	0%	20%	0%
<b>Like</b>	Female youth communicate and air their concerns without fear of harassment or violence.	60%	20%	20%	0%
<b>Like</b>	Female youth speak out, condemn, and report GBV cases, including early marriages.	60%	0%	20%	20%

## Male Youth

**Table 20: Gender Markers for Male Youth**

Gender Markers		High	Medium	Low	Nil
<b>Expect</b>	Male youth stop being perpetrators of GBV and share information on GBV prevention.	40%	20%	40%	0%
<b>Like</b>	Male youth speak out, condemn, and report GBV.	60%	20%	20%	0%
<b>Love</b>	Male youth engage community on GBV and facilitate community mindset change activities.	40%	40%	0%	20%

## Male and Female Youth



**Figure 11: GBV (Including Early Child Marriages) Among Male and Female Youth**

Female youth have a high level of access to GBV information and services and the practice is high among male youth in terms of speaking out and condemning GBV. Progress on behaviors addressing GBV and early marriage among both male and female youth was attributed to several efforts, namely youths clubs, Theatre for Development, community meetings, *Titukulane* GCs, peer educators, mother groups, and the work of other organizations, which all contribute to sensitization on GBV information, GBV services, and protection mechanisms. This gives the youths confidence to report to the Victim Services Unit, child protection officials, and community leaders. One youth said, “Previously when we go to play, we would hear reports of rape cases more often in our area for children, but this has changed lately due to various efforts by the project in our areas.” One female youth also recalled the case of a 15-year-old girl, which she and others reported to the child protection worker in their area. The respondent expressed frustration about the lack of urgency by police when issues are reported due to weaknesses in

accountability by the duty bearers. Twenty percent (20%) of communities indicate that the GBV behaviors are still at low adoption for both male and female youth, indicating that more effort is required for improvement.

### 3.2 Overall Progress Markers for Each Actor by Expect, Like, and Love to See

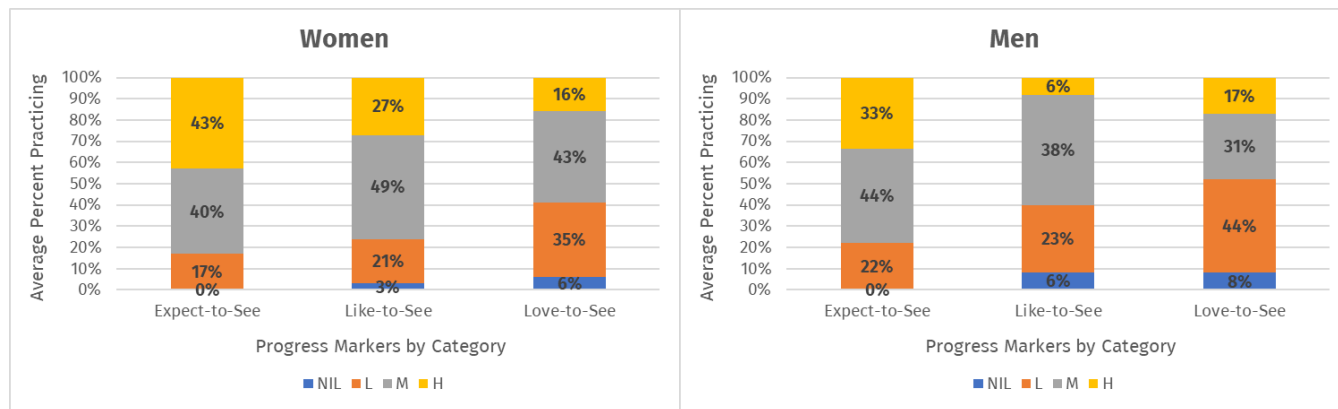


Figure 12: Progress Markers for Expect-to-See, Like-to-See, and Love-to-See by Gender (Adult)

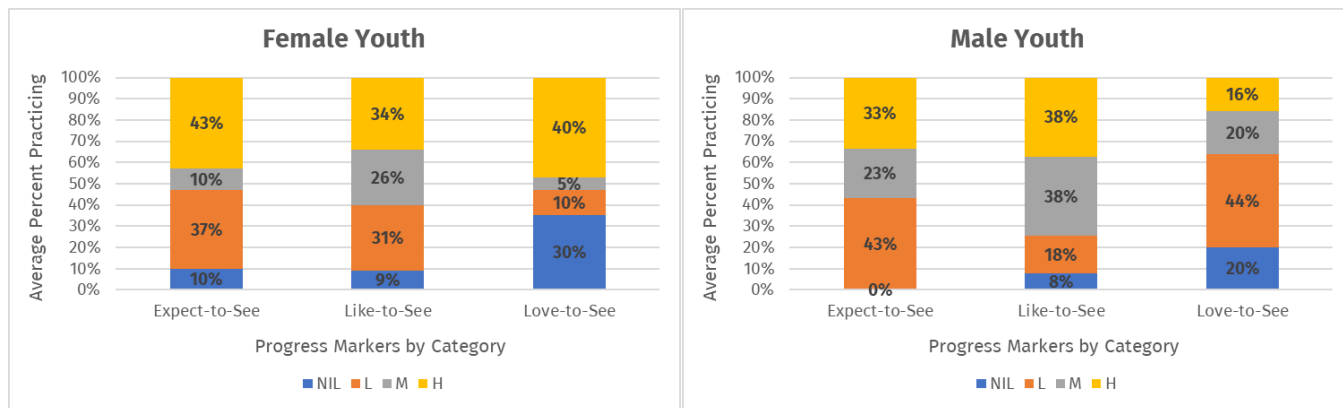


Figure 13: Progress Markers for Expect-to-See, Like-to-See, and Love-to-See by Gender (Youth)

#### Reflections on Expect, Like, Love to See Categories

Across all the domains, there is a reduction in adoption levels of women practicing the behaviors, from 43% ranking high at Expect to See, 27% ranking high at Like to See, and 16% ranking high at Love to See. This indicates that women are practicing the behaviors less as they progress up the ladder of Expect, Like, and Love to See and demonstrates the complexity of behavior change as they become more transformative. More effort must be made by the project to support women to adopt more of the Like and Love to See behaviors to see behavior change.

