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A REVIEW OF ERRY JP IMPACT ON WOMEN

ERRY Joint Programme

Review of the Programme Impact on Women

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	4
1. METHODOLOGY	6
2. ANALYSIS AND FINDINGS	6
2.1. AREAS OF IMPACT	7
2.1.1. Overall.....	7
2.1.2 Access to community basic social services and infrastructure.....	9
2.1.3. Local institutions and women participation.....	13
2.1.4. Women's Economic Advancement.....	16
2.2. PROGRAMMING	20
3. CONCLUSION	22
4. RECOMMENDATIONS	23
ANNEXES	27

ACRONYMS

CBHI	Community health-based insurance
CFSS	Cash for social services
CfW	Cash for work
CM	Community mobilizers
CSOs	Civil society organizations
DDM	During distribution monitoring
DMTs	District management team
ELD	Empowerment and local development
ERRY	Enhanced Rural Resilience in Yemen
EU	European Union
FAO	Food and Agricultural Organization
FGD	Focus group discussion
FFA	Food for Assets
FFS	Farmer field school
HH	Household
HNO	Humanitarian needs overview
IDPs	Internally displaced persons
ILO	International Labor Organization
IM	Insider mediator
IP	Implementing partner
JCU	Joint coordination unit
KIIs	Key informant interviews
LA	Local authority
LCCs	Local community committees
LTA	Long term agreement
MoE	Ministry of Education
NGOs	Non-Governmental Organizations
PDM	Post distribution monitoring
PY	Partner Yemen
NESSDF	Social Development Foundation
SFD	Social Fund for Development
UNDP	United Nations Development Programme
VCC	Village Cooperative Council
WEE	Women Economic Empowerment
WFP	World Food Programme
YER	Yemeni Riyals
VSLA	Village Saving and Loans Association

EXECUTIVE SUMMARY

This report presents the results of an assessment of the impact on women's economic empowerment and gender mainstreaming under the ERRY Programme implemented jointly by four UN agencies (UNDP, WFP, FAO, ILO) in Lahj, Abyan, Hajja, and Hodeida governorates in Yemen. The objective of the Women's Economic Empowerment and Gender Mainstreaming review is to document the areas of impact, best practices, lessons learned, and opportunities for future programming.

The methodology for this review included qualitative techniques and quantitative data from the programme's reports, reports by implementing partners, and a short survey among community committees. Several qualitative assessment techniques were used, including key informant interviews (KIs), focus group discussions (FGDs), case studies, structured observation, and participatory rating exercises during FGD with women and community committees. The assessment was carried out by Grassroots Yemen during the period of December 25, 2018 – February 15, 2019.

Main Findings:

1. KIs, FGDs, and participatory rating exercises conducted during this review indicate that ERRY's interventions have been able to create an enabling environment for women's empowerment. Women reported impact in several aspects such as economic empowerment, social and institutional norms, and more representation in decision making (power and agency indicators). The main area of impact was increased income to meet basic needs. This was followed by increased access to improved community services and assets, increased participation of women in the local governance structures, enhanced personal skills, and women's economic advancement.
2. FGDs, KIs, and visits to beneficiaries indicate that women value the role of the project in enhancing their access to different resources. Examples varied depending on the initiatives implemented in each locality. Most common examples of

improved access to services are roads, water, sanitation, education, and health services. Women highly praised the impact of rehabilitated roads in reducing hardship to reach health services for urgent medical care as well as childbirth. Women from vulnerable groups highly appreciated the income earned when participating in the community services and rehabilitation activities, enabling them to purchase food for their families.

Access to vocational training, setting up micro businesses, life and business skills, and productive assets (materials, livestock) were other key improvements reported by women and key informants at the local level. Community services and rehabilitation of community assets created access to work and income generation opportunities.

3. The fieldwork indicated a significant change in communities' perspectives on women's participation in the community governance structures and their ability to influence what they consider priorities of community initiatives. Women representation reached 50% in the local governance structures (VCCs), 30% in the insider mediators, and about 30% in all committees established by the other interventions (water projects, school parents' committees, Cash for Work (CfW) committees, etc.).

The project has considerably influenced planning processes of local institutions and their decision making. In all sites, committees reported shifting priorities from infrastructure projects to improving vital systems related to access to health and water.

4. Although there were several examples of successful micro businesses set up by women, the fieldwork revealed that women still face several limitations that hinder their empowerment and economic advancement. Types of limitations varied depending on whether the locality was rural or urban, weather conditions, displacement, family support, level of education, and social status (marginalization).

Obstacles shared by women and KIs include; many unmet basic needs/services for the family (food, health, housing), lack of time due to heavy unpaid house and agricultural work, displacement, limited technical and financial support to scale up micro businesses, financial illiteracy, traditional and less profitable women's livelihoods, limited exposure to new livelihoods/innovative approaches/appropriate and time-saving technologies, mobility challenges, limited control over spending of resources due to cultural norms, high prices of inputs for micro businesses due to inflation and prolonged conflict (or draught in rural areas), and limited access to information on available support.

5. There were cases where women joined activities which they considered as not appropriate for them and or resulting in unintended negative impact (i.e. involvement in rehabilitation of community assets that are dominated by men, increased households' responsibilities due to getting livestock in rural areas for income generation, etc.)

As girls increasingly had to support this sort of work, it also limited their options to obtain formal education. Women also reported that livestock herding led to higher expenses due to the draught. Women also report that conducting training in locations that are far from their households, or in gender insensitive places led to extra efforts for the family (transportation for women and the companion from the family, extra time needed than usual to meet household responsibilities, new clothes to attend the training) or tension with male members of the family/husbands due to having to travel long distances.

In emergency employment and CFW activities, Women also complained having to travel far to receive cash earned as part of CFW and emergency employment. They also report that payments were delayed, and due to lack of liquidity, they had to travel to the collection site several times. Those locations also lacked necessary privacy and protection.

Main recommendations

1. Develop a broader framework for women's empowerment for IPs in order to frame specific indicators for interventions. Women's empowerment is a comprehensive, complex and multilayered process and no single intervention/IP can address all related factors. A Gender Marker should also be developed for monitoring project's performance towards women's economic empowerment (WEE) and gender mainstreaming.
2. Ensure long term support to women's representation, participation, and collective work in the formal and informal local governance and livelihoods at the village and district levels.
3. Women's economic empowerment interventions (particularly the emergency employment and business creation activities, agricultural value chain development interventions) should be introduced within a range of integrated services at the community and district levels.
4. Address discriminatory norms and practices limiting women's participation and economic empowerment under ERRY Programme such as the limited participation of women under CFW, emergency employment, and rehabilitation of community assets. It is important to enhance diversity of the activities to fit with the different backgrounds of women (i.e. rural, urban, educated, non-educated, IDPs, host community, female-led HHs, marginalized, survivors of GBV, women from families that have negative attitudes to women's vocational training, mobility and business).
5. Harness the comparative advantages of ERRY's implementing organizations and partners to advance women's resilience and economic empowerment such as the capacity of implementing partners to catalyze other non-ERRY actors and facilitate synergy at local level to address unmet needs of women and vulnerable groups that hinder their empowerment

1.METHODOLOGY

The objective of the Women's Economic Empowerment and Gender Mainstreaming review is to document the areas of impact, best practices, lessons learned, and opportunities for future programming of the ERRY programme implemented jointly by four UN agencies (UNDP, WFP, FAO, ILO) in Lahj, Abyan, Hajja, and Hodeida governorates in Yemen.

The fieldwork was carried out during the period from December 25, 2018 – February 15, 2019. The methodology for this review included qualitative techniques and quantitative data from the programme's reports, IPs' reports, and a short survey among community committees. Several qualitative assessment techniques were used, including KIIs, FGDs, case studies, structured observation, and participatory rating exercises during FGDs with women and community committees.¹ Furthermore, focused interviews were conducted with selected beneficiaries, programme staff and partners at district level, and community leaders.

The design of the fieldwork tools, sample selection and an analysis framework ensured including the different interventions of the ERRY programme. More details of the sample, thematic issues, and the women economic empowerment framework² used to guide the analysis and participatory review are listed in the Annex.

Main challenges faced in conducting this review were related to the delay in getting approval from local

authorities for the field work in Hodeida and Hajja Governorates, and the lack of a joint framework/indicators for women's empowerment among implementing partners (i.e. intended results in financial advancement, changes in power and agency for women empowerment: at individual and household levels and transformative formal/ informal norms, institutions, processes, and policies at community and various governance and decision making levels).

