



ENSURE PROGRAM Gender Progress Marker Assessment Report

February 2019



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"Enhancing Nutrition, Stepping Up Resilience and Enterprise"

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LIST OF ACRONYMS

ABBS	Annual Beneficiary Based Survey
ANC	Ante-Natal Care
DFAP	Direct Food Assistance Program
DRR	Disaster Risk Reduction
ENSURE	Enhancing Nutrition Stepping Up Resilience and Enterprises
ESCs	Environmental Sub Committees
FAO	Food and Agriculture Organization
FGD	Focus Group Discussions
FY	Financial Year
GBV	Gender Based Violence
GIZ	German Society for International Cooperation
Goz	Government of Zimbabwe
HIV	Human Immuno Virus
IGAs	Income Generating Activities
IPTT	Indicator Performance Tracking Table
MoHCC	Ministry of Health and Child Care
MT	Metric Tonne
NGP	National Gender Policy
SAA	Social Analysis and Action
USA	United States of America
USAID	United States Agency for International Development
VS&L	Village Savings and Lending
WUA	Water User Association

ACKNOWLEDGEMENTS

This Gender Progress Marker Assessment was a significant undertaking and its completion would not have been possible without all those who graciously shared their time, insights, and recommendations. The team expresses gratitude to stakeholders that provided support and advice during the study. We are grateful to USAID for funding this study through the ENSURE Program. We particularly recognize Opper Maravanyika (Technical Advisor for Gender and Food Security) and Pranat Mohanraj (Monitoring, Evaluation and Learning Technical Advisor – CARE USA) as integral members of our research team who provided technical assistance.

We also would like to acknowledge the important contributions of ENSURE Program staff for enthusiastically assisting in the fieldwork process by organizing beneficiary groups, providing perceptive comments, and accompanying field teams into communities. Special thanks go to Richard Ndou, Dorance Copper, Archibald Chikavanga and Shamiso Matambanadzo for management support.

Most importantly, a huge debt of gratitude goes to the people of Bikita, Buhera, Chimanimani, Chipinge, Chivi and Zaka Districts. These members welcomed us and took part in the focus group discussions. They are the main protagonists of this endeavour and the objects of our admiration.

Thanks are also due to the Gender Assessment research team, Otilia Nyamkure (Monitoring and Evaluation Manager), Agnes Nyakujawa (Gender Advisor), Cleopatra Danga, Nyasha Nyamhandu, Aleck Matingwina, David Nyoni, Tawanda Bepe, Tinotenda Murapa and Nyahunde Muchetu (Monitoring and Evaluation Officers) for execution of this assignment.

EXECUTIVE SUMMARY

ENSURE applied Social Analysis Action (SAA) and the Male Engagement model to influence change of behavior on socio-cultural beliefs, perceptions and attitudes affecting the realization of maternal health and child nutrition outcomes. The objective of this study was to assess the impact of ENSURE gender interventions against the set progress markers for each gender domain for both men and women. The results of the assessment will influence greater precision in development of gender integration interventions to influence sustainable transformative changes in gender domains.

The study employed a mixed methods approach to illuminate levels of progression in gender progress markers. Qualitative discussions were used to elicit in-depth information on behavior change in gender domains. Quantitative counts of people who witnessed progression in the gender progress markers for men and women was recorded. The selection of study participants was random from a population of program participants. To allow for greater precision and open discussions age and sex were used to group participants of focus group discussions. The groups were disaggregated by sex, male or female and by age, young (18 – 29years) or old (above 29yrs). A total of 29, 30, 9 and 1 focus group discussion were held with older females, older males, young females and young males respectively.

Key Findings and Recommendations

Generally all groups, young, old, males, and females exhibited high knowledge levels on gender and gender activities implemented through the ENSURE Project.

The male engagement approach was very effective in transforming social norms and gender behaviors that impacted negatively on child nutrition and maternal health. Men assisted women with household chores and child care activities with 25% of the respondents having assisted their wives with child care activities in 2014 and 75% in 2019.

Financial empowerment increased women's decision making powers over use of household income and purchase of nutritious foods. In 2014, 14% of older women and 17% of young women made independent decisions over income, which has progressed significantly to 80% and 61% respectively. They echoed that participation in VS&L has given them a voice at household level and has afforded them to send both the girl and boy child to school upto tertiary level.

Decision making powers for women was also evident on household farming activities where women freely decided on crops of choice to grow in the family field. The above statistics present progression of young women from 12% to 51% and older women from 14% to 70% which conclusively means joint decision making on household farming activities improved with age for women. Despite the debatable land ownership issue which mostly lies with men due to cultural beliefs, strides were made by target communities to ensure equal access by both husband and wife.

ENSURE's deliberate move to target women for influential leadership positions increased women's participation in leadership from 8% to 66% for older women and 5% to 22% for younger women in 2014 and 2019. Findings showed that most young

women did not participate in leadership due to self-defeating attitudes and fear of intimidation. Religious beliefs and practices especially from the apostolic sect worsened the plight of women. There is urgent need to encourage mentorship of young women by older women in leadership, role modelling and continuous engagement of the apostolic sect leadership.

It is positive to note an increase from 4% to 34% of older women respondents registering changes in the registration of livestock. That as it may, land and cattle ownership by women in rural communities is usually hindered by traditional practices that guided the execution of a woman's estate upon death. Registration of livestock by women and equitable distribution of inheritance had not evolved to significant changes and would generally take longer to observe transition. There is a need to strengthen partnership and collaboration with organizations into property rights and continuous engagement with relevant Government line ministries to influence change around cultural perceptions on ownership of land by women.

Participation of young men (29 year olds) in the project was very limited because they are highly mobile. Those that participated only stood in for their parents and were inconsistent. This evidence points to the need for continued community engagement targeting the youth (young men and women) for a holistic women empowerment within disaster risk reduction, agriculture, financial inclusion, maternal health, and food and nutrition programs in Zimbabwe. A youth analysis which informs youth focused programming remains critical.

Much as there was general acknowledgement that children both boys and girls attended school with their fees being paid for, child marriage was a sticky issue in Chivi and Buhera districts. Causal factors included religion and peer pressure. This calls for serious commitment to align the Constitution with the Criminal Codification and Reform Act to enable prosecution of perpetrators. Programming should also be comprehensive, targeting vulnerable girls and the Apostolic Sect leadership.

An isolated group of young 'Shangani' women in Chipinge district ward 30 did not make progress in the gender domains being promoted and reasons given included low literacy levels and culture that does not support participation of young women and young men in community development processes when there were older people who could stand in the gap. There is need for the continuous engagement of the local leadership, older women and men in challenging the socio cultural norms and perceptions that hinder participation of young women and men in development initiatives. Promote cross learnings, allowing younger women facilitators to be meaningfully and actively involved in community work.

The approach to Social Analysis and Action (SAA) yielded results in confronting social norms that impacted negatively on maternal health and child nutrition outcomes. Nevertheless, more needs to be done to strengthen the model in future programs.

Participation in ENSURE's cohesive groups of praxis like care groups, men's fora, water user associations, producer and marketing groups, village savings and

lending, and resilience committees was a base for positive changes in gender behaviors and other unintended positive impacts.

From the above summary, the assessment report concludes that the ENSURE Program is on track to achieving gender-transformative development in the targeted six districts of Masvingo and Manicaland Provinces much as there are a few areas still requiring strengthening.

1.0 INTRODUCTION

1.1 Background to ENSURE

Enhancing Nutrition Stepping Up Resilience and Enterprises (ENSURE), is a USAID funded Development Food Assistance Program (DFAP) implemented in drought prone natural regions 4 and 5 since July 2013. The program seeks to contribute to improved food security of vulnerable communities and households in Manicaland and Masvingo provinces by 2020. Achievement of the goal is through a holistic multi-sectorial approach of interventions organized around three themes: maternal and child health (Strategic Objective 1), agriculture and economic development (Strategic Objective 2), and resilience (Strategic Objective 3). Gender equity is a cross cutting theme. The program is implemented through a Consortium led by World Vision. Other Consortium members are CARE, SNV, SAFIRE and ICRISAT. World Vision is the implementing lead in Buhera, Chimanimani and Chipinge whilst CARE is the lead in Bikita, Chivi and Zaka Districts. CARE provides technical advisory in gender, promoting equal realization of dignity and human rights for girls, women, boys and men and the elimination of poverty and injustice¹. CARE's commitment to provide technical support and leadership on gender is in sync with the Government of Zimbabwe and USAID commitment to promote gender equality and women empowerment in development initiatives.

Program Goal

Food security of targeted communities and households in Manicaland and Masvingo Provinces improved by 2020.

Program Objectives

SO 1: Nutrition among women of reproductive age and children under 5 years improved.

SO 2: Household income increased.

SO 3: Resilience to food insecurity of communities improved.

1.2 Background and Objectives of the Study

In 2014, CARE International through the ENSURE program embarked on a robust gender analysis to assess the socio-cultural norms, perceptions and attitudes affecting households and communities on maternal health and child nutrition. Findings of the gender analysis showed that gender inequality impacts negatively on food security and nutrition and household income. The program employed gender transformative approaches which included Male Engagement and Social Analysis & Action (SAA) to address gender inequalities and dynamics that affect patterns of power and decision making, gender roles and responsibilities, and meaningful participation of women and men. Gender integration aimed at promoting the drive towards gender equality and women's economic empowerment. As part of vision setting, target communities went through an outcome mapping process by further developing progress markers to show different levels of change in gender behaviors communities anticipated to see in men

¹ Care International Gender Policy, 2012

and women from the easy to do to the most complex transformative behaviors, the main focus of this study.