Although men have a higher adoption rate across the three categories, men’s Expect and Like to See markers are at the same high level of 33%, but dropped in Love to See to 17% for the high category. This indicates that additional effort is required to support men to practice the behaviors across the domains focusing on challenging norms to reach a more transformative stage. Across all the domains male youth are ranking at above 30% high for expect and like to see markers and dropped to 16% at love to see

showing the challenges associated with adopting the more transformative behaviors. Female youth are showing high adoption of Love to see markers at 40%.

## 4. Summary and Conclusion

### 4.1 Reflections and Next Steps

Overall, the OM revealed that there is high adoption across the project's work on behaviors associated with gender division of labor and household decision-making. This suggests that gender and socio-norms associated with these thematic areas are being successfully challenged through the efforts of GCs, YCs, and MCs through gender reflections and dialogues and other gender sensitization efforts promoted by *Titukulane*. Communities are beginning to value the importance of equitable sharing of roles and responsibilities and joint decision-making.

There is also significant progress on GBV prevention, awareness and early marriage among respondents and this too is attributed to the efforts of the gender champions and other sensitization efforts supported by the project. This should continue in order to ensure that while progress on livelihoods improvement and women having access to income at the HH level increases, GBV does not become an unintended consequence due to changing power dynamics between men and women. Under the same domain, there are other behaviors that require more support, including confidence of women to report GBV.

However, related to the above domains where overall progress is noted, there are specific gender progress markers under the same domain, that the project should continue to support for positive change: when men are away, women can only sell small quantities of produce because they are regarded as not having marketing and negotiation skills and men not consulting and agreeing with women before making final decisions at home.

There is low progress on behaviors associated with participation in leadership, especially in terms of women taking up leadership positions at the community level and speaking in public. The project should significantly step up its efforts to address this while ensuring more women, young women, and young men are included in leadership roles and influence decisions in community key structures.

More effort should be focused on access to and control over resources and assets for both women and youths to ensure that the gains registered from livelihoods improvements are harnessed and enjoyed by all household members. Support should be provided for women to have decision making authority over high value assets. Gender, male, and youths champions' efforts on engaging men and community leaders on these issues will be key in future gender reflection and dialogues.

## 5. Recommendations

### 5.1 Programmatic Focus

1. *Titukulane* should continue SAA gender reflections and dialogues, as they are showing results. However, the focus should be on addressing gender markers that are slow in adoption in the thematic areas of access to and control over resources and participation in leadership, as follows:

- *Titukulane* should support communities to challenge discriminatory gender norms that hinder women from taking up leadership and influential positions. Work with men and boys to appreciate and support women leadership; at the same time, strengthen women's leadership skills, agency, and confidence to speak in public.
  - Strengthen male engagement approaches for men to support women and youth to control high value assets and to have access to profitable markets.
  - Challenge entrenched gender social norms that result in limited access to SRHR services for young people, mainly as a result of men and women not supporting young people to seek SRHR services.
2. Lagging participation among male youth in YSLAs – particularly in contrast to female youths' progress in participating in YSLAs – needs to be addressed, as this seems to be a reflection of more women participating in VSLAs than men. Dialogue sessions and youth discussions around this, as well as awareness raising, will be useful for the project in its sustainability phase. Focus should be given to activities to address the norms and stereotypes that discourage men and male youths to actively participate in VSLAs.
  3. The progress made in GBV redress and early marriage issues, household division of labor, and household decision-making needs to be sustained through further efforts on dialogues and awareness raising, at the same time being cognizant of the markers that are lagging behind under the same domain (for example, women not being empowered to make final decisions with regards to high value assets and women not reporting GBV due to fear of losing their marriage.)
  4. On GBV redress and protection in communities, *Titukulane* and other stakeholders at the district level need to invest in strengthening the capacity of the GBV referral system and the CVSU by enhancing the capacity within these mechanisms to respond to, refer, and follow-up on GBV cases within their communities.

## 5.2 Capacity Strengthening

1. Increasingly, the work of MCs, GCs, and YCs is bearing fruit. However, in periodic reviews and monitoring, these volunteers express some motivation capacity-related needs, including tailored job aids and other information, education, and communication materials. Given their contributions, and to sustain their efforts, *Titukulane* should continue to mentor and build capacity, including addressing motivation issues for their continued support on the project, even during its phase out period.
2. Implementing partners and project staff need to be supported through mentorship and monitoring support to embrace their roles and responsibilities within the project on gender and youth integration and to work with the community champions to address gender and youth issues in the various activities they lead. This also entails the need to map out any existing skills and gaps and build their capacity through mentorship on gender and youth integration efforts.
3. In collaboration with the MEAL team, the findings of this OM should be shared across various staff, stakeholders, and USAID for their appreciation and awareness.
4. It is also broadly recommended that, along with other qualitative monitoring processes, OM should be prioritized and the capacity among MEAL and program staff to conduct OM should continue to be strengthened, and add insights into the already existing MEAL framework.