TOOLS

- 43 FGDs
- 43 questionnaires with community committees
- 29 in-depth interviews/case studies
- 27 observations
- 155 key informant interviews with male and female beneficiaries and non-beneficiaries, community leaders, local partners, community mobilizers, and volunteers

2.ANALYSIS AND FINDINGS

This section is divided into two sections: It looks at the **areas of impact** such as enhancing access to social services and infrastructure, creating space for women's participation, influencing norms and institutions, as well as enhancing women's economic advancement.

Furthermore, it looks at the **different aspects of programming**, such as good practices, challenges and limitations, and lessons learned.

The analysis took the **programme's objectives and major interventions** into account, as well as considering the **crisis context** of its operation for the selection of indicators to measure each aspect of the women's economic empowerment framework.

¹FGDs included participatory rating exercises where possible using the 10 Seeds Approach to categorize the extent of responses by participants particularly on the level of interventions impact (i.e. at individual resources, households, community, norms, institutions/policies, etc.).

² Adapted from the guide to Understanding and Measuring Women's Economic Empowerment, Definition, Framework and Indicators" International Center for Research on Women (ICRW). Development of the toolkit was fund by DFID, 2011

2.1. AREAS OF IMPACT

2.1.1. Overall

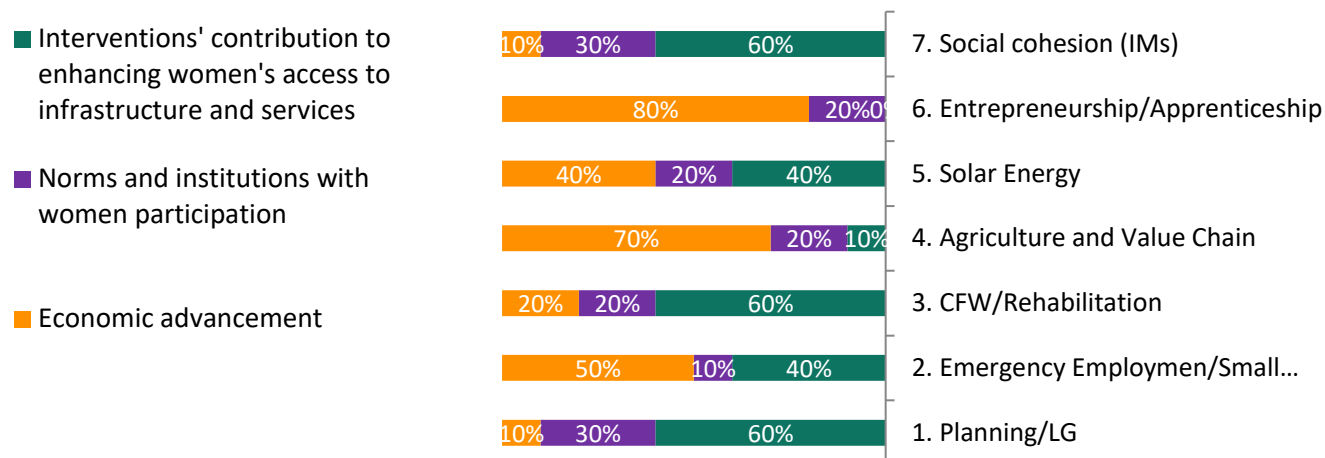
KIs, FGDs, and participatory rating exercises conducted during this review indicate that ERRY's interventions have been able to create an enabling environment for women's empowerment. Women reported indicators of impact in several aspects of women's empowerment (i.e. economic advancement, social and institutional norms, power and agency). Increased opportunities to earn an income and meet basic emergency needs was the main area of impact

followed by increased access to improved community services and assets, increased participation of women in the local governance structures, enhanced personal skills, and women's economic advancement.



Figure 1: Visualization of women's perspectives on areas and levels of ERRY's impact on women

Participatory scoring of the extent to which project's interventions have contributed to women's empowerment aspects



Participatory tools indicated that beneficiaries prioritized activities increasing access to community services and infrastructure such as local governance, social cohesion, FFA/rehabilitation, solar energy, and emergency employment interventions. Creating space for women's participation to influence local governance institutions and decision-making processes were prioritized by beneficiaries such as local governance and social cohesion interventions.

However, most other interventions reported involvement of women in community committees or influencing the private sector to support women. All interventions contributed to women's access to financial resources to meet basic needs (food, water, health). A big focus for beneficiaries was the creation of stable employment or business opportunities for women such as agriculture and livestock value chain development, entrepreneurship and apprenticeships, emergency employment and business creation interventions.

MAIN INTERVENTIONS

- Community resilience planning and support to community micro projects
- Emergency employment and small business development using 3x6 approaches
- FFA and community asset rehabilitation
- Agriculture and livestock value chain development
- Solar energy to sustain access to basic services and create livelihood opportunities
- Entrepreneurship and other competency skills development through apprenticeships.
- Strengthening of social cohesion through insider mediators and local capacity improvements

Hanan, hairdresser and her family's idol

Hanan, 24, had to flee with her family because of the conflict. When they returned to their home in Abyan, they had no more resources left. Hanan has to take care of her sick and elderly parents as well. Through ERRY she received training as a hairdresser. Her friends were against this idea and thought she would fail because of the bad economic situation. But Hanan worked very hard and developed her skills. She has now gained a reputation for her good work and affordable prices. She has now set up her own shop, earning enough money to buy daily necessities. Her family would not have been able to survive without Hanan's initiative. She changed her own and her family's life, and is now a role-model for them and the wider community.

2.1.2 Access to community basic social services and infrastructure

Improved community services and infrastructure ensure women and vulnerable people can reduce the negative impact of the conflict and enable faster recovery. Results highlight significant contribution of ERRY's interventions to building the enabling environment for women's empowerment through enhancing basic services and infrastructure.

The desk review reveals that:

Local planning and governance interventions reported that 414 self-help community initiatives were set up through the work with local committees using the communities' own resources matched with a grant from the project. A total of 321 initiatives have benefited 56,175 individuals.³ Comparing community initiatives across all governorates revealed that water, education, roads, life skills and capacity building for livelihood opportunities were their key priorities, followed by health, sanitation and agriculture.⁴

FFA and community rehabilitation interventions' data indicate that more than 93 km roads connecting villages to market were maintained, 115 water points (wells, water gateways, water harvesting tanks, irrigation canals, etc.) were rehabilitated or built, around 22 hectare of agricultural and grazing lands have been reclaimed by removing harmful bushes and trees and protect natural pastures, 15 sanitation networks/latrines were created, 5 solid waste piles were cleaned, 5 schools rehabilitated (including building new class rooms and school latrines), and 323 community assets (including roads, markets, schools, water points, handicrafts workshops and canals) were restored through Food for Assets activities.

In the solar energy interventions, 5,600 households' solar energy applications in 20 rural communities were set up and have improved their access to energy, 4 solar systems were installed in the cholera affected areas. Furthermore, 72 vaccine solar refrigerators were



³ ERRY – database and 2017 and 2nd quarter reports of 2018 – and figures from the recent brochure – January 2019

⁴ Local governance assessment 2019

installed in health centers and 212 solar systems in public institutions such as schools, health centers/facilities and local offices.

Within the **social cohesion interventions**, out of 60 identified conflicts over community services 48 were settled with small grants leading to better access to services (water, sanitation, education and health).

Similarly, most of the activities of the **emergency employment and micro business** intervention (using cash for asset and 3x6 approaches) targeted priority initiatives of communities addressing education, health and hygiene promotion, community roads, and water resources.

Interventions within the **agriculture and livestock value chain development** reactivated the role of the extension services in the targeted areas where more than 9,954 beneficiaries benefited from the extension booklets, support visits of female and male extension workers, veterinary and vaccination services, and promotion of feeding practices and milk production techniques. 18,463 smallholder farmers received Farmer Field School (FFS) trainings on cereal crops, animal feeding and animal health. 108,000 animals owned by 3,676 households from 174 villages were vaccinated against PPR and sheep and pox and treated against internal-external parasites.

Data on the types and levels of impact of the improved services and community assets on women are limited - but there is evidence of increased enrolment of girls in schools, improvement of women and children's health, challenges/risks for women reduced due to improved roads and access to market etc.), FGDs, KIIs, and visits to beneficiaries indicate that women value the role of the project in enhancing their access to different social services and community assets.