ENSURE Graduated Set of Gender Progress Markers for Women

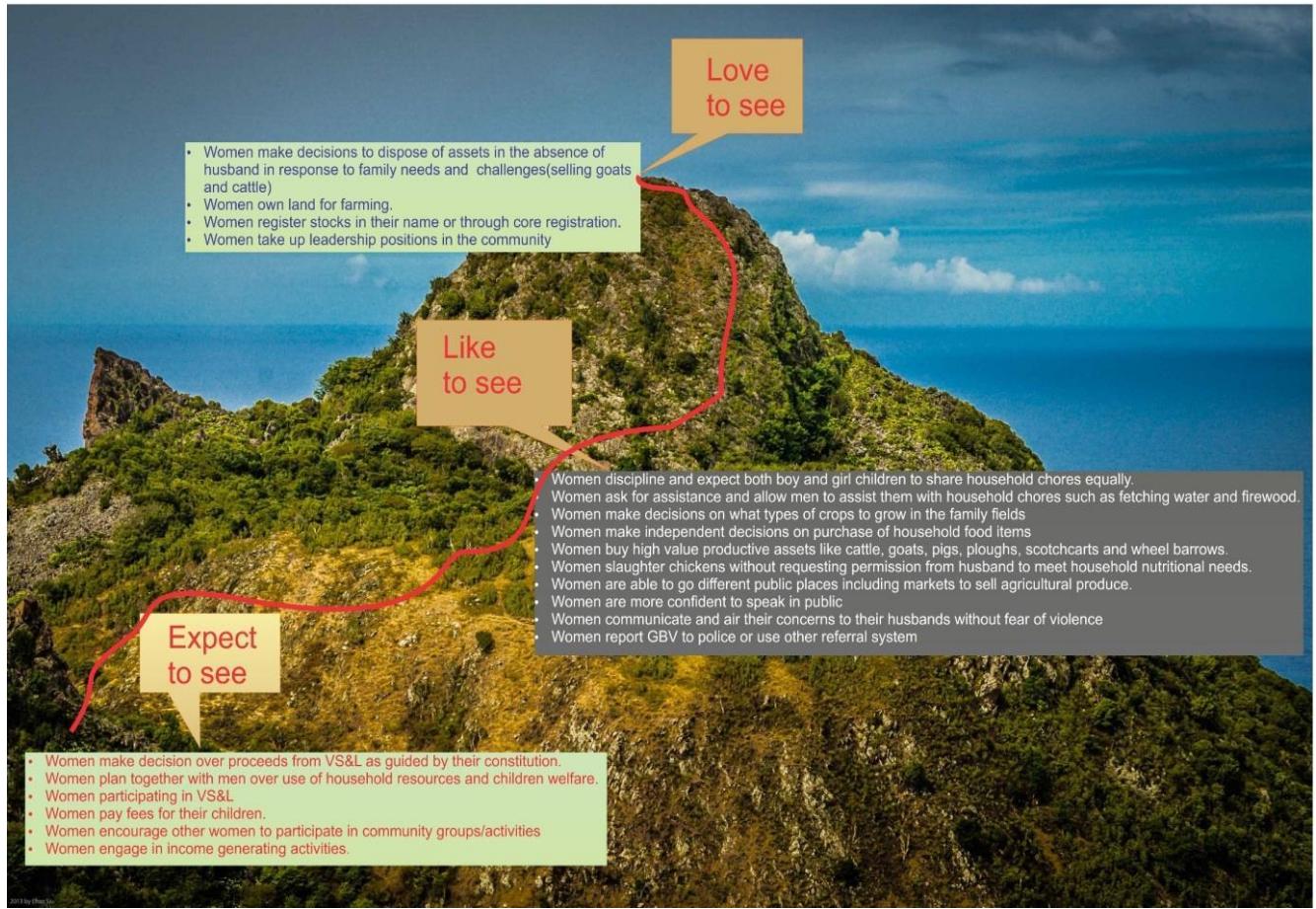


Figure 1: Progress Markers for Women

ENSURE Graduated Set of Gender Progress Markers for Men

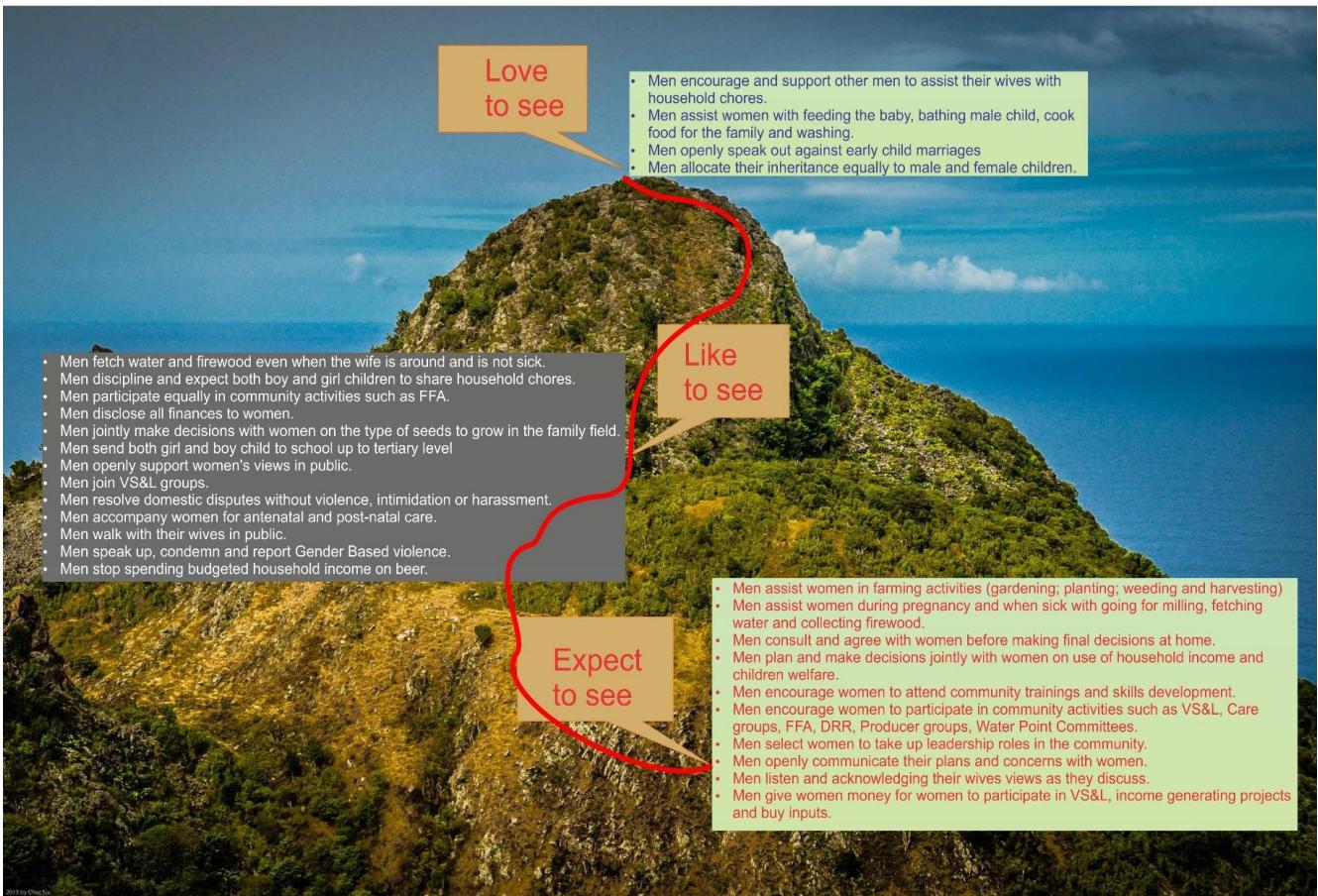


Figure 2: Progress Markers for Men

Objectives of the study

- To assess the impact of ENSURE gender interventions against the set progress markers on program outcomes.
- To give insights into specific programmatic questions to gender inequalities and harmful norms related to time use and gendered division of labor, access to public spaces and services, decision-making patterns and gender-based violence.
- To document, communicate and share the report with internal and external audience including relevant government stakeholders.
- To use the findings of the evaluation to inform programming within and outside ENSURE.

2.0 STUDY METHODOLOGY AND PROCESS

2.1 Documents Review

Secondary data is data gathered and recorded by someone else prior to (and for purposes other than) the current study. The secondary data for this research included the use of information from the CARE library, ENSURE Program documents and reports, partners' documents on gender and other development activity journals.

2.2 Study Area - District Profiles

ENSURE Program operational areas in Manicaland and Masvingo Provinces fall mostly under ecological regions 4 and 5, impacted by poor food production, poverty, poor ability to cope with shocks and stresses. The situation is aggravated by climate change which causes warm and dry trends as well as great variability of rainfall. The largely rural population in these areas lack infrastructure, access to markets and financing, adequate coverage of health and nutrition services. Generally traditional and cultural differences in gender roles and power differences between women and men have resulted in women lacking access to and control over land and livestock assets in the two provinces. Figure 1 below shows the ENSURE operational areas and specific district profiles.

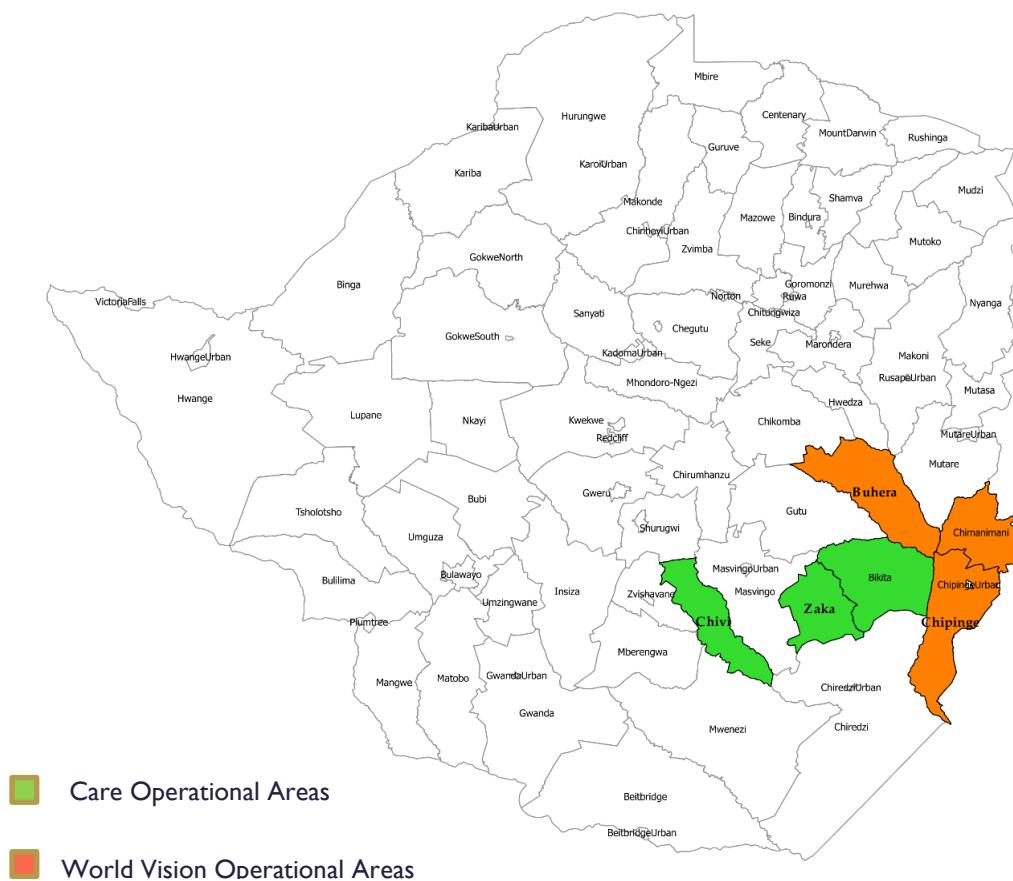


Figure 3: Map of Zimbabwe showing ENSURE Operational areas in Manicaland and Masvingo Provinces

Bikita

In Bikita, religion and African tradition are common beliefs that guide people's behaviors on a day to day basis. ENSURE operates in 11 of the 32 wards with 81% of the region classified under natural regions 4 and 5. To date the program has created 7 weir dams for rainwater harvest to boost crop and livestock production. Agriculture is the major livelihood activity in the area with maize being the main crop grown.

Buhera

The district shares boundaries with eight other districts. It comprises of diverse cultures with the apostolic sect religion dominating the district. Patriarchy, religious beliefs and social norms are the most underlying causes for gender inequality. ENSURE is operating in 8 of the 33 wards and has successfully created 4 irrigation schemes to address food insecurity within the vulnerable communities. The district is mainly into livestock production, groundnuts and sorghum. Women account for a greater proportion of agricultural labor.

Chimanimani

Chimanimani is a district with diverse culture and religion. The district shares the border with Mozambique and the main source of livelihood is livestock and crop production. Culture defines the place of women and men in the home and mostly women take the traditional subservient role whilst men are the household heads. In target wards, crop production is mostly practiced in government and ENSURE established irrigation schemes. Program implementation is in 10 out of 23 wards.

Chipinge

Like Chimanimani, Chipinge district shares the border with Mozambique. ENSURE implements programs in 14 of the 30 wards. The district is a stronghold of one of the African traditional cultures called Nda. Due to their strong cultural background, Nda women especially the young women stand in a vulnerable position to gender inequality and gender based violence. The most popular cultural dance is 'muchongoyo' which commands huge following and respect from women and men, girls and boys. Ward 30 of the district is dominated by the Shangani speaking people. The ward is geographically isolated from other Zimbabwean communities and it sits on the boundary with Mozambique. There is high likelihood that the culture for ward 30 has great influence from Mozambique since they interact more with Mozambique than Zimbabwe.

Chivi

Chivi communities are largely dependent on subsistence crop production and rearing of livestock. ENSURE is in 12 wards out of 32. Women, who constitute a bigger percentage of the district population have been negatively impacted on their livelihoods such as craftwork, pottery, gardening and poultry programs because of recurrent drought. The economic meltdown has resulted in most young men leaving their families and migrating to South Africa in search of better opportunities. This has impacted negatively on young women as they are left with the burden to take care of children. Culture and religious beliefs have also placed women in positions of vulnerability.

Zaka

ENSURE is operating in 11 of the 34 wards in Zaka district. Like most communities in Zimbabwe the district is dominated by patriarchal culture where men hold primary power and predominate in roles of political leadership, moral authority, social privilege and control of property. The district is equally dominated by socio cultural practices and religious beliefs which are causal factors to gender inequality and gender based violence. There are efforts put forward to transform these gaps and some communities are slowly embracing the changes.

2.3 Study Design

This assessment adopted the grounded theory research strategy, which generates insights on gender issues as expressed by the study participants. The study used a mixed method approach, combining quantitative and qualitative methods. Pairing quantitative and qualitative components allows for corroborating of findings, enhances insights attained from study participants to uncover beliefs, values, and motivations that underlie gender behaviors. The approach also captures the complexity, breadth, and range of occurrences of adoption of gender behaviors.

2.4 Sampling Strategy and Size

The study took place in all the six ENSURE operational districts of Bikita, Buhera, Chimanimani, Chipinge, Chivi and Zaka. A computer-based sampling programme randomly sampled five wards per district. The principle of theoretical saturation which refers to the point at which no new concepts emerge from the review of successive data from a sample that is diverse guided the sample size. According to Morgan (1996), four to six focus groups may achieve saturation. In this study, the research team sampled 30 groups of older males, 30 groups of older females, 15 groups of young males and 15 groups of young females for focus group discussions. Table 2 below shows the sampled wards.

Table 1: Wards Sampled for the Gender Study

District	Sampled wards for older male and female FGDs	Sampled wards for young male FGDs	Sampled wards for young female FGDs
Bikita	2, 3, 6, 8, 26	3, 6, 8,	2, 26
Buhera	11, 17, 19, 26, 27	11, 19, 26	17, 27
Chimanimani	2, 3, 5, 9, 20	2, 9	3, 5, 20
Chipinge	22, 25, 27, 29, 30	22, 27, 29	25, 30
Chivi	16, 18, 21, 24, 25	24, 25	16, 18, 21
Zaka	13, 15, 16, 20, 21	16, 21	13, 15, 20

Using purposive sampling, the study identified and selected program participants who possess detailed knowledge and experience relevant to the gender study. The program activities integrated gender in nutrition, resilience, agricultural and economic

development interventions. Therefore sampling targeted participants from all these sectors. This was so because the study sought to include the full spectrum of program participants to reflect the diversity and impact across all sectors and population groups.

2.5 Data Collection Tools Development

Data collection tools developed for the study were adapted from CARE Tanzania's Gender Progress Marker Assessment tools. The developed tools indicated specific progress markers for male and female focus groups. Program participants developed these progress markers through a participatory process in 2015. The study used the same markers with the aim to assess progression or changes over time. The progress markers fall into the following gender domains listed below:

- Household decision making
- Gendered division of labor
- Access and control of productive assets and resources
- Participation in Leadership
- Gender-Based Violence

The design of the tools captures both the qualitative and quantitative aspects from the discussions. The tools allow for recording of qualitative data such as positive and negative changes, hindering and supporting factors, perceptions and quotes. The quantitative section involved rating the levels of progress for every progress marker against a four category scale that ranged from 1 (almost all participants indicate not practicing the behavior) to 4 (almost all participants affirm practicing the behavior). The number of people who practiced the behavior and a percentage calculated using total participants in the focus group informed the rating.

Instructions for rating the level of progression:

The progress marker rating was 1, 2, 3, or 4 based on the number of FGD participants who practiced the behavior.

- Level 1: 0 – 25 % of the participants are not practicing the behavior.
- Level 2: 26 – 50 % of the participants affirm practicing the behavior.
- Level 3: 51 – 75 % of the participants affirm practicing the behavior
- Level 4: 76 – 100% of the participants affirm practicing the behavior.

The research team translated the developed tools into Shona, a local language to standardize understanding of the questions and reduce translation errors.