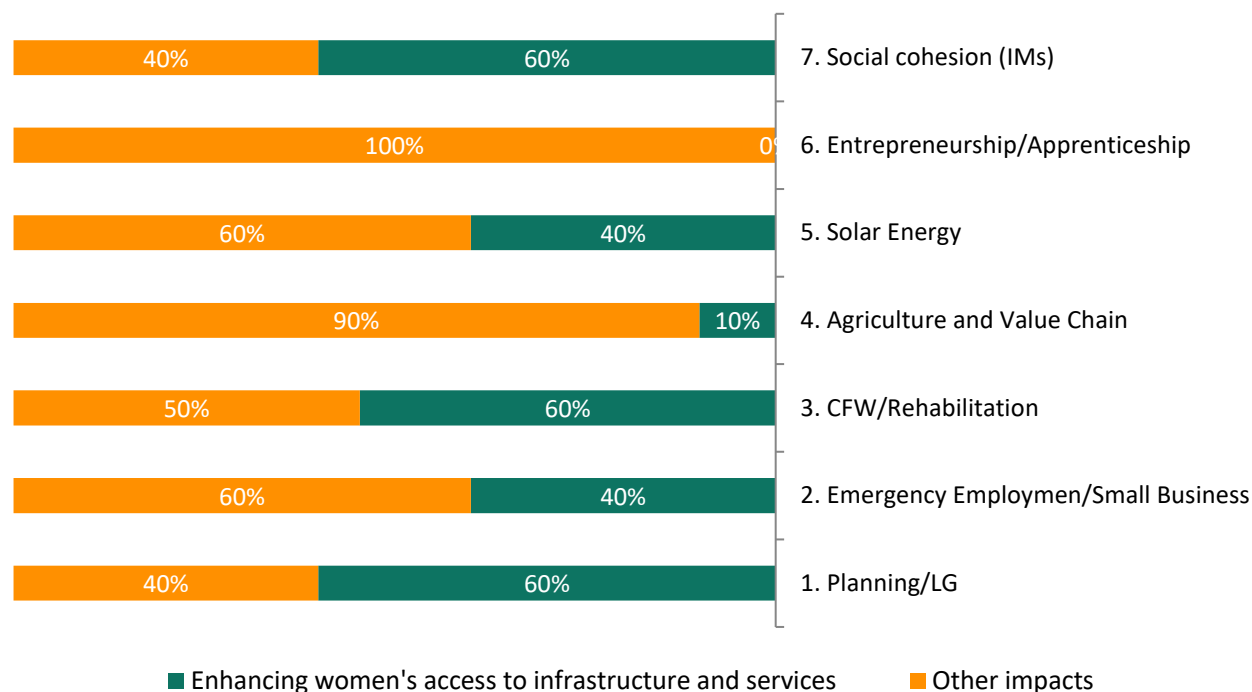
“ At first my sister and I used to carry things on our shoulders to sell in the village. When my sister passed away, this became more difficult for me. With the road being rehabilitated, I can now more easily access the market. The road helped us a lot. My shop has improved, and I sell more items such as snacks, milk, yogurt and many other children and women related things.” — Siham Saleh, a female grocery owner in BaniQais



Examples varied depending on the initiatives implemented in each locality. Most common examples of improved access to basic social services for women are through roads, water, sanitation, education, and health sectors. (Table I)

Examples of improved access to basic social services and infrastructure for women	Interventions						
	1. Planning/ local governance	2. Emergency employment/small business	3. FFA/Rehabilitation of assets	4. Agriculture and Value Chain	5. Solar Energy	6. Entrepreneurship/ Apprenticeships	7. Social cohesion/IMS
Access to improved roads							
Access to water							
Access to improved sanitation							
Access to formal education							
Access to health services							
Access to extension services							
Access to affordable energy							

Participatory scoring of the contribution to enhancing women's access to community services - by interventions



“ Our village needed this project because there was a conflict between the local people of the village about the distribution of water from the water scheme. The village requested the project to complete the pipeline. The project initiative completed the pipeline and resolved the conflict. There was no water. We used to travel to the Almarashida water scheme and spent 2.5 hours on the road. Most of the times we had breakfast and then we were back at lunch time. Thanks God, now after the initiative of drilling the water well and repairing the scheme, things have improved” — Female FGD participants.

Average results from the participatory rating indicate that the role of the project in enhancing access to community services and infrastructure scored 60% among participants from communities targeted by local planning and governance, social cohesion, and FFA and rehabilitation interventions (compared to 40% contribution of these interventions to other areas of impact). It scored 40% among participants from communities targeted by FFA/rehabilitation, solar energy and emergency employment

interventions (compared to 60% contribution of these interventions to other areas of impact), while it scored 10% among participants from communities targeted by the agriculture and livestock value chain intervention (compared to 90% contribution to other

impacts)⁵, and “Not Applicable” to the entrepreneurship and apprenticeship interventions.



Women highly praised the impact of rehabilitated roads in reducing hardship to reach health services during medical emergencies and child birth, enhancing access to markets, and reducing time needed for fetching water or collecting firewood. Rehabilitation of the health facilities reactivated women’s access to basic reproductive health services and preventive services during cholera outbreak.

2.1.3. Local institutions and women participation

This review highlights the extent to which women are participating in local governance structures at the local level and the capacity of women to influence decision making and plans of the community committees at the village and district level. The review looks at the extent to which women have been supported to diversify their agency and amplify their voices (women’s groups, NGOs, networks).

Although it is not the primary objective to Create supportive norms and institutions with women participation for the project but a good progress has been achieved. Results highlight that ERY’s interventions significantly helped influencing social norms and creating space for women to influence local priorities and decision-making processes at the community level.

⁵ Access to extension service in this intervention was noticeable. However, communities consider tangible construction or sustained operation of a certain service in their judgment.

Rehabilitation of water services and introduction of solar energy to sustain operations were key factors of women’s satisfaction, especially given their responsibility for water collection. Many reported previously spending several hours collecting water from remote sources. Installing solar systems in the cholera affected areas has improve access, quantity, and quality of drinking water.

Similarly, rehabilitation of schools, building additional class rooms, and payment of salaries for female and male teachers in remote areas indicated were the main reasons for women’s satisfaction with the project. In the villages of Abyan, Hajja, and Lahj, women indicated that they highly valued the rehabilitation of schools and volunteered to provide food for teachers to sustain access to education for their children. Women also shared their aspirations to find solutions for accessing fuel for cooking. Many spend hours per day collecting firewood in very remote sites since gas is not affordable most of the year and desertification increased as most people shifted to using firewood for cooking.

The desk review reveals that:

Within the **community resilience interventions**, women were represented in 213 Village Cooperative Councils, composed of 1,922 members (50% female) to plan, implement and coordinate community level interventions and self-help initiatives. Women participated in the development and implementation of 213 community resilience plans and design. Women’s representation in committees reached 50%.

Emergency employment and small business development interventions reported increased acceptance of women’s participation in FFA and rehabilitation of community assets. Women participated in the community committees established for assessing communities’ needs and priorities. This was supported through emergency

According to respondents, extension services were part of the project’s action and will not continue after the project period.

employment activities and led to 2,345 women taking part in the emergency employment interventions. Their role was crucial in the promotion and selection of vulnerable groups and enhancing the complaint and protection mechanisms.

FFA, and community asset rehabilitation interventions reported participation of women in community committees involved in the planning and



Woman entrepreneur supported and trained by ERRY sells small items. She earns a living now and is regarded well in her neighborhood.

rehabilitation of 323 infrastructure sites including roads, markets, schools, water points, and canals were restored through cash for work. These included women's participation in water committees managing

115 water points, 22 women handicraft activities for women groups, and leadership of 2 workshops designed for women's productive handicrafts.

Within the **agriculture and livestock value chain** interventions, 18 female extension workers were the main agent for representing women in the design, planning, promotion and monitoring of activities. They have been involved in increasing women's skills and sharing women's concerns and aspirations for the future programme.

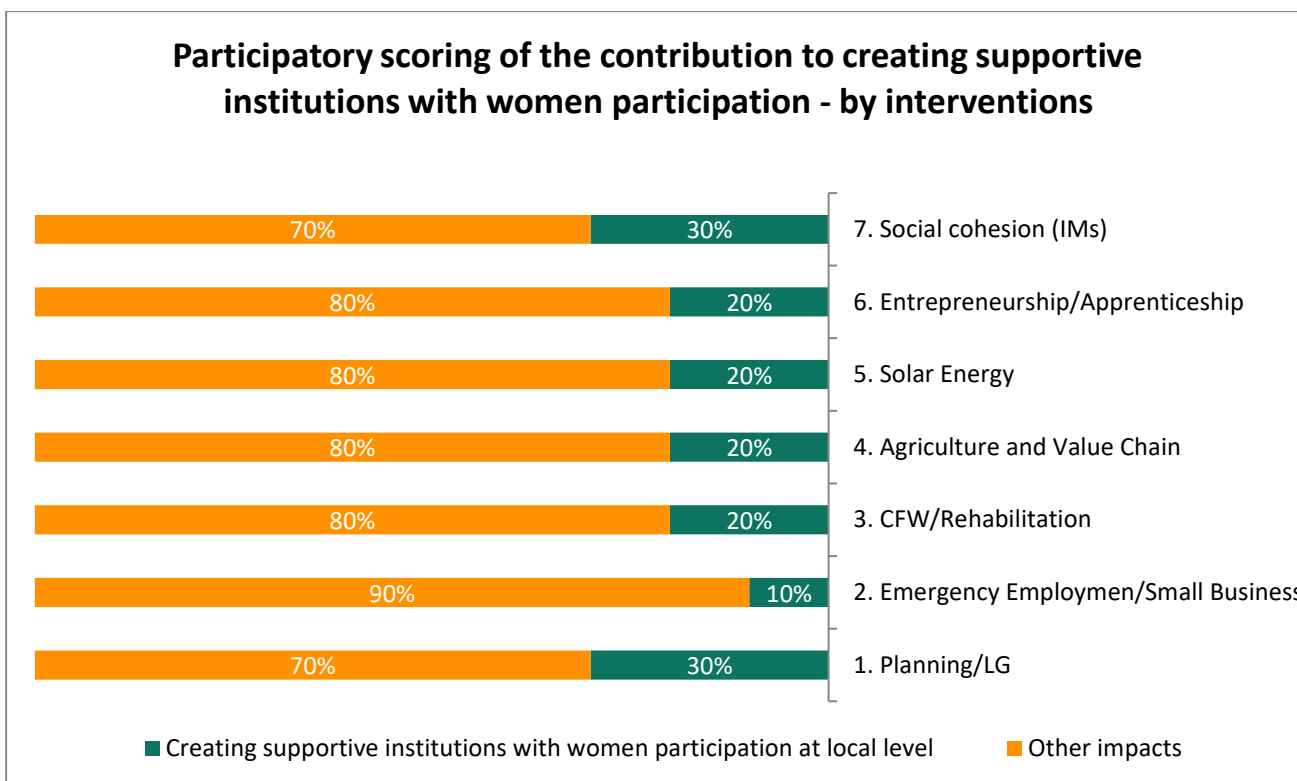
Community initiatives supported by the **solar energy** intervention reported working through community committees established as part of other interventions. 30%-50% of the members in those committees were women, managing more than 72 vaccine solar refrigerators installed in health centers and 212 solar systems for public institutions, schools, health centers and cholera affected areas.

30% out of 229 internal mediators are women working under the **social cohesion** intervention in facilitating the analysis of the conflict triggers, community dialogue processes and management of 48 emerging conflict resolution initiatives. More than 30% of the total number of participants (11,150 individuals) were women. They were involved in the community dialogue processes and district level workshops to prioritize conflict issues and community micro projects.

Data on the interventions' contribution to changing norms and institutions is limited. However, results from the qualitative tools highlight the creation of different enabling factors in this aspect through the programmes interventions (Table 2).

Creating supportive norms and institutions with women participation – indicators provided by participants	Interventions						
	1. Planning/ Local governance	2. Emergency Employment/Small Business	3. FFA/Rehabilitation	4. Agriculture and Value Chain	5. Solar Energy	6. Entrepreneurship/ Apprenticeship	7. Social cohesion /IMS
Change of attitudes at HH, and community)							
Acceptance of participation in local governance and community decision making							
Community/district plans reflecting women's priorities							
vulnerable women connected with relevant humanitarian programs							
Enabling women groups / NGOs at micro level to amplify women's voices and agency							
Enabling women's access to information							
Involvement of women in conflicts resolution process at local level on issues affecting women's access to basic services							

Promoting role models							
Adopting participatory facilitation, targeting, or training approaches							
institutionalizing supportive policies/procedures (50% participation)							



Creating space for women's participation to influence local governance institutions and decision-making processes was prioritized by beneficiaries of the local governance and social cohesion interventions. However, most other interventions also reported the involvement of women in community committees or influencing the private sector to support women.

Overall, increasing communities' resilience can be considered as the main ERRY intervention which has been addressing institutional norms at the community and district levels. This helped build a supportive environment for women's economic empowerment, complementing other initiatives by ERRY's partners that are more directly involved in livelihoods and economic advancement of targeted groups. Direct impact of this intervention revealed a significant acceptance of women in local governance structures and a shift of community initiatives from infrastructure to more right-based priorities (i.e. health, education, etc.).

The community resilience interventions contributed significantly to promoting women's role in planning and as part of the governance structure. Community committees are considered the main governance structure at the local level, following the collapse of the local administration system due to the protracted conflict. Having reached 50% representation of women in those committees clearly shows how norms at the community level towards women's involvement in decision-making and resilience

“The project changed our lives; even if all the work is very tiring, we feel the effect of the project in every house of our village”
 ---37-year-old housewife

planning has changed. In all locations visited during this review, women reported the ability to influence communities' plans. Women's participation has influenced the focus of initiatives at community level from a focus on infrastructure to education and health. At the individual level, female members of committees showed striking commitment to mobilize communities and local resources to address needs instead of waiting for external solutions.

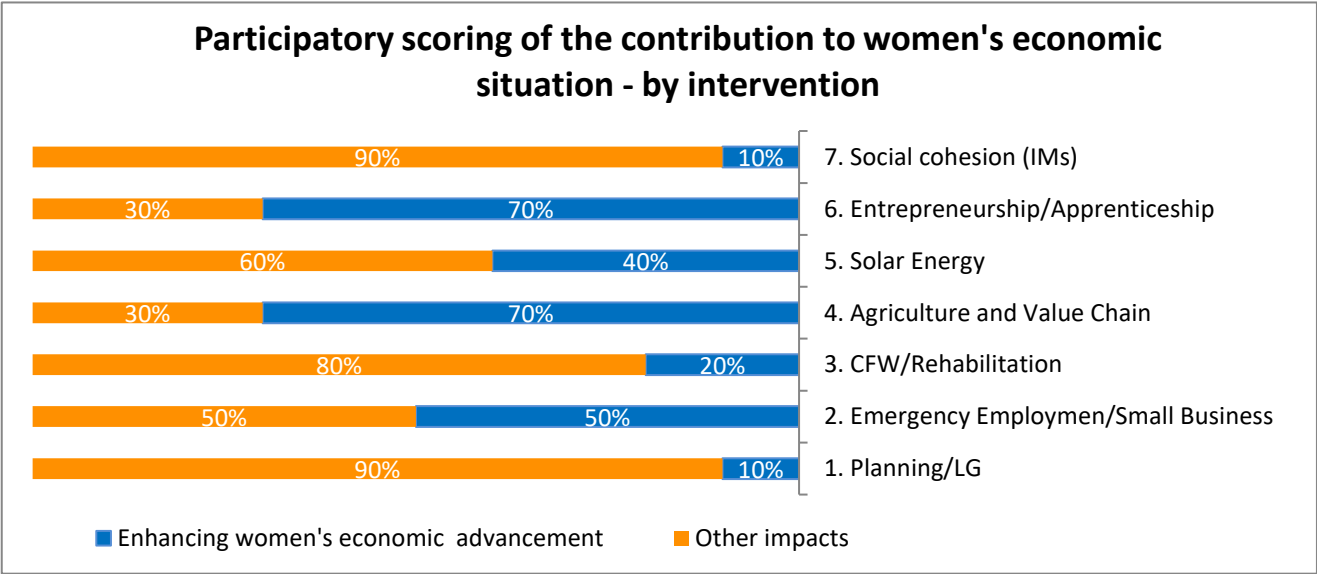
The committees survey done by the community resilience component indicated that overall, women's participation was reported to be comparatively

strong during community mobilization (65% significant participation), delivery of initiatives (49%-63%), initial meetings to form committees (58%) as well as during village resilience planning sessions (42%). Women's participation in committees' decision-making processes, district-level resilience planning, and trainings for committees that take place at the district level tends to be comparatively low.⁶

Women involved as IMs within the social cohesion interventions became role models for other women in terms of women's ability to facilitate processes at the community and district levels to resolve conflicts that limit women's access to services.

“Two years ago, we were in a bad state and life was difficult. If we needed something, we would ask our husbands to do it for us. Now we have our own money and our economic condition is much better than before and even better than men's. The project changed our lives. Even if rearing animals is very hard, we feel the positive impact of the project in every house of our village. I have a cow and I have my own income now. Today my life is a thousand times better than two years ago.” — Noor, 37, Tuban district

2.1.4. Women's Economic Advancement



⁶ Local governance assessment 2019

Fieldwork results highlight a significant contribution of ERRY's interventions to improve women's economic situation within the crisis context. Interventions addressed different aspects to enable

women's access to financial resources. The types and levels of impact varied depending on the strategies applied by each intervention.