2.6 Data Collection Methods

The study used focus group discussions to gather data from groups of people (8 to 23) who participated in ENSURE Program interventions. Focus groups were appropriate as the study required to understand differences in perspectives between groups of people and to uncover factors that influenced behavior. In planning for the discussion, consideration was given to factors that may influence the group dynamics such as age, sex and power differentials. The study disaggregated the focus groups into single-

sex groups, male or female and by age, young and old categories to ensure that group composition did not inhibit members from speaking. For purposes of this study young people were those whose age ranged from 18 to 29 years as guided by the USAID Youth Policy which uses a broad cohort of 10 to 29 years. High response rates of 100% and 97% were recorded for older males and older females respectively. The case was different for young males and young females who were not so easy to locate. Out of the targeted 15 focus groups, a response rate of 6% for young males and 60% for young females was achieved.

Discussion guides consisted of gender progress markers designed to stimulate discussion on several gender domains. Trained focus group moderators guided the discussions while permitting free exchange and ensuring that participants felt comfortable in expressing discordant views. Participants were able to describe and compare their experiences and opinions with other group members. Collection of qualitative and quantitative components was concurrent. In order to note the count and uncover the degree of progression before ENSURE gender intervention (2014) and current status (2019), participants raised their hands to indicate that they had practiced the behavior (progress marker).

The program hired and trained fifteen enumerators with substantial experience in qualitative data collection. The training included facilitation skills and note-taking. Supervision of the data collection process was done by Monitoring and Evaluation staff and the Gender Advisor.

2.7 Data Analysis

The research team used a manual comparative method to analyze and group qualitative data into key themes by domain. To check on the correct assignment of themes and whether they reflected the same issues, the team compared texts with data already coded. This resulted in refining themes and the identification of new patterns. Excel, a Microsoft computer package was used to analyze quantitative data such as the percentage of focus group discussion participants who practiced the gender behaviors.

A separate analysis of data for older males, older females, young males, and young females enabled comparisons by sex and age. Using that comparison, the research team was able to generate insights and examine confirming and deviant cases. Triangulation of data from the focus group discussions and secondary data such as the Indicator Performance Tracking Table (IPTT), Success stories and Annual reports formed part of the analysis process. Presentation of qualitative and quantitative data in the findings section was narrative and graphical.

3.0 LITERATURE REVIEW

3.1 The Outcome Mapping Approach

It is a participatory approach employed to establish levels of change in behavior anticipated by men and women towards promoting gender equality. It is a method for planning, monitoring and evaluation, oriented towards social, organizational learning and adaptive management². The three key concepts applied from Outcome Mapping includes changes in behavior, actions, activities and relationships required to effect anticipated changes. It focuses on each actor's ideal behavior in order to contribute fully to empowerment, equity and productivity. The outcome challenge helps to define the ladder of progress needed allowing for gendered exploration of locally defined behavioral change indicators also namely progress markers³. Progress markers graduate from preliminary to more profound changes in behavior and they include the following levels; **Expect to see**, a set of indicators of behavior change organized for the immediate attainable early changes a program can achieve; **Like to see** more progressive changes and **Love to see**, the highest level of more profound and lasting transformation⁴. Progress markers articulate the complexity of the change process and allows negotiation of expectations between the program and its partners. It permits early assessment of progress and encourages the program to seek the most profound transformation possible. They help identify mid-course improvements

3.2 Gender and Food Security and Nutrition-The Global Picture

Almost 870 million people are suffering from hunger worldwide⁵. In many parts of the world, hunger affects more women than men, particularly following natural disasters. Economic and social factors often disadvantaged women. Many household and community decisions are still made by men, frequently to the detriment of women⁶. Gender equality and women empowerment are core development objectives, fundamental for the realization of human rights and key to effective and sustainable development outcomes. No society can develop successfully without providing equitable opportunities, resources, and life prospects for men and women so that they can shape their own lives and contribute to their families and communities,⁷.

A growing body of research demonstrates that societies with greater gender equality experience faster economic growth, and benefit from greater agricultural productivity and improved food security. Gender equality not only benefits individual males and females but whole sectors and societies. For instance, the Food and Agriculture Organization of the United Nations (FAO) estimates that if women had the same access to productive resources as men, they could increase yields on their farms by 20 to 30 percent, which in turn could raise total agricultural output in developing countries by 2.5 to 4 percent and reduce the number of hungry people in the world by 12 to 17

² https://www.care.org/sites/default/files/documents/grad_learning_brief_6_gender_outcome_mapping.pdf

³ https://www.care.org/sites/default/files/documents/grad_learning_brief_6_gender_outcome_mapping.pdf

⁴ https://www.care.org/sites/default/files/documents/grad_learning_brief_6_gender_outcome_mapping.pdf

⁵ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

⁶ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

⁷ https://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy_0.pdf

percent, up to 150 million people.⁸. Women often have limited or no access to land for agriculture. In most cases especially in the developing world, they gain access to land through a male relative or after the husband's death⁹.

Women face inequalities regarding access to livestock, inputs and fertilizers, technology, market information, knowledge, skills and advisory services because of their limited access to financial services¹⁰. Evidence shows that an increase in women's access and control over household income usually has a positive impact on dietary diversity thus benefiting children's health, nutrition and education and consequently food and nutrition security¹¹. Men who have access are less likely to spend money for the benefit of the entire household and prefer non-food items to food¹².

3.3. Gender and Food and Nutrition in Zimbabwe

The National Gender Policy (NGP) 2013-2017 has the objective to promote equality and equity in access to economic opportunities for men and women, and to the benefits from the economic development of the country. During the 2010–11 agricultural season, Zimbabwe produced a total of 1,451,629 MT of maize and 53,000 MT of wheat against an annual national requirement of 1,800,000 MT of maize and 45,000 MT of wheat¹³. In the past, the country has had to import food. General poverty and chronic food and nutrition insecurity have led to reduced diversity of household consumption and increased prevalence of chronic malnutrition, especially among women (7 percent thin) and children under five years of age (10 percent underweight)¹⁴. Most women are unpaid family workers and rural women work 16-18 hours a day, spending at least 49 percent of their time on agricultural activities and about 25 percent on domestic activities¹⁵.

The ENSURE gender analysis conducted in six districts in 2014 indicated that during the dry season, women spent 50% of their time working while men spent only 29%. In the rainy season, women spent 69% with men spending 50% working. The increase in the work burden for women denied them the opportunity to have adequate time for child feeding and it impacted on the health status for children below 5 years. This is confirmed in the GIZ, 2013 report which notes that the multiple roles of women are challenging in terms of time allocation. Agriculture activities in women's workload decrease the time left to care for their children. Climate change and the progressive degradation of natural resources also increase the burden of women while further threatening food security¹⁶. Children born to malnourished mothers are usually

⁸ https://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy_0.pdf

⁹ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

¹⁰ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

¹¹ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

¹² Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

¹³ <http://www.fao.org/3/a-i6997e.pdf>

¹⁴ <http://www.fao.org/3/a-i6997e.pdf>

¹⁵ Ministry of Agriculture Mechanization Irrigation Department (MAMID) 2013

¹⁶ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

underweight and face a 20% increased risk of dying before the age of five¹⁷. Limited participation of men in care work, child nutrition and maternal health programs worsens the situation¹⁸. Findings of the ENSURE gender analysis showed that chores and reproductive roles confined women in the home, lactating and pregnant mothers included. Their participation in community meetings and related marketing activities was limited and it resulted in them missing on important community development initiatives which would contribute to household food and nutrition security¹⁹.

On Intra-household decision making, it lied mostly with men. There was a general belief that the women's place is in 'the kitchen'²⁰. Beside them being associated with the kitchen, women still could not make independent decisions outside their husbands on the purchase of food for the family. They still needed to consult²¹. ENSURE acknowledges that women are key to breaking the vicious circle of generational malnutrition but they cannot do it alone. They need men as allies and partners in development. ENSURE's male engagement approach was employed to ensure adequate support for women in child nutrition and maternal health.

GBV is one other constraint to individual and societal development that has high human and economic costs. Women who experience violence from their partners are less likely to earn a living and less able to care for their children²². Children who witness violence are significantly more at risk for health problems, anxiety disorders, poor school performance and violent behavior. The economic effects of violence against women include increased absenteeism; decreased labor market participation; reduced productivity; lower earnings, investment, and savings; and lower intergenerational productivity²³.

¹⁷ UNICEF 2007: Progress for children: A world of fit for chn; available from http://www.unicef.org/progress_forchildren/2007n6/index_41401.htm

¹⁸ ENSURE Final Gender Analysis Report, CARE International; 2014

¹⁹ ENSURE Final Gender Analysis Report, CARE International; 2014

²⁰ ENSURE Final Gender Analysis Report, CARE International; 2014

²¹ ENSURE Final Gender Analysis Report, CARE International; 2014

²² Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft fur Internationale Zusermannerbeit (GIZ) GmbH.

²³ Gender and Food and Nutrition Security: February 2013; Deutsche Gesellschaft fur Internationale Zusermannerbeit (GIZ) GmbH.

4.0 FINDINGS

4.1 Introduction

This report contains findings of the ENSURE gender progress markers assessment carried out in Buhera, Chipinge and Chimanimani - Manicaland province and Bikita, Zaka, Chivi - Masvingo province in February 2019. The study is an assessment of the level of progression in gender progress markers that were developed by male and female program participants through a participatory process in 2015. The markers were organized as those in: **Expect to see** (E), **Like to see** (Lk) and **Love to see** (Lv) categories. In this study, measurement of progression was based on observable and actionable changes in gender behaviors and an increase in the number of focus group participants who practiced or observed the behaviors at the individual or household level. The report will not make district level comparisons since there were no significant differences in terms of progress made across districts. However outliers and isolated cases of interest are captured accordingly.

The research themes below guided the arrangement of the findings:

- Knowledge of Gender Activities by ENSURE
- Male Engagement and Nutrition
- Savings Groups, Income Generating Activities, and Control of Income
- Intra Household Decision Making and Participation in Leadership and Public Spaces
- Gender Division of Labor and Workload Sharing
- Gender-Based Violence and Communication
- Control of Agriculture Productive Assets and Resources
- Gendered Dimensions to Resilience
- Impact of ENSURE Groups of Praxis
- Sustainability of ENSURE Program
- Obstacles and Enabling Factors

4.2 Knowledge of Gender Activities by ENSURE Program

Generally all groups, young, old, males, and females exhibited high knowledge levels on gender. The majority defined gender as roles, duties, opportunities for men and women determined by societal beliefs and culture, time and space. Participants mentioned taking part in gender dialogues that were meant to challenge and address underlying socio cultural belief, norms and perceptions targeted at promoting gender equality and women's empowerment. The dialogues were held through Resilience, Men's Fora, Village Savings and Lending, Producer and Marketing and Care Group platforms. Social Analysis and Action was mentioned mostly by those who had attended the training. However, close to half of the groups were not aware of Social Analysis and Action dialogues. It was difficult for most participants to differentiate between the SAA and gender dialogues.

Testament was also given to deliberate efforts by the program in promoting women in leadership. The quota system guided the selection of committee members as all committees were required to have at least 60% women representation. The program then offered training to all members to improve their leadership skills. Participants indicated that targeting of participants for various interventions was non-discriminatory, allowing for both men and women to participate except for supplementary feeding which targeted pregnant, lactating women and children 6 – 23 months. The high levels of knowledge exhibited by focus group participants made it possible for follow on discussions whose results are shown in the sections below.

“The program allowed for both men and women to be participants, we all had equal chances”, said a woman in Ward 11, Buhera District.

4.3 Observed Changes per Gender Domain of Change

4.3.1 Male Engagement and Nutrition

ENSURE employed non-confrontational participatory approaches to meaningfully engage men to achieve gender equality and women empowerment. The dialogue approach presented opportunity for men to freely reflect and discuss socio-cultural issues to child nutrition and maternal health. Men took upon themselves the task to educate their peers on the importance of helping their spouse with the ripple benefits that came with the practice. Peer to peer dialogues reduced GBV as men took advice without feeling embarrassed. Men's fora strengthened cohesion amongst men and this increased their desire to want to work together in FFA sites which in turn contributed to improved food security and nutrition through gardening activities. Some men reached by men's fora groups and gender dialogues assisted their wives with baby care activities that included cooking, feeding and cleaning dishes. The table below shows great progress from 12% prior to ENSURE and 66% after ENSURE.

Table 2: Progress Markers on Male Engagement and Nutrition

Progress Marker	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men assist women during pregnancy and when sick with going for milling, fetching water and collecting firewood (E)	2 (41%)	4 (84%)
Men accompanying their wives for Ante-Natal Care Lk	1 (25%)	3 (75%)
Men assist women with baby feeding, bathing boy child, cooking, and washing plates and pots Lv	1 (12%)	3 (66%)

Men across districts indicated that feeding of babies under the age of two required certain skills and patience which most did not have and they admitted they needed to continuously work on it. There were testimonies around improved father to child relationship. Children are growing in the love and care of both parents and they now feel free and comfortable to approach both parents when they need help. Previously

fathers were not close to their children because they felt it was the role of mothers to care for children.



Figure 4: Care group Leader sharing nutrition and health messages during home visits in ward 24, Chivi District, Zimbabwe

There was remarkable progress on male engagement in Antenatal and Postnatal care from 25% in 2014 to 75% in 2019. The practice of accompanying women for antenatal care has gained momentum in recent years. Efforts by ENSURE were in line with the Ministry of Health and Child Care (MoHCC) to engage men in antenatal processes. Positive results included joint Human Immuno Virus (HIV) testing and family planning awareness. It also reduced the risk of diseases such as hypertension and enhanced fast decision making in complex maternal health cases.

Men who accompanied their wives for Ante-Natal Care (ANC) also took part in the child health promotion sessions provided at health centers and this has resulted in increased knowledge levels of men on child health and nutrition. The MoHCC strategy to first save wives who were accompanied by their husbands was one lucrative factor to the meaningful engagement of men in antenatal and postnatal care. Gender dialogues dubbed “kumafoshoro” the place where they received intense education to change their behaviors was also accredited as having influenced behavior change. Despite high transport costs that continued to pose challenges to men’s participation, particularly in cases where health facilities were at a distant, men chose to support their wives with money for transport.



Figure 5: Men Accompanying their Wives for Post Natal Care at Tanganda Clinic Chipinge Ward 4

Contrary to the positive development, there were still a few who continued to grapple with child care activities. They felt it was work for women.

"We never do that type of work, in our culture, it is work for women and that is the main reason why I married her", said a man from Ward 22, in Chipinge District

Influencing factors included cultural perceptions which viewed child care as degrading to men. They feared becoming the laughing stock of the community and being labelled as bewitched. Men already engaged in child care activities in ward 22 proffered their commitment to the task since it had grossly improved relationships at household level. They pledged to continue to be role models to other men.

4.3.2 Savings Groups, Income Generating Activities and Control of Income

Across all focus groups, there was progress in the equitable access for men and women to financial services. The proportion of males participating in Village Savings and Lending stood at 19%, 1% lower than the 20% Life of Award (LOA) target. In 2014, it was far less around 9%. For women it stood at 81% (FY18 IPPT). Men's fora sensitizations motivated men to join savings groups as indications showed that the majority of the men in VS&L groups were members of men's fora. Money from VS&L in the form of loans or cash at share-out increased income to meet needs at household level. Income from VS&L contributed towards financing of agricultural production, purchase of productive assets and nutritious foods.

Data from focus group discussions with older men showed change in male participation in savings groups' progression from one to three in 2014 and 2019 respectively. In 2014, 14% of focus group participants were members of savings groups and this increased to 57% in 2019. The VS&L methodology calls for self-selection as members identify people whom they wish to form a VS&L group with. A few men indicated that they were not comfortable in joining groups comprised of many females yet it was

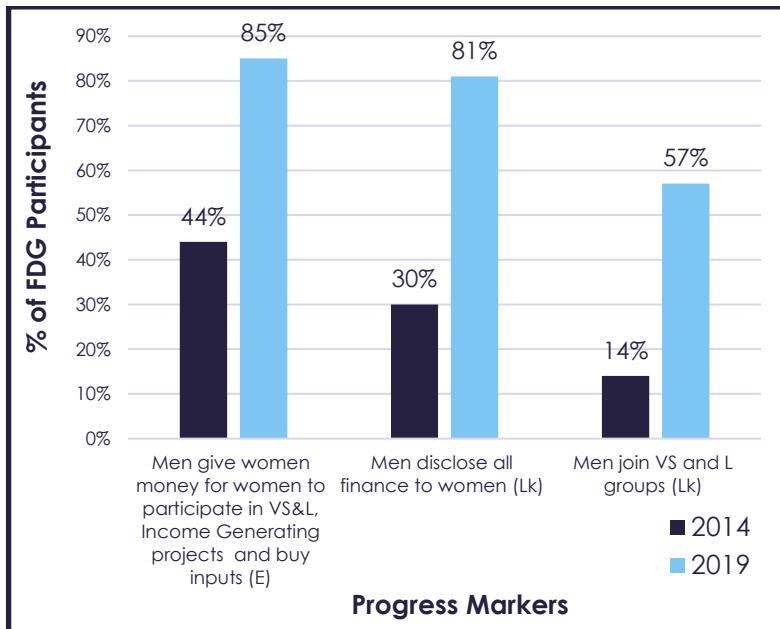


Figure 6: VS&L members at St Hugo, counting profits after fund-raising activities. Ward 5 Bikita District, Masvingo Province, Zimbabwe. Picture by Tapiwa Ngungunyana, CARE ©

difficult to garner enough males to form male only groups. Men feared ridicule and labelling from other males in the community when they work with many females. VS&L groups are naturally considered "women's groups" and most men encouraged females (both old and young) to be members whilst they joined Producer and Marketing groups or resilience activities. As a result men supported women to join VS&Ls instead. This is supported by an increase in the proportion of men who reported

giving women money for Village Savings and Lending from 44% (level 2) to 85% (level 4) amongst males in focus groups. In addition, men noted that women no longer depend on them for support as they were able to do their income generating projects to sustain participation in VS&L. Resultantly there is a general improvement in living standards and harmony at household level.

A few men hinted that they were interested in joining savings groups but were not able to do as they could not afford to religiously contribute savings due to little or no disposable income. This made it difficult for most households to have two people from the same household taking part in the savings groups.



Progress Markers	Older Level	Men of progression
	2014	2019
Men give women money for women to participate in VS&L, Income Generating projects and buy inputs (E)	2	4
Men disclose finance to women (Lk)	2	4
Men join VS and L groups (Lk)	1	3

Figure 7 : Progress Markers for Men - Savings Groups, Income Generating Activities and Control of Income

Young and older women echoed that participation in VS&L has given them a voice at household level. Participation of women in VS&L has to a greater extent improved the livelihoods of women at both household and community level. This was corroborated by women owning productive assets, making financial decisions independently and participating in income generating activities. Although young women's participation was still low compared to older women, there was a marked increase since 2014. This progression is significant for young women as the percentage of FGD participants who reported participation in VS&L increased from 7% in 2014 to 48% in 2019. Some women, especially the young women reported failing to join the VS&L groups because they lacked income and heavily depended on their husbands who worked in urban areas and had limited exposure to community gender activities. As a result support of women with money for VS&L was also limited. Others even indicated that they had no say over how income at household level should be used. Their husbands in a way dictated the budget, and VS&L was usually not on the list of expenses.

Table 3: Progress Markers for Women - Savings Groups, Income Generating Activities and Control of Income

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women make independent decisions over use of household income and purchase of household food items (Lk)	1 (14 %)	4 (80%)	1 (17%)	3 (61%)
Women participating in VS&L (E)	1 (13%)	4 (80%)	1 (7%)	2 (48%)
Women engage in income generating activities (E)	1 (14%)	4 (79%)	1 (13%)	3 (59%)
Women encourage other women to participate in community groups/activities (E)	1 (13%)	3 (75%)	1 (9%)	3 (55%)

Income generating activities complimented income from VS&L and Producer and Marketing Groups (PMGs). Funds from VS&L provided capital to finance Income Generating Activities (IGAs) such as petty trade, crop and livestock production and sale and bakery projects. This weaned women off donor dependency syndrome that was common in rural Zimbabwe. The proportion of FGD participants engaged in IGAs increased from level 1 to 4 for older women and from 1 to 3 for younger women. This is major as 79% of older women and 59% of younger females reported being engaged in an IGA in 2019.



Figure 8: Higher Value Assets Acquisition'-Julien Muunze showing her newly purchased generator. Ward 18, Chivi District, Masvingo Province, Zimbabwe. Picture by Jacob Marangwanda, CARE©

Same funds were ploughed back into VS&L and were also used for purchasing of productive assets and financing other household needs including food. The numbers of women engaged in IGAs at the time of the survey was said to have decreased compared to 2017 and 2018 due to the prevailing economic meltdown that affected the continuation of some IGA activities. Women still in business highlighted that diversification into several IGAs has helped cushion them against economic challenges. The success of IGAs reduced female dependency on their spouse's assistance.

Financial empowerment resulted in a significant increase in women making independent decisions over use of household income and purchase of food as shown on Table 3. In 2014, 14% of older women and 17% of young women made independent

decisions over income. The proportion increased significantly in 2019 to 80% for older women and 61% for young women. It also allowed women to independently make decision regarding use of money at household level.

The savings group constitutions boosted women's control of funds from VS&L since it provided salient support to women to gain control over their income as most decisions on use of income were part of the constitutional provisions. Women highlighted that in the past, men made decisions on VS&L proceeds when they sponsored initial savings contribution. This left some women vulnerable and unhappy. The constitution addressed this challenge, at the same time motivated women to continue taking part in the group. The women also explained that they felt empowered and now work harder as they have the responsibility to contribute savings towards VS&L. According to their constitutions, failure to pay the monthly subscription resulted in punitive fines. The bringing in of constitutions in VS&L groups strengthened the groups, supported women towards purchase of nutritious foods for their households as well as payment of school fees.

In some instances women were now the de-facto household heads and were by default responsible for their children's' welfare. A few women believed they could not take the responsibility of paying school fees as this is traditionally the role of men. Women's participation in VS&L and engagement in IGAs has brought financial liberty and empowerment towards making informed decisions on income and budgeting. However this unsettled a few men who feared that financial liberty would come with infidelity as women would no longer be dependent on them. This was a perception which required further male engagement to ally such fears.



Figure 9: Higher Value Assets Acquisition'-Spiwe Gama showing her goats that she bought from VS and L proceeds. Ward 4, Chipinge District, Manicaland Province, Zimbabwe. Picture by Tinotenda Murape, WVI.

4.3.3 Intra Household Decision Making and Participation in Leadership and Public Spaces

Table 4: Progress Markers for Women on Intra-Household Decision Making

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women plan together with their husbands over use of household resources and children welfare (E)	2 (34%)	3 (78%)	2 (28%)	3 (54%)
Women pay fees for their children (E)	1(13%)	2(66%)	1 (10%)	1 (32%)
Women make independent decisions over use of household income and purchase of household food items (Lk)	1(14%)	4(80%)	1 (17%)	3 (61%)

Table 5: Progress Markers for Men on Intra-Household Decision Making

Progress Markers	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men plan and make decisions jointly with women on income and children welfare (E)	2(32%)	4(80%)
Men openly communicate their plans and concerns with women E	2 (26%)	4 (78%)
Men listen and acknowledge their wives views as they discuss E	1 (25%)	4 (80%)
Men send boy and girl child to school up to tertiary level (Lk)	2 (31%)	4 (82%)
Men jointly make decisions with women on the type of seeds to grow in the family fields (Lk)	2 (40%)	4 (87%)

The ENSURE 2014 gender analysis noted gaps around intra-household decision making which lied mostly with men. There was general acknowledgement by older men and women FGDs across districts on joint decision making in some households prior to ENSURE though there was an increase of households planning and making decisions together after ENSURE. To date, great progress is noted since program inception and ENSURE was commented for working closely with the Ministry of Women Affairs, Community Small and Medium Enterprise Development to achieve us. The Annual Beneficiary Based Survey for Financial Year18 (ABBS FY18) showed percentage of beneficiary women in union making decisions over consumption of nutritious foods at 89% against a target of 85%. Assessment findings showed strong evidence of joint decision making on same at 34% and 78% for older women and an average of 30.8% and 81.4% for older men in 2014 and 2019 respectively. The level of progression for young women stood at 28% in 2014 and 54% in 2019.

In addition to joint decision making, sole decision making was also promoted on children's welfare and household food consumption when the husband was away. As shown by the statistics above, both young and older women made immense progress with 14% to 80% and 17% to 61% in 2014 and 2019 respectively. Previously, most women would wait for their husbands to provide for them, which women participants

confirmed as now a thing of the past. Women across districts were now economically empowered and because of that they continued to earn respect from their husbands. There were testimonies in women's FGDs around sole decision making on the purchase of household food items and certain high value assets like wheel barrows, goats and ploughs. Purchase of cattle and items like scotch-carts was joint effort after women have presented the idea to the husband. Progress was mostly on women buying the above mentioned high value assets, but disposal of same to cover for household critical needs remained a challenge to the majority. It required joint decision making with their husbands.

Young women who lived with in-laws testified that they were now empowered to make decisions on children's meals which was not the case prior to ENSURE. Their in-laws used to be in full control of child feeding and could make decisions on behalf of the daughters in law. Great progress was noted during the assessment. The mother in-laws in most wards were very optimistic and pledged to continue supporting the program which contributed to the health and welfare of their children and grandchildren. The effort by ENSURE to engage in-laws in child nutrition and maternal health tremendously contributed to improved child-well-being in the target communities.

Table 6: Progress Marker for Women on Intra Household Decision Making on Food Consumption

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women slaughter chickens without requesting for permission from husbands to meet household nutritional needs (Lk)	1 (20%)	4 (78%)	1 (21%)	3 (60%)

Much as chicken rearing is associated with women, in some instances it was not automatic that they would make decisions to slaughter them as and when they wanted. They would always seek for permission from their husbands. In Chipinge district, when the husband was away and the wife slaughtered chicken, certain preserved pieces were set aside for the father. The introduction of ENSURE resulted in more women making decisions to slaughter chicken, in the absence of the husband and allocation of pieces done equally without prejudicing women or children. Both older and young women highlighted that the change came as a result of ENSURE education which had spread to church platforms and other community development meetings. Findings depicted both older and younger women having made progress with older women scoring 78% from 24% and younger women 60% from 21% in 2019 and 2014.

Progress was also noted on decision making by women around crops to plant in the fields. The general consensus was that men freely allowed women both young and old to make decisions on which crops to grow. The ability to make decisions on the type of crops to grow immensely contributed to improved household food security and nutrition. Other than the traditional women's horticultural and leguminous crops, they indicated that they were now free to venture into cash crops like cotton and cereals. Despite the debatable land ownership issue which mostly lies with men due to cultural

beliefs, strides were made by target communities to ensure equal access by both husband and wife. The opportunity by women to make maximum use of agriculture land, including gardens in the ENSURE Food for Assets sites allowed families to improve on their dietary intake in the home.

Table 7: Progress Marker for Women - Decision Making on Crops Production

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women make decisions on what crops to grow in the family fields (Lk)	1 (14%)	3 (70%)	1 (12%)	3 (51%)

Table 8: Progress Marker for Men - Decision Making on Crop Production

Progress Markers	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men jointly make decisions with women on the type of seeds to grow in the family fields Lk	2 (40%)	4 (87%)

One sticky issue was with young women and men living with parents. Culturally they could not make big decisions on crops of choice to grow in the field and asset disposal because they are children still under the custody of parents. They could only be independent if they owned a home. The above statistics present progression of young women from 12% to 51% and older women from 14% to 70% which conclusively means joint decision making on household farming activities improved with age for women. Joint decision for older men stood at 40% in 2014 and 87% in 2019. It was only in isolated cases like Chivi ward 16 where older women indicated that they did not make decisions on crops to grow in a family field because they viewed it as a preserve for men. Further inquiry showed some level of disgruntlement among interviewed Chivi women since they also wanted to influence decision making on household farming activities. They highlighted male dominance on family agriculture activities and felt it was an area that required continuous engagement for men to appreciate the importance of involving women in household farming decision making processes. Otherwise the program's thrust to promote joint decision making positively contributed to improved nutrition at household level.