The participatory rating exercises indicate that all interventions contributed in one way or another in assisting women's financial resources. The contribution of the agriculture and livestock value chain, and the entrepreneurship and apprenticeship interventions scored 70% (compared to 30% contribution to other areas of impact). Contribution of the emergency employment/small business intervention scored 50% (compared to 50% other impacts). Solar energy intervention scored 40%, FFA/rehabilitation intervention 20% (compared to 80% other impacts), while social cohesion and local governance interventions scored 10% (compared to 90% contribution to other impacts).

The main examples of impact within this category were employment opportunities and increased access to cash to meet basic needs, sustainable employment or stable business, increased access to food to improve food security, increased reproductive assets, improved technical and business skills, and ability to scale up the business or increase assets or saving of the profit from the business.



Economic Enhancement Indicators According to participants perspectives	Interventions						
	1. Planning/ Local governan ce	2. Emergency Employment /Small Business	3. FFA/Rehabi litation	4. Agricultu re and Value Chain	5. Solar Energy	6. Entrepre neurship/ Apprenti ceship	7. Social cohesio n/IMS
Economic Advancement							
Income to meet emergency needs (food, health, water, etc)							
Stable employment/business							
Life skills, attitudes, self-confidence							
Vocational and Business skills							
Inputs and equipment for livelihoods							
Improve control over resources (using cash transfer collected by women not their men or relatives)							
Access to reliable financial services for rural women (banks, women loan groups)							
Scale up within the district (private sector/markets)							
Scale up of women business outside/beyond the district (through the private sector/markets/networks)							

The fieldwork highlights several examples of successful micro businesses of women and a high level of satisfaction about the direct or indirect role of the project in enhancing women's opportunities to earn an income, learn new skills, receive assets, and gain self-confidence to run businesses.

At the individual level, female members involved in the skills training indicated more self-confidence, and commitment towards women's leadership in the business sector as an option for independence and more empowerment choices. Women who run successful micro businesses⁷ indicated that their family members/husbands are supportive. Their involvement in micro businesses has increased their position to influence households' decisions compared to others.

The desk review indicated that 2,345 youth have been engaged in community-based CFW activities (using 3x6 approach) and emergency employment (33% women) generating more than 70,350 working days through CfW. The project's activities included establishing 2,124 micro businesses worth of \$1,191,600 that are generating income.⁸ 3,549 beneficiaries were equipped with enhanced business and life skills, most of whom started their own businesses.

Reports indicate that women's **micro businesses** are more likely to produce income generation opportunities than men. Most women's projects are within the traditional women livelihood activities in rural areas (agriculture, small shops, livestock, and animal rearing). Emerging women's livelihood activities are mainly in the urban areas (weddings related services, selling and maintenance of mobile devices, solar energy, etc.). Reports also indicate that 90% of the female led micro businesses are still operating compared to men's projects (70%). 56 % of beneficiaries of micro businesses reported increase in their income (average is \$116 per month).⁹ This amount although still very small compared to the families demanding needs. FGDs revealed that having a cow in the household is considered a fortune for

vulnerable families to be resilient and able to face some emergency shocks.

20,556 individuals from 3,426 households (participants) benefited from Cash for Assets interventions and improved food security. 22 women handicraft activities were established, and 2 workshops were conducted for women to practice

“
I now have a cow and I have my own income; Today my life is a thousand times better than two years ago.” (Noor, 37, from Lahj, who is a volunteer for ERRY)

“Now the economic situation is better than before. I went to literacy classes and got some money. I was unable to care for myself and my children before.” (Nema, 27, widow in Hajja)

productive handicrafts and diversify their livelihood and income resources.

was a sound approach to assist most vulnerable individuals to meet their immediate basic needs through temporary emergency employment generation schemes associated with the rehabilitation of community infrastructure and productive assets. The total amount in 3 localities was equivalent to the cost of a food basket for a small family (\$65-\$90). Skills building activities reported increased income generation opportunities among trainees. FGDs and interviewed key informants shared stories of significant economic impact reached by some women as a result of access to training and support for their micro projects:

Solar energy interventions have reportedly created income generation opportunities .4 farmers were supported with 4 solar irrigation pump systems to improve their crop production, which has improved their income, 40 micro businesses by groups have

⁷ Identified by other women in the FGDs as running successful micro projects – women's elaboration of the meaning of “successful” in most FGDs led to re-identifying it as “still operational” but have not led to financial prosperity or able to sustain against shocks particularly escalating conflict or inflation and their impact on market and households' stability.

⁸ UNDP- ERRY fact sheet – January 2019

⁹ UNDP- ERRY, presentations of partners for the 2018 annual review.

built decentralized access to energy for income generation opportunities through solar micro grids. 5600 households received solar energy applications in 20 rural communities to improve access to energy and increase productivity time. Furthermore, 13 productive assets and market places for vegetables and fruit were provided with solar lighting system, and 630 vulnerable women and youth received 19 trainings on installation, operation and maintenance of solar systems at the household level.

Entrepreneurship/competency skills development through apprenticeships: 600 apprentices, 192 women, completed core skills training at training institutes in high priority occupations with high market demand, 2,693 received business training, and 300 were trained on pedagogy skills, occupational safety and health (OSH) and workers' rights and competency-based training and assessment.

Overall, the contribution of the agriculture and **value chain intervention** was valued by women more than any other intervention (i.e. introducing new approaches, conducting large scale awareness sessions for women through FFS, and involvement of women in the water committees). The desk review revealed that dairy equipment was provided to 2,121 smallholder beneficiaries, including 75% women headed-households and 25 women groups (with 369 members). Milk production has increased from 0.5 to 1.5 liter per day per cow (12 to 20% increase). 18,468 livestock producers were supported with feed blocks and sugar molasses to alleviate the austere feeding crisis. They also received FFS trainings on cereal crops, animal feeding and animal health.

2.2. PROGRAMMING

This section looks at the main factors which led to ERRY's success as well as lessons learned from the fieldwork that can help in the design of the future programme.

Unmet needs of women that limit their participation and benefit:

Partners indicated facing difficulties in balancing long term resilience and empowerment and short term needs of vulnerable women. Best examples to address these challenges by partners included exploring various options of synergies with other humanitarian clusters (shelter, food, health) and other actors to enhance communities' resources and support for vulnerable women and families.

FGDs and KIs indicated that women still face many limitations that hinder their empowerment and economic advancement. Types of limitations varied among women depending on whether they lived in rural or urban contexts, weather conditions, displacement, level of family support and education, as well as the social status (marginalization). Obstacles shared by women and KIs include; many unmet basic needs/services for the family (food, health, housing), lack of time (unpaid house- and agricultural work), displacement, limited technical and financial services to scale up micro businesses,



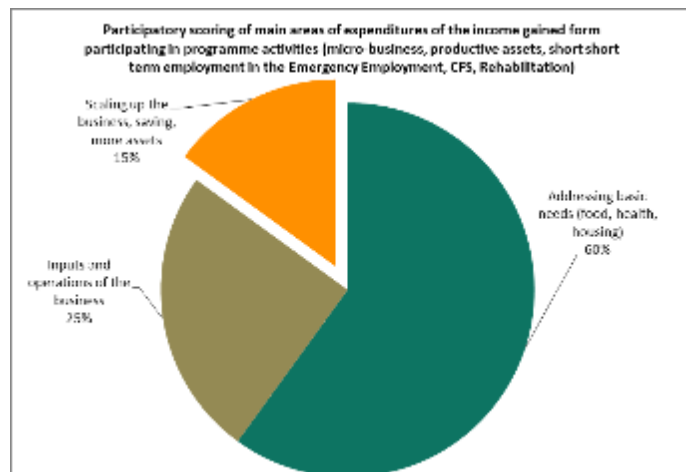
financial illiteracy, traditional and less profitable women's livelihoods, limited exposure to new livelihoods/innovative approaches/appropriate and time-saving technologies, mobility challenges, limited control over resources due to cultural norms, high prices of inputs for micro businesses due to inflation and prolonged conflict (or draught in rural areas), and limited access to information on available support.

Mona's biggest dream came true

Mona, 37, is married and has six children. Her family used to be very poor and she had difficulties finding a job. She could not move to the city, because she did not have enough money to move too far from her village. She neither had any qualifications or experiences, apart from some knowledge about agriculture. Her situation changed when ERRY provided her village in Al-Hasaki with water. Mona could make her dream come true and now takes care of her own little farm. She sells some of her crops on the local market and earns a living for her and her family.

The participatory rating of the main areas of expenses covered by the income gained through participation in the programme revealed that the household needs consume most of the income across all interventions. Women involved in micro businesses reported dividing income between households' needs and required inputs and operational expenses of the business. Due to the limited resources of the women's businesses and the impact of the conflict, the ability of women to expand their micro businesses or saving of earnings revealed to be very limited. Participants scored 60% for expenses on household needs (food, health, housing), 25% for business inputs, while 15% scored for net income that either saved or used for more assets. The high needs at the household level indicated as the main reason

for the failure of businesses in addition to instable prices of goods (inflation).



Relevance, targeting, and protection:

There were cases where women joined some activities due to necessity although they were not appropriate for them and resulted in unintended negative impact. These included activities in rehabilitation of community assets that were dominated by men. Provision of livestock for women in rural areas for income generation, although valued by most women, reportedly increased their workload at the household level. As girls had to start supporting their mothers to manage the additional work, they often were not able to continue their education.

Women also reported that livestock led to more household expenses due to the draught. Other examples were related to skills training where women had to travel to remote and gender insensitive places. This also led to additional efforts for the family such as paying for transportation of the woman and of a companion, as well as costs to cover the expenses for new clothes to attend the training. In other instances, tensions with male members of the family/husbands due to distance were reported.

In emergency employment and CFW activities women complained that cash collection site were far away. Furthermore, payments were delayed or cash not available, which meant that women had to travel back several times in order to receive their payment. Sites also lacked adequate privacy and protection.

Women's participation and their ability to influence planning and priorities at district level and

are still very limited. Currently women's representation at the district level is limited to educated women in the executive offices. At the community level, women are represented in most committees. However, their capacities to ensure genuine participation are limited. Members of current committees, particularly women, indicated their need to receive more training in facilitation of participatory and integrated community analyses, mapping of resources and conflict triggers, in decision-making and prioritization processes of initiatives, and participatory approaches in management of initiatives and mitigation of expected negative results.

Partners in few areas worked through different committees. Working with or the creation of **parallel community structures** negatively affects the social cohesion and may lead to conflicts.

Vocational training and education that would enable both literate and illiterate women to gain access to immediate livelihood opportunities was emphasized by participants of FGDs with women. They asked for training to improve their current livelihoods, rather than learning things that may not fit their current aspirations or match their preferred learning styles. Most training provided for women focus on sewing, bakery, and crafts making. In rural areas vocational training did not reach how women can reduce the waste of their crops, processing, marketing agriculture products, etc.

In agricultural areas, both men and women indicated the need to improve **processing and marketing** of their current products. Women indicated their aspiration to have **collective women-led livelihoods** either through women groups or family based approaches.

Interviewed women requested support to influence policies and procedures of current **banks/credit systems** including high interest rates, short repayment schedules, fines on delay in repayment, and guarantees required from vulnerable families.

The current **M&E** framework of the project does not include specific impact indicators for women's empowerment. However, the current ERRY gender mainstreaming guide can be used as a basis to build a broader framework for partners to select indicators relevant to their interventions.

3.CONCLUSION

KIs, FGDs, and participatory rating exercises conducted during this review indicate that **ERRY's interventions have been able to create an enabling environment for women's empowerment.** Women reported indicators of impact in several aspects of the women empowerment aspects such as economic advancement, social and institutional norms, power and agency. Increased opportunities to gain an income to meet basic emergency needs was the main area of impact followed by increased access to improved community services and assets, increased access to food, increased participation of women in the local governance structures, enhanced personal skills, and women's economic advancement.

FGDs, KIs, and visits to beneficiaries indicate that **women value the role of the project in enhancing their access to different resources.** Examples varied depending on the initiatives implemented in each locality. Most common examples of improved access to services such as water, sanitation, education, and health. Women highly praised the impact of rehabilitated roads in reducing hardship to reach health services during medical emergencies and child birth. Women from vulnerable groups highly appreciated the income they gained through participating in the community services and rehabilitation activities. This improved their purchasing power and access to food for their families. Access to vocational training, life and business skills, and productive assets (materials, livestock) were also reported as important improvements by women and key informants at the local level. Furthermore, micro businesses initiated by women, community services and rehabilitation of community assets created access to work and income generating opportunities.

The fieldwork indicates a **significant change in communities' perspectives about women's participation in the community governance structures and their ability to influence priorities of community initiatives.** Women's representation reached 50% in the local governance structures and about 30% in all committees established by the other interventions (water projects, school parents' committees, CFW

committees, etc.). The project has hugely contributed to influencing local institutions' plans and decision-making, ensuring they include women's voices. In all sites, committees indicated that the focus on infrastructure projects was shifted to priorities around accessing basic services such as health and water.



Although there were several examples of some successful micro businesses set up by women, **women still face several limitations that hinder their empowerment and economic advancement.** Types of limitations varied among women depending on whether they lived in urban or rural settings, weather conditions, displacement, level of family support and education, as well as the social status (marginalization). Obstacles shared by women and KIs include; many unmet basic needs/services for the family (food, health, housing), lack of time (unpaid house- and agricultural work), displacement, limited technical and financial services to scale up micro businesses, financial illiteracy, traditional and less profitable women's livelihoods, limited exposure to new livelihoods/innovative approaches/appropriate and time-saving technologies, mobility challenges, limited control over resources due to cultural norms, high prices of inputs for micro businesses due to inflation and prolonged conflict (or draught in rural areas), and limited access to information on available support.

There were cases where **women joined some activities** which they did not consider as appropriate for them due to financial distress. This had an unintended negative impact. These included activities such as the rehabilitation of community assets which were dominated by men. There were also cultural obstacles to this. Women could've done the light rehabilitation works but it was not culturally accepted. Hence the diversification of activities and the extension into handicraft and other training opportunities focused on women to close the gap.

Provision of livestock for women in rural areas for income generation, although valued by most women, reportedly increased workload at household level. It also led to girls having to work instead of getting an education, as their mothers needed their support to take care of the animals. Women also reported an

increase in household expenses due to the draught. Other examples were related to skills training where women had to travel to remote and gender insensitive sites. This led to additional efforts for the family, as the transportation for women and the companion of the family had to be covered, extra time was needed to meet household responsibilities, and new clothes had to be purchased to attend the training. It also caused tensions with male members of the family/husbands because of the geographical distance. Women also complained that emergency employment and CFW activities were far away and payment delays or limited liquidity caused them having to travel to the location of the cash transfer agent several times. The sites also lacked adequate privacy and protection.

4.RECOMMENDATIONS

Main recommendations:

- 1 It is essential to have a broader framework developed for women's empowerment for IPs to frame specific indicators for their interventions.
- 2 Ensure long term support to women's representation, genuine participation, and collective work in the formal and informal local governance and livelihood activities at the village and district levels.
- 3 Women's economic empowerment interventions (particularly the emergency employment and business creation activities, value chain development interventions, and entrepreneurship creation activities) should be introduced within a range of integrated services on the community and district level.
- 4 Address discriminatory norms and practices limiting women's participation and economic empowerment under ERRY Programme such as the limited participation of women under CFW,



emergency employment, and rehabilitation of community assets. It is important to enhance diversity of the activities to fit with the different backgrounds of women (i.e. rural, urban, educated, non-educated, IDPs, host community, female-led HHs, marginalized, survivors of GBV, women from families that have negative attitudes to women's vocational training, mobility and business).

- 5 Harness the comparative advantages of ERRY's implementing organizations and partners to advance women's resilience and economic empowerment such as the capacity of implementing partners to catalyze other non-ERRY actors and facilitate synergy at local level to address unmet needs of women and vulnerable groups that hinder their empowerment.

Main suggested strategies/ actions:

	Main recommendations	Strategies / actions
1	It is essential to have a broader framework developed for women's empowerment for IPs to frame specific indicators for their interventions.	<p>Women's empowerment is a comprehensive, complex and multilayered process and no single intervention/IP can address all related factors. A Gender Marker should also be developed for monitoring project's performance towards women's empowerment and gender mainstreaming.</p> <ul style="list-style-type: none"> • Build on the current ERRY's gender mainstreaming guideline and develop a broader framework for women's empowerment including impact level indicators. • Within the broader framework, each implementing organization should develop a specific framework for its interventions including impact level indicators. • A Gender Marker for the programme should be developed to enhance monitoring commitment of partners to implementation of the broader women empowerment framework and principles.
2	Ensure long term support to women's representation, genuine participation, and collective work in the formal and informal local governance and livelihoods at the village and district levels.	<ul style="list-style-type: none"> • Strengthen capacities of female members of community committees and create sub-committees for women within current VCCs (where needed). • Assist formation of women-led community organizations to diversify women participation in local governance and social cohesion such as women self-help groups, groups working with traditional women leaders, and livelihood cooperatives. • Capacity building initiatives should include technical know-how and guidance, how to analyze shocks and conflicts and their impact, prepare participatory mitigation plans, access to resources, accessing related information, networking and linkages with other organizations and stakeholders, etc. Gradually the programme can establish networks of women micro associations and building their capacities to raise their voices and participate in the planning, programming and decision-making of the local governance schemes (VCCs/DMTs, citizen control, etc.).