From FGDs conducted with older men across districts, most felt free to disclose their income to their spouses save for a few who felt they should disclose part of the money. For those that disclosed, they acknowledged the benefits that came with such a practice and it included informed family planning and budgeting, enhanced transparency, reduced conflict and strengthened family unit. John Mashuro Chivi ward 24 had this to say "**planning together with my wife has enabled me to buy cattle, something which I never thought of doing. My wife participates in VS&L and we pulled our resources together**". Men attributed the changes to gender men's fora dialogues that continuously catalyzed the involvement of their spouses in decision making for

improved family budgeting. The notion that women are good at saving income and accounting for it was one other factor that urged them to do joint planning and decision making, a view that women FGDs also shared. Men consulted women when buying high value assets/livestock like cattle, donkeys, building material and scotch carts to mention a few.

Men attested that they now send both the girl and boy child to school up to tertiary level without showing preference for the boy child. This has helped reduce child marriages. There was a general understanding and appreciation by most men that educating a girl child was empowering. They realized that the benefits were more than the costs incurred on an uneducated girl child. "**Girls look after parents and when they marry they command respect**", one male respondent had this to say. Most men highly esteemed VS&L because it relieved them from household financial pressures. Common as sending both the boy and girl child to school appeared, there was a handful that believed in prioritizing educating the boy child in situations when resources become scarce. This was due to cultural perceptions and attitudes that placed value on the boy child than the girl child. On disciplining children, both men and women attested that there was uniformity across most target communities on the treatment of the boy and girl child. The type of wrong determined the form of punishment/penalty regardless of gender and sex.

Table 9: Progress Markers for Men - Participation in Leadership and Public Spaces

Progress Markers	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men encourage women to participate in community activities such as VS&L, Care groups, FFA, DRR, Producer groups, Water Point Committees E	2 (41%)	4 (94%)
Men select women to take up leadership positions in the community	2 (28%)	4 (90%)
Men openly support views of women in public (Lk)	2 (32%)	4 (90%)

Table 9 above represents great improvement on older women's participation in leadership from 8% in 2014 to 66% in 2019 which was supported by the notion men displayed on selecting women for leadership. The scale skewed towards older women with a slight improvement on young women at 5% in 2014 and 22% in 2019. There was evidence that older women were recognized for leadership positions before ENSURE although at a lower scale. The introduction of ENSURE catapulted the figures since there was a deliberate move to target women for ENSURE VS&L, PMGs, DRR and Water User Associations committees.

In FY18, 61% against a target of 65% women participated in WUA committees. Positions occupied by women included chairpersonship, vice chair, secretary and treasurer to mention a few. A few young women occupied positions mostly in ENSURE groups of praxis. These were motivated by the support and recognition they got from the public that they were capable, honest and accountable. Role modelling played a pivotal role in persuading young women to take up these positions. Participation of women in

leadership created space for them to incorporate concerns of women during decision making processes. They urged husbands of pregnant and lactating mothers to stand in for their wives in Food for Assets sites and gardening activities. It amplified their voices around management of public funds and assets in community development initiatives. They handled grievances guided by the constitution, determined horticultural crops for community gardening activities, determined amount of subscriptions for cluster level VS&L activities and suggested time and venue for community meetings. They made these decisions in consultation with other program participants.

Table 10: Progress Markers for Women - Participation in Leadership and Public Spaces

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women take up leadership positions in the community (Lv)	1 (8%)	3 (66%)	1(5%)	1 (22%)

In Chivi ward 25, the gardening program which almost collapsed resuscitated after a woman took over the chairpersonship position. Participation in leadership boosted women's self-esteem which helped them confidently express themselves in public. Outside ENSURE, there were wards with female women occupying political positions like Counsellorship and this showed evidence that men now had faith in the leadership of women, given that in Zimbabwe political positions pass through the electoral process.

Gaps still loomed on traditional leadership positions. The general picture was that a handful of women occupied those positions because it is normally a preserve for men on cultural basis. Changes were beginning to happen although at a slow pace. Strengthening work on advocacy with the local governance structures who are custodians of tradition is a pre requisite. The Apostolic Sect religion posed the other gap. Men belonging to the religion did not believe in the leadership of women and the worst affected district was Buhera. Biblical teachings which placed emphasis on women submission to men were causal factors. The desire by women in this sect to take up leadership was great and they appreciated targeting the senior leadership/decision makers for gender equality and women empowerment trainings.

In Chimanimani ward 5 and Chipinge ward 29 Chipinge young women felt intimidated and would rather leave leadership positions for older women. These self-defeating attitudes were detrimental to the realization of their potential. One young female participant in Chimanimani ward 5 said.

"We cannot stand before our parents and instruct them to do certain tasks, it is not possible. It is different when you are leading people of your age in Care Group activities, that one is acceptable".

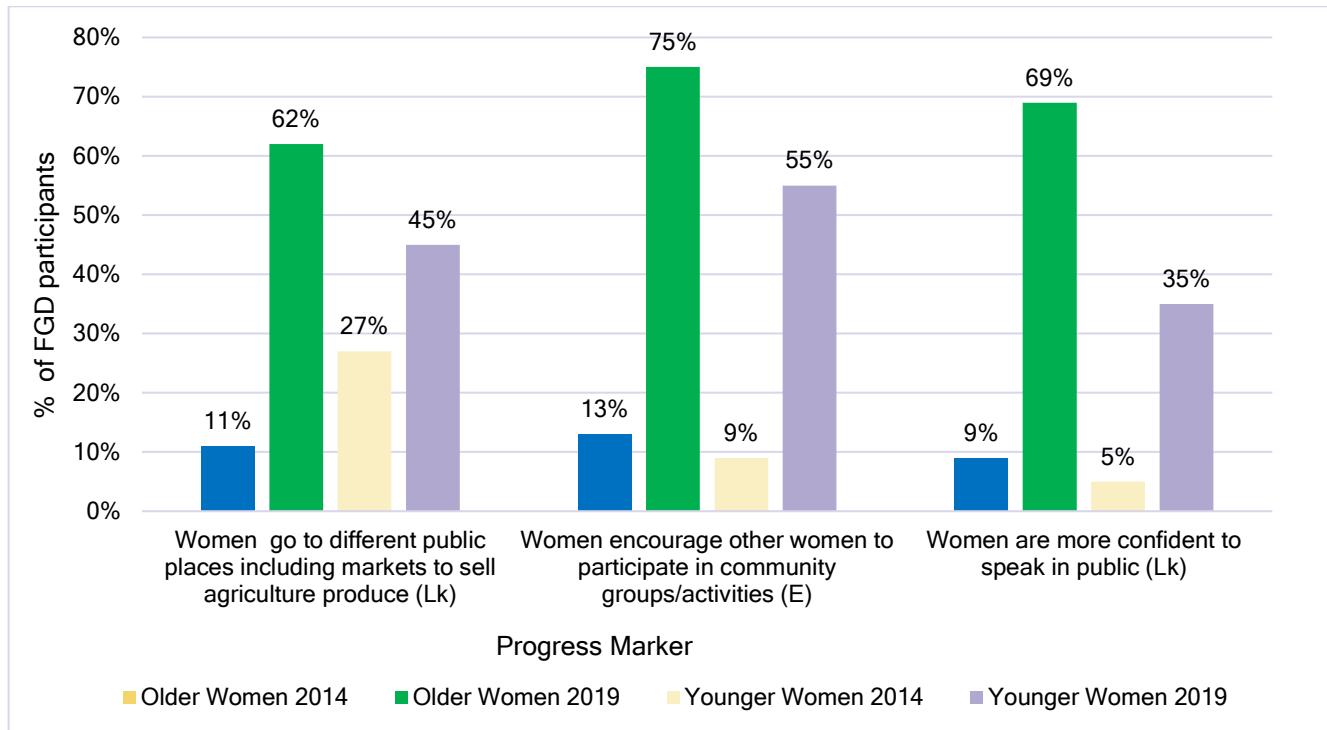


Figure 10: Progress Markers for Women on Access to Public Spaces (% of FGD participants)

Table 11: Progress Markers for Women on Access to Public Spaces (Levels of Progression)

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women go to different public places including markets to sell agriculture produce (Lk)	1 (11%)	3 (62%)	2 (27%)	2 (45%)
Women encourage other women to participate in community groups/activities (E)	1 (13%)	3 (75%)	1 (9%)	3 (55%)
Women are more confident to speak in public (Lk)	1 (9%)	3 (69%)	1 (5%)	2 (35%)

There was tremendous progress amongst older women on participation in public spheres as shown by the table below where 62% of the respondents indicated that they had access to markets in 2019 compared to 11% in 2014. It was different from young women who reflected a slight increase from 27% in 2014 to 45% in 2019. Statistical representation for men from 40% in 2014 to 89% in 2019 confirmed great progress for the improved participation of men in community development initiatives like the ENSURE's Food for Assets sites. Other places men and women especially older women participated in, were community meetings, trainings and markets. There was a general consensus that men's fora dialogues facilitated a shift in the mindset of men who prohibited their wives from going to distant markets with the furthest at

approximately more than 400 km one way. (e.g Bulawayo, Mutare, Harare and Beitbridge).

Table 12: Progress Marker for Men - Access to Public Spaces

Progress Markers	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men participate equally in community activities such as Food For Assets sites Lk	2 (40%)	4 (89%)

Men across districts now allow their wives to go to afar-field and local market places and in some instances they could accompany each other. They sell horticultural crops, cereals and legumes at these markets. Model men who developed their homesteads and sent their children to school using income generated from VS&L and sale of farm produce motivated them. Most women across districts indicated to have financial independency and could fend for their families even in the absence of their husband. This had equally empowered widows to take care of the welfare of their children. Participation of women in public spaces created opportunity for exchange of knowledge and skills amongst women. In the target districts, women acquired building skills from Food for Assets sites.



Figure 11: Marketing Facilitators at Chitende irrigation garden Masvingo

Women and men participated in community development work because of the socio-economic benefits that went with it. Participation in VS&L and Marketing and Producer groups increased household income as much as it also strengthened community bonding. Some communities like Chivi ward 21 and 18 took the initiative to construct small dams using funds from VS&L activities.

4.3.4 Gender Division of Labor and Workload Sharing

Women are culturally responsible for the triple roles which are productive, reproductive and community. This belief has led women to become overburdened as other household members fail to realize the overwhelming nature of these roles. The ENSURE Program through the gender initiatives such as SAA, Men's Fora dialogues, gender

dialogues advocated for both men and women to self-introspect on the effects this burden posed especially on women at individual and household level. Women respondents in the focus group discussions shared changes they noted over years of discussions on workload sharing.

Older men indicated that women have always received assistance from other family members in crop production, particularly on the dry land farms. However what differed back in 2014 was help depended on the crop under production and agriculture activity at hand. Examples given included men taking part in ploughing and occasional weeding. Men rarely took part in planting, harvesting and grading as these were considered women's tasks. Men were also keen to participate in the production of cash crops like cereals and cotton, compared to other crops viewed as of less monetary value like leguminous crops. This was so that the men could have a greater

say in the sale of the cash crop. In the past (2014), men rarely participated in gardening activities where crops like green leafy vegetables, carrots, onions and butternuts are grown for family consumption. Their argument was, they had to concentrate on activities that brought in income for the benefit of the whole household. According to male participants in the focus group discussion 54% of them assisted women in farming activities in 2014 and this proportion



Figure 11: Evelyn Mazhiriri and husband Jesikiya Mageza weeding their groundnut plot ward 16. Zaka, Masvingo. 2017. Pic: Fortune Tafirenyika, Care©

increased to 88% in 2019.

Table 13: Progress markers for Older Men - Gender Division of Labour and Workload Sharing

Progress Markers	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men assist women in farming activities (gardening; planting; weeding and harvesting (E)	3 (54%)	4 (88%)
Men assist women during pregnancy and when sick with going for milling, fetching water and collecting firewood (E)	2 (41%)	4 (84%)

Women testified that they were initially cultured to believe that it was their sole responsibility to work the fields, take care of the family and partake in community roles. This is supported by 8% of older women and 22% of young women FGD participants who indicated they asked for help from other family members in 2014. After gender dialogues, messaging from churches and voluntary offer of support by males, women began to open up and request for support. In 2019, 73% and 72% of old and young women reported asking for assistance and allowed men to assist them with household chores such as fetching water and firewood. This according to women reduced their burden, allowing them to do other activities like participate in VS&L, PMGs, Care Groups, do other household chores and get time to rest. An unexpected benefit echoed by both males and females was how receiving help from other family members contributed towards improved intimacy in marriage.

Table 14: Progress Markers for Women - Gender Division of Labour and Workload Sharing

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women ask for assistance and allow men to assist them with household chores such as fetching water, firewood, (Lk)	1 (8%)	3 (73%)	1 (22%)	3 (72%)
Women discipline and make both boys and girl children to share households chores equally (Lk)	1 (11%)	4 (78%)	1 (17%)	3 (69%)

Women stated change in men's responsibilities towards child care. In the case that the woman falls ill or is away the husband is able to look after the children and prepare them for school. The provision of assistance by men to women in agricultural related activities has led to improved yields, reduction on time poverty and maternal wellbeing. Men are assisting women with household chores when they are sick or pregnant and this is giving them time to rest improving marital relations as well as their health as they no longer suffer from exhaustion.

Some men pointed out that they were doing chores like fetching water and firewood even before the ENSURE program.



Figure 12: Mabiose Chinheya Standing by a Pile of Firewood that he Had Just Finished Chopping for his Wife. Ward 4, Chipinge District, Manicaland Province, Zimbabwe. Picture by Ray Chikomba, WVI.

Some shared that gender dialogues from ENSURE have made them do this for their women and this has resulted in creating good bonds in the marital relationships as well as reducing conflict. A few community members still laugh at men who help their wives but this has not deterred them as they understand the benefits and that behavior change is a process.