3	<p>Women's economic empowerment interventions (particularly the emergency employment and business creation activities, value chain development interventions, and entrepreneurship creation activities) should be introduced within a range of integrated services within the communities and districts plans.</p>	<ul style="list-style-type: none"> • Encourage other actors to participate in strengthening the bottom-up planning and governance schemes. • Facilitate creation of micro level structures to activate the role of local private sector in supporting women's economic empowerment. • Work with local authorities and community structures to explore and strengthen existing potential indigenous schemes in rural areas (women village solidarity banks, community-based health financing, community based emergency preparedness mechanisms, potential coping strategies in improving housing, livelihoods and processing of crops, facilitating solutions to cope with shortage of finance to scale up business like the current credit systems of the finance institutions and banks, including high interest rates, short repayment schedules, fines on delay in repayment, and guarantees required from vulnerable families, etc.).
4	<p>Address some discriminatory norms and practices at different levels that limit women's participation and economic empowerment.</p>	<ul style="list-style-type: none"> • Promote women participation in the selection of participants and priorities of the community initiatives under CFW, emergency employment, rehabilitation of community assets, and cash services. It is also important to enhance diversity of the activities to fit with the different backgrounds of women (i.e. rural, urban, educated, non-educated, IDPs, host community, female-led HHs, marginalized, survivors of GBV, women from families that have negative attitudes to women's vocational training, mobility and business). • Assist women to realize their unrecognized potentials and to get exposed to new ideas to develop their business projects (particularly IDPs, marginalized, illiterate, and widows). Analysis of people's negative and positive coping strategies as well as alternative and innovative solution and appropriate technologies done in other contexts for similar challenges, might help coming up with innovative projects for these groups. • Designing capacity building programmes for women should take into account women's limited exposure to innovative ideas and best practices in other contexts. • Develop a joint communication and complaint mechanism appropriate for uneducated rural women.
5	<p>Harness the comparative advantages of ERRY's implementing organizations and partners to advance women resilience and economic empowerment.</p>	<ul style="list-style-type: none"> • Pilot a demonstrable model of full integration among interventions in 2 districts building on the current bottom-up planning and local governance models to introduce a comprehensive example of creating enabling environment that works in rural areas for women's empowerment.

		<ul style="list-style-type: none"> • Catalyze other non-ERRY actors and facilitate synergy at local level to address unmet needs of women and vulnerable groups that hinder their empowerment. • Enhance and scale up implementation and promotion of the current good practices (i.e. district recovery plan, participatory community analysis and planning approaches, 50% of women representation in committees, value chain in agriculture, informal vocational training, etc.). • Modify/adapt some of the best international practices that have been applied by implementing partners in other countries to address some of the main limitations that hinder women's empowerment. Examples of best practices that can be explored and adapted to Yemen's context include: <ul style="list-style-type: none"> i. Promotion of new potential livelihoods for women (i.e. community-based aquaculture/ fish farming, scalable pro-poor and gender sensitive micro-franchising schemes for essential goods, women-led economic and earthen housing/construction scheme). ii. Adapt and promote some of the best international experience in community-based social protection schemes that are relevant to the context in Yemen and fit with indigenous practices (i.e. community based health insurance, women's village loans and saving associations, women livelihood cooperatives, social finance, women-led community preparedness committees, etc.)
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ANNEXES

- I. List of main areas of impact revealed from the fieldwork
- II. Review conceptual framework
- III. Sample of participatory visualization of areas of impact in each intervention

ANNEX I: LIST OF MAIN AREAS OF IMPACT REVEALED FROM THE FIELDWORK

Access to services and infrastructure revealed from qualitative tools
Access to improved roads
Access to clean and adequate water for drinking
access to improved sanitation
Children's access to formal education
Access to health services
Access to Extension Services
Access to affordable energy - light
Access to sports / entertainment facilities
Safe access to alternative safe fuel/energy for processing food/crops
Affordable access to sustainable and economic and ecofriendly houses for vulnerable groups (marginalized families, women, large host families, IDPs/returnees)
Creating supportive norms and institutions with women participation
Change of attitudes at HH, and community)
Acceptance of participation in local governance and community decision making
Community/district plans reflecting women's priorities
vulnerable women connected with relevant humanitarian programs
Enabling women groups / NGOs at micro level to amplify women's voices and agency
Enabling women's access to information
Involvement of women in conflicts resolution process at local level on issues affecting women's access to basic services
Promoting role models
Adopting participatory facilitation, targeting, or training approaches
institutionalizing supportive policies/procedures (50% participation)

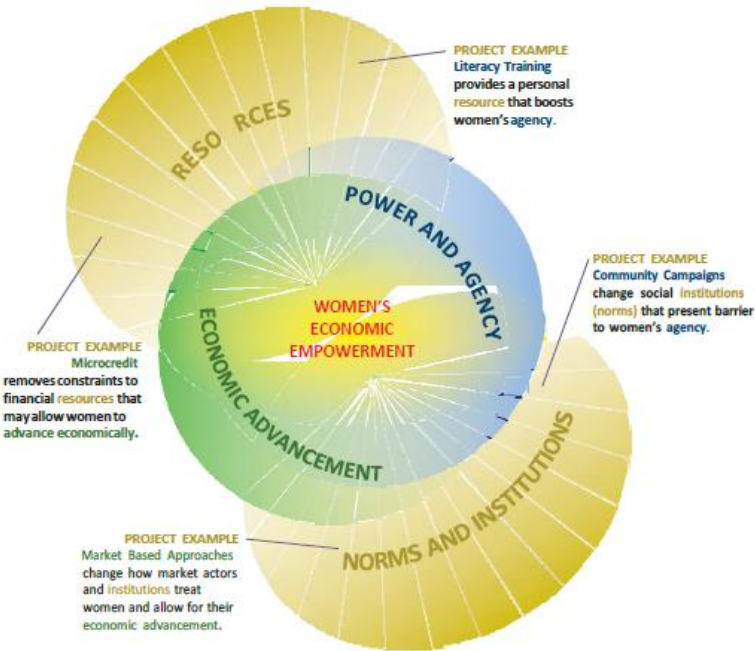
Introducing innovative community based schemes to address some of the limitations faced by women (CBHI, VSLAs, etc.)
Women's Economic Advancement
Income to meet emergency needs (food, health, water, etc)
Stable employment /business
Life skills, attitudes, self-confidence
Vocational and Business skills
Inputs and equipment for livelihoods
Improve control over resources (using cash transfer collected by women not their men or relatives)
Access to reliable financial services for rural women (banks, women loan groups)
Scale up within the district (private sector/markets)
Scale up beyond the district (private sector/markets/networks)

ANNEX II: WOMEN ECONOMIC EMPOWERMENT CONCEPTUAL FRAMEWORK¹⁰

Economic empowerment is a complex process, and the general framework presented here will have to be adapted to meet the needs of ERRY and IPs specific interventions. Implementing Partners may approach economic empowerment by working either to enhance the resources available to women or to redefine norms and institutions. Furthermore, projects may work toward advancing women economically or building women's power and agency. These different paths to addressing women's economic empowerment are illustrated in Figure 2. For example, a microcredit program that provides loans to women works primarily to increase women's economic advancement through resources. A literacy or life skills program primarily increases women's personal resources in order to increase their power and agency. While both projects work to increase women's economic empowerment, they do so along different pathways. In addition, economic empowerment can be addressed at different levels. For example, IPs may work at the individual, household or organization level, or at the level of communities or social networks.