Equity among child welfare issues is evident as both men and women indicated they give girls and boys equal opportunities to education, to participate in household chores and disciplinary issues. However for security reasons girls are exempted from herding cattle alone. Both boys and girls perform the same tasks and this is envisaged to influence how girls and boys will treat each other in the future.

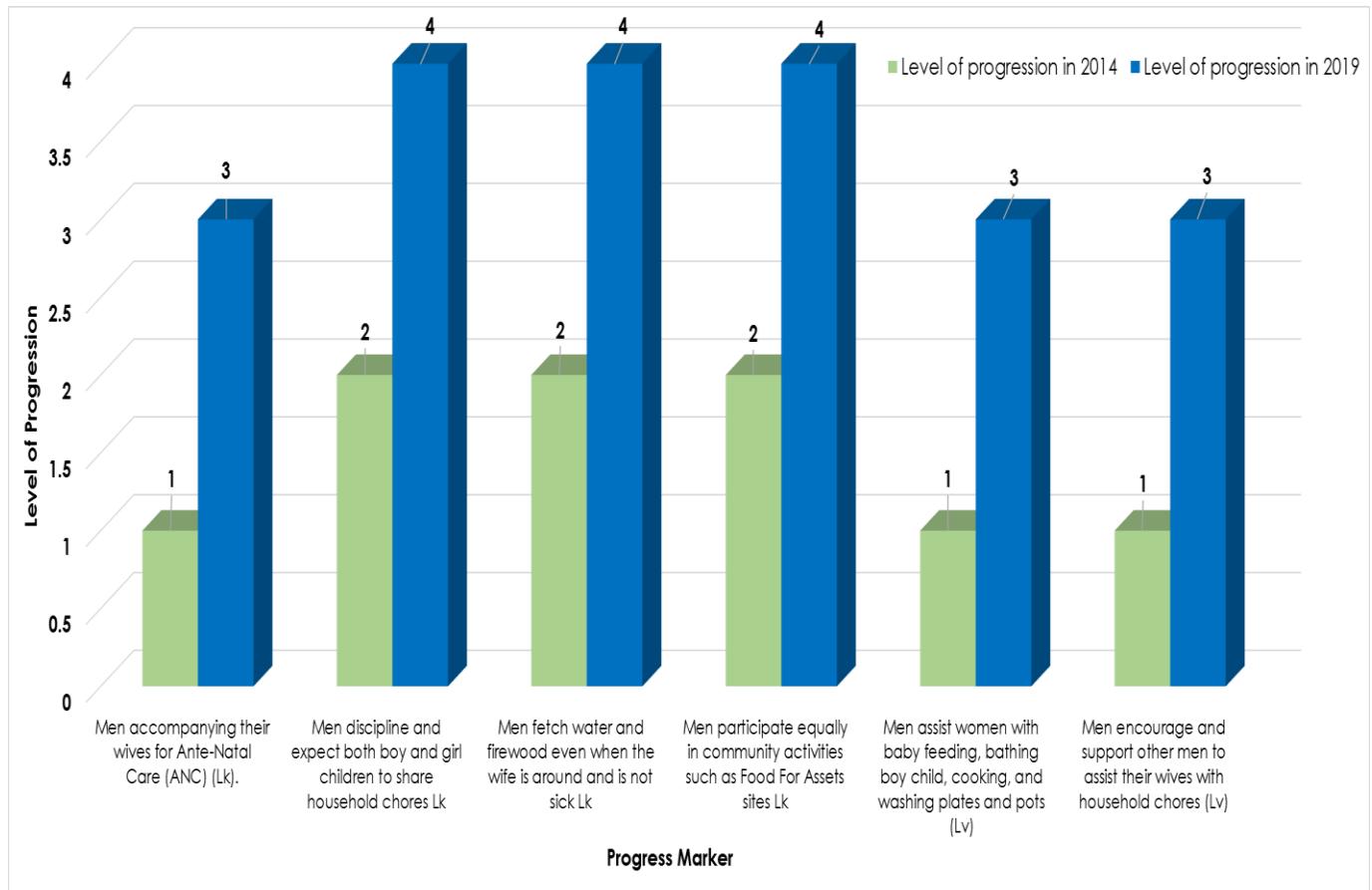


Figure 13: Progress Markers for Men - Gender Division of Labour

Men also highlighted that there is reduced stigma around men who perform reproductive roles, and communities now have model men. Changes have been noted at individual, household and community levels where men view performance of roles and responsibilities as normal. Some men are still embarrassed to be seen doing chores which are traditionally known as women chores. Societal and cultural norms are the major hindering factors like the Shangani culture (ward 30 Chipinge) which forbids men to do roles set aside for women in their community. Most of these men do not attend gender trainings and continue to burden women as they seldom assist them with chores.

4.3.5 Control of Agriculture Productive Assets and Resources

Agriculture formed the foundation of livelihoods in rural communities, ENSURE operational areas. Women formed a greater proportion of those who provided labor when farming. Women formed 68% of farmers participating in Producer and Marketing Groups' supported by the ENSURE Program (ENSURE FY18 IPTT, 2018). Despite high levels of women participation in agriculture, male dominance and unequal control were still rife as focus group discussions showed a lack of progression in control and ownership of land. Cultural norms remained a challenge in enabling women to own land as only 17% of older women and 6% of younger women reported owning land. Feedback from discussions pointed to release of control over land taking place only when the husband had died. This was probably due to supportive inheritance laws which allowed women to inherit their husbands' property when in union.

Both men and women owned land in irrigation schemes. However this was not a common practice in all areas. Female focus group participants from Chimanimani (Ward 5) and Chipinge (Ward 30) said plots were largely owned by men. Young women could not even foresee themselves owning land in the future especially when the husband is alive. Young women who were married to young men in Chimanimani (Ward 5), indicated they rent pieces of land, in the government irrigation schemes as their husbands did not own land.

“Women in towns have land registered in their names, not here. Buying or owning land is as good as filing for divorce” said a young woman from Ward 30, Chipinge.



Figure 14: Patricia Machisani posing with the beast she purchased from proceeds of Tagarika VSL Group in Mushungwa. Ward 24. Zaka, Masvingo. 2018. Pic: Samson Maponga, Care©.

legumes.

Men and women both echoed that land and cattle ownership by women in rural communities was hindered by traditional practices that guided the execution of a woman's estate upon death. Her relatives take everything registered in the woman's name when they distribute inheritance. As a result allocation of land to women remained small pieces a strategy ENSURE also adopted in the FFA sites. On their allocated pieces, women made sole decisions on which crops to grow. It is on such pieces of land that women mostly plant small grains and

Table 17: Progress Markers for Women - Access and Control of Productive Assets and Resources

Progress Marker	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women buy and sell high value productive assets like cattle, goats, pigs, ploughs, scotch carts and wheelbarrows (Lk)	1 (10%)	3 (63%)	1 (7%)	2 (35%)
Women own land for farming (Lv)	1 (1%)	1 (17%)	1 (0%)	1 (6%)

Women register stock in their name or through core registration	1 (4%)	2 (34%)	1 (5%)	1 (10%)
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The proportion of younger women who purchased high-value assets was still low due to lack of funds to make purchases. Other women obtained money to purchase assets through participation in Village Savings and Lending. An assessment to check the participation of young women in Village Savings and Lending showed that less than a quarter were clients. Despite women purchasing productive assets, disposal or sale was still done in consultation with the husbands, who made ultimate decisions regardless of who purchased the asset. According to both young and older women,

Sikhathazile Masendeke of Ward 15, Chivi District purchased a heifer in her name after participating in Village Savings and Lending. Her husband, Thompson Ndava having attended a gender dialogue encouraged Sikhathazile to register the cattle in her own name. For Sikhathazile, having a stock card was a defining moment. The gender dialogues they attended enabled them to explore and challenge socio-cultural norms that inhibited women's acquisition of productive resources.

Registration of livestock by women had not evolved to significant levels especially for younger women whose progression remained at level 1 (one), indicating that almost all the participants had not practiced the behavior. Important to note related to livestock ownership were the two levels of ownership. Reported ownership was high especially for older women who

purchased cattle through participation in Village Savings and Lending or received cattle as part of the dowry when their daughters married. In this case a male member of the family, a husband for the former or brother for the later register the cattle under their name. The woman may make decisions on the sell of "her cattle" upon consultation. Documented ownership on the other hand, where the woman's name is actually written on the livestock card had not happened for many women as 28% of women in both the young and old focus groups reported having stock cards compared to 4% in 2014. This was despite the fact that there could be joint ownership or decision making related to the assets. The design of the livestock card used in Zimbabwe allows for writing of one name only as the owner of the livestock and does not give a provision for joint ownership. This stifles all efforts where couples wish to register their livestock under joint ownership. Upon being asked how the community would deal with undocumented ownership, most relied on word of mouth and witnesses who would testify to ownership when required.

Women testified that they concurred with livestock registration under their spouses as they sought to leverage livestock tax already paid on existing cards. Some went further to indicate respect for the husband and marriage union as a key driver to registrations in the husband's name. This thinking, grounded on religious beliefs encouraged women to be submissive and respectful to the husband as the household head. A few women were indifferent as there is a general belief that cattle is a family asset, whether registration is in the name of the wife or husband. That as it may, in some instances it

was articulated that problems come when there is marriage dissolution or when the husband dies. Relatives from the husband's side grab the property making the remaining widow and children susceptible to poverty.

Registration of cattle, ownership of land and allocation of inheritance in the target communities were changes that require profound transformation and would generally take longer to observe transition. It is positive to note an increase from 4% to 34% of older women in focus group discussions registering changes in the registration of livestock. However, younger women needed enlightenment through engagement and gender dialogues to address issues of lack of control, decision making and participation in income-generating activities. Younger women were passive and were guided in terms of decisions and lacked access to income due to limited participation in Village Savings and Lending as most of them lived with their in-laws.

4.3.6 Gender Based Violence and Communication



Figure 15: Elisha Marumura with his wife Dorica and baby Enesi, ward 5 Bikita District. (Photo taken by Brian Velani)

Gender based violence is a human rights and health issue that grossly impacts on development at individual, household and community levels. It was within the ENSURE gender strategy to combat GBV to protect the gains of the program and address potential backlash from communities. In most wards, findings of the assessment showed that effective communication between husbands and wives at household level led to the reduction of gender based violence against women and this resulted in peace and harmony in the home.

"Before ENSURE, during the period of marketing cotton, we had two to three cases of women committing suicide per year and with the coming of ENSURE in 2014 we notice great change because since then we have not recorded any case of suicide. People now report GBV" highlighted one woman from Ward 20, Zaka District.

This was confirmed by a facilitator in Chipinge ward 25 where cases of suicide had reduced because of the GBV prevention and response education. Reduced GBV was

evident across districts and overall, there was commendable knowledge among men and women around the multi-sectoral referral system for rape which include support to health, psychosocial support and legal services. There was a general consensus that effective communication between parents sets a good precedence for children as they would grow to know how to treat their partners when they get married. Broadly, gender dialogues and public addresses attributed to reduced GBV in the home. Both young and older women recognized the importance of having good marital relations by adherence to good cultural practices. In the event of emotional, physical and economic violence, communities testified that they used family and community structures to respond to and prevent GBV. Police services were sort if the issue was out of hand and life threatening.

Isolated cases in Chipinge district ward 29, 22 and 30 painted a different picture. Some communities condemned and intimidated women who reported GBV to the police. **"A mistreated woman should have tenacity, this is what is expected of us" exclaimed a woman from Ward 22, Chipinge District.**

This silenced women because they wanted to submit to their abusive husbands and protect the marriage institution. The Shangani culture in Chipinge ward 30 believed in sending back the woman to her parents' home, if they reported GBV to the police.

Child marriage remained a sticky issue across target districts especially within the apostolic sect religion. Efforts were put forward by the government of Zimbabwe to prevent child marriages through the constitutional ruling in 2016. It was a good move towards addressing child marriage, although there was still a gap in that the Constitution had not yet been aligned with the Criminal Codification and Reform Act at point of data collection. In Chimanimani district, child marriages were common in ward 3 and Buhera flagged the issue in all wards including the non-ENSURE ones. In Chivi ward 24, due to peer pressure, school going age girls sometimes chose to elope to South African based Zimbabweans known as njiva who dropped out of school and migrated in search of greener pastures. When the "njiva" return home, they are highly regarded and their masculinity is further expressed through dominating the local girls and women as they have the economic means to manipulate them. This exploitation often results in teenage pregnancies and child marriages.

Table 15: Progress Markers for Women - Gender Based Violence and Communication Showing Progress from 2014-2019

Progress Markers	Older Women		Younger Women	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Women communicate and air their concerns to their husbands without fear of violence (Lk)	1 (13%)	4 (79%)	2 (33%)	3 (69%)
Women report GBV to police or use other referral system (Lk)	1 (1%)	2 (41%)	1 (5%)	1 (14%)

Table 16: Progress Markers for Men - Gender Based Violence and Communication Showing Progress from 2014-2019

Progress Markers	Older Men	
	Level of progression in 2014 (% of FGD participants)	Level of progression in 2019 (% of FGD participants)
Men resolve domestic disputes without violence, intimidation, or harassment (Lk)	2 (28%)	4 (80%)
Men openly speak against child marriages Lv	2 (50%)	4 (90%)

4.3.7 Gendered Dimensions to Resilience

Climate change and global warming have profound implications on people and their livelihoods. Studies show that women and girls are the hardest hit by the impact of climate change because of the gender constraints which further exacerbate their plight (FAO, 1998). Gender equity plays a critical role in building resilience and adaptation pathways and the program adopted a gender equity approach to recognise social differences, roles, expectations and needs accorded to women and men. ENSURE operates in drought prone areas of natural region 4 and 5 and the thrust to build resilience capacities of target communities remains fundamental to the realization of program goal and objectives.

In all the target districts, there was equitable participation in the construction of weirs and dams and this cushioned communities from recurrent droughts because water for irrigation was readily available. Performance of work by women on Food for Assets sites was governed by work norms cognisant of the different capacities women and men had. The deliberate move to engage women in Disaster Risk Reduction, Natural Resources Management and Environmental Sub Committees (ESCs) opened opportunity to increase knowledge levels and strengthened leadership capacities of women in disaster risk reduction and natural resource management.

The ENSURE ABBS FY18 report shows 241 against a target of 69 females and 223 men against a target of 61 participating in leadership roles and decision making related to disaster mitigation assets²⁴. The continuous exposure to trainings on Disaster Risk Reduction improved access to climate information by both women and men, and this enhanced decision making on recommended adaptive agriculture approaches like conservation agriculture. Women accessing risk and early warning information stood at 68% against a target of 85% in FY18. ENSURE continued to promote diversified livelihoods through supporting value chains that contributed to household food security and nutrition. Value chains promoted included poultry, goats, small grain, ground nuts and beans. Production of horticultural crops at Food for Assets sites community gardens complemented these value chains. The approach to value chain development enabled some women to invest in high value assets and livestock like farming implements and cattle respectively. Participation in VS&L activities equally led

²⁴ ENSURE FY 18 Annual Beneficiary Base Survey-Unpublished

to the economic empowerment of women across districts. They channelled the VS&L proceeds towards income generating activities, purchase of household food items, inputs and assets including taking care of children's welfare. Broadly, integrating gender in ENSURE's resilience pillar has created equal opportunity for both women and men to cope with shocks and stresses and it has to a larger extent reduced the vulnerability of women and girls from the impact of climate change.

4.3.8 Impact of ENSURE Groups of Praxis

The ENSURE program employs multiple interventions to improve food security of communities in Masvingo and Manicaland Provinces. The program's theory of change has gender equity and Village Savings and Lending as the foundation. The program encouraged participants to take part in multiple interventions under nutrition, agriculture and resilience for maximum benefit. Participation in cohesive groups of praxis such as care groups, men's fora, water user associations, producer and marketing groups, village savings and lending, and resilience committees was a base for positive changes in gender behaviors and other unintended impacts. The program used gender dialogues and Social Analysis and Action to promote gender equity and women's empowerment in nutrition, WASH, agriculture and resilience.

Feedback from focus group participants showed success in influencing gender relations, equity in participation, leadership, control and decision making for both men and women. However, the levels of impact at individual and household levels differed by sex and by age. This was due to the various degrees of participation and exposure to the ENSURE Program.

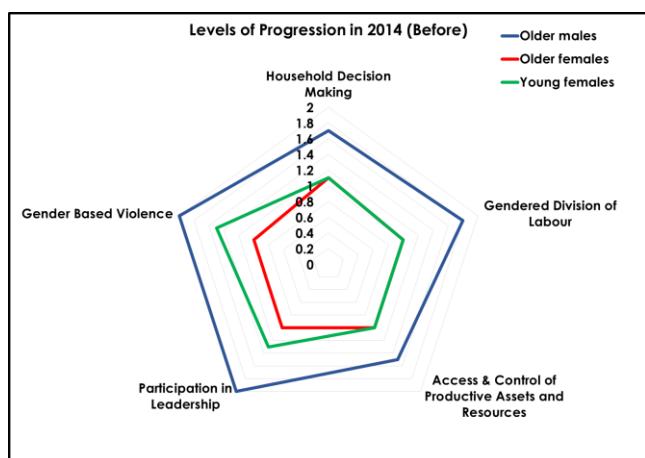


Figure 17: Spider Web showing levels of Progression for ENSURE promoted Gender Domains in 2014

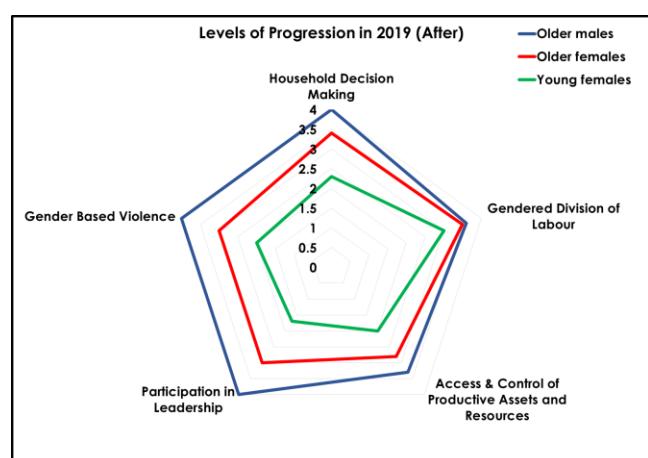


Figure 16: Spider web showing levels of progression for ENSURE promoted Gender Domains in 2019

Young women highlighted being key participants in the nutrition sector through the Supplementary Feeding Distributions, thus enrolled into care groups and savings groups. However the majority as shown by participants interviewed did not join other groups to buttress gains in nutrition. This limited their exposure to gender messaging through the care groups only, resulting in failure to fully address all gender domains. Amongst groups interviewed, young women reported the least level of progression in gender-based violence prevention and response, participation in leadership and access and control of productive assets and resources.

Gender dialogues addressed gender equity in access and control over productive agricultural resources, financial resources and financial services in producer and marketing groups and Village Saving and Lending where most young women in the 18 – 29 years age range were not members. Young women again missed an opportunity to take leadership positions due to limited participation as active members in these groups. Groups prefer putting into leadership those who regularly attended meetings. Impact on young women was further reduced as their husbands, the young men were non-resident in the wards in search of employment elsewhere. Participation of young males was weak in the program as they are highly mobile. This means even for young women who got to participate in gender dialogue had an uphill task to share the messages to their husbands, something which was difficult for most young women as stated in most young women groups.

"We should be submissive and respectful to our husbands as married women. Talking a lot will get one into trouble" said one of the participants in the young female's discussion in ward 29 Chipinge District.

The bulk of ENSURE participants were older females who reported participation in multiple groups such as Care Groups, Producer and Marketing Groups, Village Savings and Lending, Water User Associations and Resilience Committees. Older women reported significant progression as was with their older male counterparts. They participated in almost all the interventions from nutrition, agriculture activities, village savings and lending as well as resilience activities. Findings showed that women urged their female counterparts to `participate in community initiatives. This was also recorded for older men, who indicated supporting and encouraging women to participate in various interventions and to take up leadership roles. As a result of the encouragement they got, more women including widows joined Village Savings and Lending and Producer and Marketing groups and became economically empowered as they had better access to income. They also bought productive assets such as ploughs, wheelbarrow and livestock among other household goods. Older women got more frequent opportunities to share ideas particularly on income generating activities, financial management, agriculture production and issues of general household upkeep. This increased financial independency and reduced domestic violence.

Older men were less mobile compared to the younger males. They witnessed significant progression as was the case with older women. This was due to participation in Men's Fora, Producer and Marketing groups and resilience activities. Progress markers for men promoted improved communication, planning and decision making

for women. The resilience sector gender dialogues promoted equity in participation, leadership and decision making related to risk management and disaster mitigation by engaging men and women in gender dialogues. The agricultural and income growth sector dealt with improving equity in access and control over productive agricultural resources, financial resources and financial services through gender dialogues, targeting both men and women. It is through these activities that older men challenged existing norms, shunning those that were discriminatory and hindered development. This prompted men to let go of power and sole decision making to women. Men participated more in these groups as they were more interesting and relevant to issues closer to their hearts such as land, income from crop sales, participation and leadership in community initiatives. Men's participation in savings groups increased steadily over the years though the numbers are still low. According to the FY18 IPTT, 18% of participants were males against a target of 20%. Most men viewed savings clubs as women's groups opting to encourage and support their wives to participate instead.

At community level Social Analysis and Action trainings and dialogues created safe spaces for gender dialogues. The dialogues unearthed cultural norms, beliefs and stereotypes that caused gender imbalance and both men and women provided solutions to the imbalance and committed themselves to redressing them.

4.3.9 Sustainability of ENSURE Program

ENSURE's sustainability thrust is anchored on capacity, resources, linkages and motivation. The economic and social benefits like increased household income, improved nutrition and improved family cohesion were motivational factors to continue engaging in gender equality and women empowerment activities. The knowledge communities possessed around gender enhanced their capacities to address inequalities effectively and they promised to continue educating communities leveraging existing platforms and established community structures like Male Advocates, SAA facilitators and Care group leaders. Continuous integration of gender activities within the structures of the relevant government ministry (MOWACSMED) at district and community levels was a strategic move towards sustainability of the changes being noticed. As one of the program's approaches to male engagement, men pledged to continue supporting their pregnant wives by accompanying them to the ANC clinics, which is in sync with the Ministry of Health's strategic objective to involve men in child maternal health. They were motivated by the first preference they got to access services. The vertical and horizontal linkages established during program roll out will continue to provide supportive structures for effective gender integration.

4.4 Enabling and Hindrance Factors

The ENSURE project set out to improve women's empowerment in rural areas of Zimbabwe. The project used very basic concepts and strategies to ensure wide coverage and participation of both men and women in gender dialogues. Project

participants, both men and women reported success in various domains. Progression or lack of in progress markers has been influenced by success factors and obstacles. Below are hindrance and supporting factors reported during focus group discussions:

Enabling Factors

- Strong foundation built on gender at the inception of the ENSURE project from the design through to implementation, monitoring and evaluation. E.g gender analysis, capacity assessments and capacity building, coordination etc.
- Strong involvement and commitment of local leaders, traditional and religious helps created safe spaces for community members to dialogue about gender issues. For example church sermons now cover gender issues in the home allowing for open discussions.
- Use of role models such as male advocates, care group leaders and VS&L clients
- Continuous engagement in gender activities due to the integrated nature of gender in all project activities. This gives a constant remind to project participants on the importance and benefits of gender equity at household and community level.
- The use of the group approach when discussing gender is non-confrontational and allows for open, honest and reflective discussions without feeling as though it is a personal “attack”.
- Other initiatives in support of gender have cajoled men into active participation, for example the MoHCC initiative that promotes male accompanying their spouses for ANC, where couples get served first compared to women who come alone. This has increased the numbers of men accompanying their spouses since men do not spend the greater part of the day in queues at the hospitals.
- Changes are being brought by generational evolution and basic education by GoZ and several partners’ influences change. This is enhanced by Youth and Gender integrated programs with the mantra “catch them young”.
- An improvement in communication and joint planning between couples were factors highlighted as key supporting factors that resulted in purchase of assets and improved control by some women. Some views presented were also around bringing family cohesion which resulted in improved marital relations.
- Strong commitment by ENSURE staff, community change agents such as Male Advocates, Care Group Leaders and Cluster facilitators and Resilience committees in promoting gender was a key success factor.

Hindrance factors

- The volatile economic situation in Zimbabwe is a hindrance to participation in Village Savings and Lending according to both men and women. This made it difficult for most households to have two people from the same household taking part in the savings groups. In some cases it resulted in the reduction of monthly savings at individual and group level.
- Inherent socialisation especially in remote areas of Chipinge where cultural factors have not yet been diluted by education and exposure to other beneficial gender practices. In such areas, participation of young men and young women in developmental activities is still limited, reducing their chances of dialogue to influence behaviour change.

- Fragmentation of gender domains to be addressed in each strategic objective reduced overall impact at household level when household members do not participate in all sectors. This would result in the household members especially the men missing out on other key gender messages. Men's fora dialogues concentrate more on addressing time sharing and decisions related to consumption of food.
- Men fear dis-empowerment when women become empowered. This causes resistance from some men who prefer to maintain the status quo.
- The missing target - gender behaviour change messages hardly reaches the young men as they are away in search of employment in towns. This leaves a gap in the communication audience which could reduce acceptance or adoption of some behaviours.

6.0 CONCLUSION

Impact differs with age, sex, location, socio-cultural and religious factors and levels of participation in ENSURE interventions. Gender progression was higher in individuals who participated in multiple interventions at individual and household level. These individuals received messaging on participation in leadership positions, access and control of resources, decision making and gender based violence across nutrition, agriculture and resilience sectors. The levels of progression varied with the complexity of the gender domain with those in expect to see and love to see categories recording more significant progress. Progress markers in the love to see were more complex with more transformative behaviours such as land ownership, registration of livestock in women's names and inheritance issues recording moderate change. These would require a more consolidated approach in order to see change. Impact of gender programming differs with age as the older (above 29 years) program participants were more receptive of the gender messages and resultantly promoted gender equity more than the younger generation. This could be attributed to exposure, higher levels of participation and interaction with other community members. The youth (18 – 29 years), were a missing target as their participation in ENSURE Program activities was low due thus were missed with some key gender behavior change promotion initiatives. Males, particularly the older generation showed a high willingness to let go of power and decision making thus supporting women to participate in public spaces. This gave room for women empowerment. The ENSURE program together with Government line ministries, local religious and traditional leaders can and should continue investing in women empowerment initiatives as the level of progression in gender markers for males and females has been noteworthy. This study will go a way in providing pointers in areas that still need attention for a holistic gender equity.

7.0 RECOMMENDATIONS AND WAY-FORWARD

- Young men below 29 years were also targeted for the assessment but they were not present across districts. Findings showed that they are a highly mobile group. The group of young men interviewed in Bikita were single and still under the custody of parents. They were not meaningfully involved in the program implementation and had skeletal information pertaining ENSURE gender integration work. Their participation in ENSURE was not consistent. They could only stand in for their parents as and when they were available. Based on these finding, a youth analysis which informs youth focused programming responsive to youths 'needs remains critical.
- There was general acknowledgement that children both boys and girls were attending school with their fees being paid for. That as it may, child marriages remains a big challenge in some districts like Chivi and Buhera. This calls for the alignment of the Constitution with the Criminal Codification and Reform Act to enable prosecution of perpetrators. Programming should also be comprehensive, targeting the 'njiva', the vulnerable girls and the Apostolic Sect leadership.
- Achievement of set transformative progress markers like land ownership by women and equal distribution of inheritance between the boy and girl child was an issue communities grappled with. Strengthening partnership and collaboration with organizations into property rights to raise awareness and intensify education on equitable distribution of inheritance is key. Continuous engagement with relevant Government line ministries to influence change around cultural perceptions on ownership of land by women is equally important.
- Findings showed that most young women were not participating in leadership. They displayed self-defeating attitudes and felt intimidated. They felt they could not lead, more so instructing older people whom they viewed as their parents. Religious beliefs especially from the apostolic sect that entangle women both young and old from aspiring to be leaders worsened the situation. Older female leaders can encourage and mentor young females for leadership positions. Role modelling including engaging leaders of the apostolic sect religion remains critical to influence change at that level.
- No progress was made by 'Shangani' young women in ward 30 Chipinge. Reasons established included low literacy levels and culture that denies young women and men from participating in community development processes when there are older people who can represent them. Continuously engage the local leadership, older women and men in challenging the socio cultural norms and perceptions that hinder young women from achieving their aspirations. Promote cross learnings and allow younger women facilitators to support the community.
- Outcome mapping was not an integral part of the ENSURE M and E framework. Integrate outcome mapping with gender indicators at outcome and impact

levels to enable tracking of gender behavior changes throughout the program's life span.

- The approach to Social Analysis and Action (SAA) yielded results in confronting social norms that impacted negatively on maternal health and child nutrition outcomes. Nevertheless, more needs to be done to strengthen the model in future programs.

8.0 ANNEX

8.1 Success Stories 8.2 Summary PPT

ENSURE PROJECT SUMMARY IPPT - GENDER INDICATORS as @ 27102018																																											
Indicator #	Program Indicators	Disaggregation	Desired direction of change (+) or (-)	Cumulative or non cumulative	Baseline	Fiscal Year 1			Fiscal Year 2			Fiscal Year 3			Fiscal Year 4			Fiscal Year 5			Fiscal Year 6	Fiscal Year 7	Life Of Award																				
						Target	ENSURE Actual	% of Target Achieved	Target	ENSURE Actual	% of Target Achieved	Target	ENSURE Actual	% of Target Achieved	Target	ENSURE Actual	% of Target Achieved	Target	Target	Target	Target	Target	Target																				
						July 2013-September 2014			October 2014-September 2015			October 2015-September 2016			October 2016-September 2017			October 2017-September 2018			October 2018-September 2019	October 2019-February 2020	July 2013-February 2020																				
PROGRAM GOAL: Food security of targeted communities and households in Manicaland and Masvingo Provinces improved by 2018																																											
SOT : Nutrition among women of reproductive age and children under 5 years improved																																											
SIR 1.1.3 Equitable participation and decision making by women and men in household consumption of nutritious foods improved																																											
1.1.3.1	Percentage (%) of beneficiary mothers or caregivers reporting receiving at least 3 of 5 targeted support activities to improve the consumption of nutritious food	Overall	(+)	Cumulative	0	10%	0%	0%	20%	49%	245%	70%	47%	67%	60%	79%	132%	86%	79%	92%	88%	91%	91%																				
		Fetching Firewood	(+)	Non-Cumulative	0	0%	0%	0%	0%	0%	0%	0%	61%	0%	68%	79%	116%	85%	80%	94%	90%	90%	90%	90%																			
		Fetching Water	(+)	Non-Cumulative	0	0%	0%	0%	0%	0%	0%	0%	53%	0%	60%	81%	135%	90%	78%	87%	95%	95%	95%	95%																			
		Accompanying for ANC	(+)	Non-Cumulative	0	0%	0%	0%	0%	0%	0%	0%	55%	0%	56%	67%	119%	75%	73%	97%	80%	80%	80%	80%																			
		Weeding in the Crop Fields	(+)	Non-Cumulative	0	0%	0%	0%	0%	0%	0%	0%	24%	0%	50%	87%	173%	90%	77%	86%	80%	95%	95%	95%																			
		Helping with Gardening Activities	(+)	Non-Cumulative	0	0%	0%	0%	0%	0%	0%	0%	62%	0%	70%	84%	119%	90%	88%	98%	95%	95%	95%	95%																			
1.1.3.2	Percentage of beneficiary women in union who make decisions over consumption of nutritious foods	Joint decision living together	(+)	Cumulative	0	0%	0	0%	20%	2%	10%	30%	30%	100%	50%	82%	164%	85%	89%	105%	90%	90%	90%	90%																			
		Sole Decision living together	(-)	Cumulative	0	0%	0	0%	20%	40%	50%	30%	60%	50%	50%	18%	278%	15%	11%	136%	10%	10%	0%	0%																			
		Joint decision living apart	(-)	Cumulative	0	0%	0	0%	20%	0%	0%	30%	0%	0%	50%	54%	93%	50%	63%	79%	50%	50%	35%	35%																			
		Sole Decision Living apart	(+)	Cumulative	0	0%	0	0%	20%	0%	0%	30%	0%	0%	50%	46%	92%	50%	37%	74%	50%	65%	65%	65%																			
1.1.3.3	Number of people trained on equitable participation and decision making in household consumption of nutritious foods	Overall	(+)	Non-cumulative	0	10989	10826	99%	32530	26283	81%	58608	70990	121%	73260	56512	77%	77000	51164	66%	79750	79750	411887																				
		Male	(+)	Non-cumulative	0	999	826	83%	2295	3115	136%	5328	5501	103%	6660	9409	141%	7000	5837	83%	7250	7250	36782																				
		Female	(+)	Non-cumulative	0	9990	10000	100%	30235	23168	77%	53280	65489	123%	66600	47103	71%	70000	45327	65%	72500	72500	375105																				
SIR 1.2.2 Equitable participation and leadership of men and women in implementation of WASH strategies																																											
1.2.2.1	Percentage of men and women reporting having key leadership roles responsibilities in water management committees	Male	(-)	Non-Cumulative	0	90%	50%	180%	60%	40%	150%	80%	42%	190%	35%	43%	81%	40%	43%	93%	30%	30%	30%	30%																			
		Female	(+)	Non-cumulative	0	10%	50%	500%	40%	60%	150%	20%	58%	290%	65%	57%	88%	60%	57%	95%	70%	70%	70%	70%																			
1.2.2.2	Percentage of men and women participating in water management committees	Male	(-)	Non-cumulative	0	70%	50%	140%	60%	35%	171%	60%	44%	138%	30%	40%	76%	35%	39%	90%	30%	30%	30%	30%																			
		Female	(+)	Non-cumulative	0	30%	50%	167%	40%	65%	163%	40%	57%	141%	70%	61%	86%	65%	61%	94%	70%	70%	70%	70%																			
SO2 Household income increased																																											
SIR 2.1.1 Agricultural practices of farmers improved																																											
2.1.4.1	Percentage of participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment) that are female. (FFP#60)	Percentage by age of female participants: 10-29 years	(+)	Cumulative	0%	30%	0%	0%	40%	88%	220%	45%	70%	154%	75%	67%	89%	75%	84%	111%	75%	75%	75%																				
		Total Number of males and females 10-29 years	(+)	Non-Cumulative	0	0	0	0%	1200	1131	94%	2500	13479	539%	15000	7506	50%	15000	17110	114%	8000	8000	8000																				
		Percentage by age of female participants: ≥30 years	(+)	Cumulative	0%	70%	0%	0%	60%	77%	128%	55%	68%	124%	70%	66%	94%	70%	67%	95%	70%	70%	70%																				
		Total Number of males and females participants ≥30 Years	(+)	Non-Cumulative	0	0	0	0%	14000	15347	110%	14000	9923	71%	10000	68147	681%	70000	81522	116%	70000	70000	70000																				
		Overall percentage of female participants	(+)	Cumulative	0%	0%	0%	0%	50%	83%	165%	50%	69%	138%	73%	69%	94%	75%	73%	97%	75%	75%	75%																				
		Overall total of male and female participants	(+)	Non-Cumulative	0	0	0	0%	15200	16478	108%	16500	23402	142%	25000	92181	369%	95000	133982	141%	95000	95000	95000																				
SIR 2.2.3 Equity in men's and women's access to and control over financial resources improve																																											
2.2.3.1	Number of members in leadership roles in the VSL groups	Overall	(+)	Non- Cumulative	0	2066	1029	50%	3993	2235	56%	2040	2115	104%	3993	5353	134%	5362	4892	91%	5362	670	5362																				
		Male	(+)	Non- Cumulative	0	826	164	20%	800	314	39%	800	318	40%	800	791	99%	800	681	85%	800	100	826																				
		Female	(+)	Non- Cumulative	0	1240	865	70%	3193	1921	60%	1240	1797	145%	3193	4562	143%	4562	4211	92%	4562	570	4562																				
SO3 Resilience to food insecurity of communities improved																																											
IR3.1 Community Disaster Management and Preparedness Capacities Improved																																											
3.1.2.1	Number of people in leadership roles in disaster preparedness and response committees	Overall	(+)	Cumulative	0	112	118	105%	210	253	120%	350	659	188%	659	927	141%	927	1112	120%	1112	927	1112																				
		Male	(+)	Cumulative	0	56	59	105%	105	181	172%	175	349	199%	349	540	155%	540	629	116%	629	463	629																				
		Female	(+)	Cumulative	0	56	59	105%	105	72	69%	175	310	177%	310	387	125%	387	483	125%	483	464	483																				
SIR 3.2.3 Equity in participation, leadership and decision-making related to disaster mitigation assets for men and women improved																																											
3.2.3.1	Number of community members in leadership roles and decision making related to disaster mitigation assets	Overall	(+)	Cumulative	0	112	118	105%	210	377	180%	350	397	113%	400	448	112%	130	464	357%	499	0	499																				
		Male	(+)	Cumulative	0	56	59	105%	105	287	273%	175	188	107%	200	209	105%	61	223	366%	240	0	240																				
		Female	(+)	Cumulative	0	56	59	105%	105	230	219%	175	209	119%	200	239	120%	69	241	349%	259	0	259																				

8.3 Study Terms of Reference



"Enhancing Nutrition, Stepping Up Resilience and Enterprise"

Scope of Work for ENSURE Gender Progress Markers Assessment

1. Introduction

Enhancing Nutrition Stepping Up Resilience and Enterprises (ENSURE), is a USAID funded six and half-year food security program. The program seeks to contribute to improved food security of vulnerable communities and households in Manicaland and Masvingo provinces by 2020. This is achieved through a holistic multi-sectorial approach pillared by three strategic objectives with gender equality and women's empowerment as a cross cutting theme. The program is implemented in six districts of Manicaland and Masvingo Provinces by a consortium led by World Vision. Other consortium members are CARE, SNV, SAFIRE and ICRISAT. World Vision is the implementing lead in Buhera, Chimanimani and Chipinge whilst CARE is the implementing lead in Bikita, Chivi and Zaka Districts.

Program Goal

To improve Food Security amongst vulnerable households and communities in Masvingo and Manicaland Provinces of Zimbabwe

Program Objectives

SO 1: Nutrition among women of reproductive age and children under 5 years improved.

SO 2: Household income increased.

SO 3: Resilience to food insecurity of communities improved.

2. Gender Integration in ENSURE

ENSURE embarked on a robust gender analysis to assess the socio-cultural norms, perceptions and attitudes affecting households and communities on maternal health and child nutrition. Findings of the gender analysis showed that gender inequality impacts negatively on food security and nutrition and household income. The program addresses gender inequalities and dynamics that affect patterns of power and decision making, gender roles and responsibilities, promoting meaningful participation of both women and men. Gender integration is aimed at promoting the drive towards gender equality and women's economic empowerment; contributing to maternal health and child nutrition. The program employs a number of gender transformative approaches which include Male Engagement, Social Analysis & Action (SAA) to create space for the meaningful engagement of women and men in gender

dialogues. SAA model allows communities to go through a process of reflection and action through identification of negative social norms and cultural practices that deter gender equity. As part of vision setting, target communities went further to develop progress markers showing the different levels of graduation they would want to see in men and women towards transformative behavior change.

3. Assignment

The ENSURE Gender Progress Markers are a set of qualitative gender indicators drawn by the community during Gender Outcome Mapping to establish the levels of change anticipated by both men and women in promoting gender equality and food and nutrition security. The evaluation will assess progress made on these gender behavior changes comparing where men and women were, with where they are now; and how the changes have impacted on programme outcomes.

Purpose of the Assignment

- To assess the impact of ENSURE gender interventions against the set progress markers on programme outcomes.
- To give insights into specific programmatic questions to gender inequalities and harmful norms related to time use and gendered division of labor, access to public spaces and services, decision-making patterns and gender-based violence.
- To document, communicate and share report with internal and external audience including relevant government stakeholders.
- To use the findings of the evaluation to inform programming within and outside CARE.

Methodology

The methodology will involve desk review of ENSURE reports, success stories and technical briefs, direct and indirect data collection, analysis and interpretation. The Gender Adviser and M&E Manager will develop data collection tools for men and women to cover both the qualitative and quantitative aspects of the study. Data collection will be done through focus group discussions with willing participants from sampled wards. Focus Group Discussions will be held with male advocates, men's fora participants, Care Group Leaders and Clients of men participating in men's fora and traditional leaders. Data analysis, synthesis and reporting will be done using appropriate data analysis packages. The Gender Advisor – CARE USA and M and E will be engaged to review and package the final report before printing.

Deliverables

- Assessment report
- Technical brief

8.4 Data Collection Schedule

Activity	Responsible Persons	By When
Planning meeting with Pranat	Opper, Agnes, Otilia, Pranat, Archie, Everjoy, Technical Specialists	30/11/2018
Development and review of data collection tools (qualitative and quantitative)	Agnes, Opper, Otilia, Archie, Pranat, Technical Specialists	11/12/2018
Training of enumerators	Otilia with support Agnes, Opper, Archie	23-24/01/2019
Data collection	Otilia and team	28-08/02/2019
Data cleaning, analysis and report writing	Otilia and Agnes with support from M and E and Opper, Cleo, Annel, Aleck, Nyasha, David	11-15/02/2019
Consolidation of quantitative and qualitative data	Otilia and Agnes	18-30/02/2019
Report writing	Otilia and Agnes	01 – 29/04/19
Review of Report	Opper, Archie, Vidhya	02- 15/05/2019
Final report	Agnes and Otilia	24/05/2019