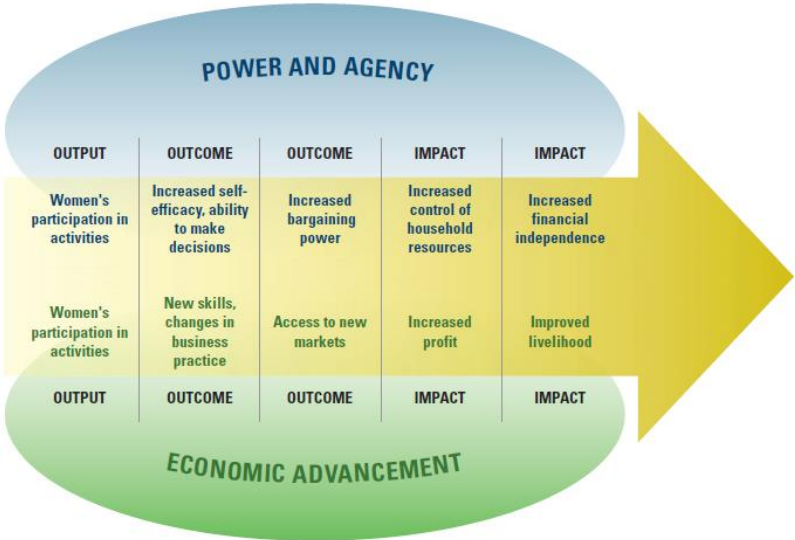
¹⁰ Adapted from the guide to Understanding and Measuring Women's Economic Empowerment, Definition, Framework and Indicators" International Center for Research on Women (ICRW). Development of the toolkit was fund by DFID, 2011

The specific factors that signal progress toward women’s economic empowerment may be different in different contexts. They may even change over time, as countries or regions become more developed. Different projects would fit within the framework of women economic empowerment. No single program can address all of the factors that contribute to women’s economic empowerment. Rather, if economic empowerment is seen as a complex, multilayered pie, programs should “choose their slice.” That is to say, they should concentrate efforts on where they can make the most difference given their resources, timeframe, local conditions, and also consider what other organizations are doing. Even though most programmes take on their specific slice of the pie, framing their work within a broader framework of economic empowerment is essential. Understanding the wider opportunities and challenges women face in the specific context of the project is important in order to determine where resources are best spent to meet goals.



Women’s economic empowerment has many dimensions and is specific to the context under consideration. The indicators suitable for one area of the program may not be relevant elsewhere. No universal set of indicators is appropriate for every project, in every sector and in every context. Rather, measurement should align with the “slice” of women’s economic empowerment that a particular intervention chooses to address.

Framework to measure women's economic empowerment



THEMATIC ISSUES

1.1. Income advancement

Main themes/ Questions	Individual and household level	Community/Institution Level
Control over assets	<ul style="list-style-type: none"> • Women's ownership of productive assets (land, animals, machinery) • Women have their own source of income • Share of household income provided by women • Women have control over how to spend some cash or savings 	<ul style="list-style-type: none"> • Laws that protect women's property rights • Existing laws are enforced at the community level • Women represented as owners of larger businesses and in business leadership • Use of community resources in ways that benefit women (pumps, clinics, schools, etc.)
Agency/ Decision-making	<ul style="list-style-type: none"> • Proportion of women's income spent on herself and children • Women's involvement in major household decisions, i.e. large purchases (car, house, household appliance), agricultural decisions • Women's access to information and technology 	<ul style="list-style-type: none"> • Women's participation in community groups/ associations/networks • Women's involvement in community decision-making
Autonomy and Mobility	<ul style="list-style-type: none"> • Women's ability to visit friends, family, associates • Women's ability to use public transportation/travel freely in public spaces • Women's use of media, phone, technology, 	<ul style="list-style-type: none"> • Women have leadership roles in the community
Self-confidence/ Self-efficacy	<ul style="list-style-type: none"> • Psychological wellbeing • Attitudes on own self-esteem • Articulatness and confidence in speaking with authorities 	<ul style="list-style-type: none"> • Community valuing of women's entitlement and inclusion
Gender Norms	<ul style="list-style-type: none"> • Ability to negotiate sexual and reproductive decisions • Attitudes on women and work • Attitudes on women and mobility • Attitudes on women and violence 	<ul style="list-style-type: none"> • Shifts in marriage and kinship systems • Community acceptance of women working • Community attitudes on women's sexual and reproductive roles women and work • Community attitudes on women and violence
Gender Roles/ Responsibilities	<ul style="list-style-type: none"> • Number of hours spent in housework • Gender segregation of male and female work, ability to enter profitable jobs • Equity of domestic duty load 	<ul style="list-style-type: none"> • Sex-disaggregated employment rates by sector • Community attitudes on what work women should do

1.2. Power, agency, insitutions, and norms

Productivity and Skills	<ul style="list-style-type: none"> • Individual educational attainment • Business and work skills • Access to productive tools and technologies • Access to markets (as buyers and sellers) • Access to jobs 	<ul style="list-style-type: none"> • Education available to and attained by girls and women • Adult learning opportunities available • Free entry to markets for buyers and sellers • Access to new technologies
Business Practice	<ul style="list-style-type: none"> • Keeps records 	<ul style="list-style-type: none"> • Employment practices

	<ul style="list-style-type: none"> • Separates personal and business expenses • Diversity of product line • Marketing – takes advantage of market opportunities; is not dependent on one or irregular buyers or suppliers • Invests in business 	<ul style="list-style-type: none"> • Barriers to entry to key jobs and markets • Workplace policies • Earnings/growth at a firm or sector level Women as share of certain jobs
Income	<ul style="list-style-type: none"> • Levels of income and revenue earnings, profits • Has individual and household savings • Has a safe place to save 	<ul style="list-style-type: none"> • Community resources and what percent are spent on women
Consumption smoothing/risk	<ul style="list-style-type: none"> • Has savings, insurance, or liquid assets • Does not experience seasonal hunger • Did not sell productive assets 	<ul style="list-style-type: none"> • Community has safe places to save • Formal or informal social safety nets
Work environment	<ul style="list-style-type: none"> • Work site is safely accessible for women • Work site has separate toilet facility for women • Work hours, conditions, and remuneration meet international labor standards 	<ul style="list-style-type: none"> • Labor laws exist and are enforced • Wage inequality
Prosperity	<ul style="list-style-type: none"> • Individual and family wealth • Housing, property, assets • Better health and nutrition 	<ul style="list-style-type: none"> • Economic status of women in community • Women's share of assets, business ownership • Health and nutrition indices

1.3. Reach and process indicators

Main themes/ Questions	Indicators/ sub-questions
Participation	<ul style="list-style-type: none"> • Number of women and men who participated in different activities • What barriers kept women from participating? • How were participants selected? Did the selection process itself exclude any kinds of women (or other kinds of groups)? • Number of those selected who did/did not participate. • Number of women who started activities and then dropped out. What are the reasons given for dropping out? • Which women are participating and which aren't?
Issues faced by women	<ul style="list-style-type: none"> • How did the community respond to the activities? To women's participation? • What are women's families' reactions to the project?
Success	<ul style="list-style-type: none"> • Could women effectively implement project activities? (e.g. for a training, could they understand the training materials? For business activities, could they adopt suggested changes in business practice?) • Were women successful in the activity? (e.g. For a training, did they master the material? For a new technology, did they adopt it?)
Unintended outcomes	<ul style="list-style-type: none"> • Did the project have any positive outcomes that were not expected? • Beyond the project participants, is there evidence that others benefitted indirectly or unexpectedly from the project? • What negative unintended outcomes have project teams observed? • Was anyone worse off because of the project, whether they participated or not? • Has there been any sort of participant or community backlash? Of what nature?

1.4. Project design and operational features

Gender-sensitive design of the social protection programme	Does the design and implementation of the programme promote gender equality – particularly women's empowerment? What mechanisms aim to enable women's empowerment? How are gender issues addressed in the programme? Is addressing these issues seen as valuable for the success of the programme?
Targeting:	Do both men and women understand how and why beneficiaries were targeted? What is targeting process? How do both men and women community members perceive the targeting process?
Local committees	Who makes up the local committees? Are men and women equally represented on the committees? Does the programme engage with men and women beneficiaries in the same way?
Access to public work sites and working conditions	[If relevant to the programme] Access to public work sites and working conditions: What are the conditions under which beneficiaries access work sites? What are the working conditions at work sites? Are there conditions that affect men and women differently?
Delivery of benefits:	What are the conditions under which transfers have been delivered? Are there challenges that beneficiaries face when collecting transfers? Are these challenges different for men and women?
Skills development and sensitization:	Are skills development trainings included as part of the public works or cash transfer programmes? Who in the household receives this training? How are tasks assigned at public work sites? Are tasks gender-differentiated? Has the level of skills for men and women changed after the social protection programme? Have sensitization events been organized by the social protection programme?
Programme communication and grievance mechanisms	Does a grievance mechanism exist? Are beneficiaries aware of its existence? Do beneficiaries access it and are they satisfied with the outcome?
Access to other social protection programmes:	Besides the social protection programme being examined, what other existing social protection and development programmes are available in the community? How is the targeting among these programmes decided? Are there synergies in the targeting among these programmes? How do these synergies, or lack of them, affect overall household livelihoods and well-being?
Perceptions of the programme sustainability and of potentiality for overcoming poverty (graduation):	What are the general perceptions on sustainability of the programme in the future? What do people think about opportunities for overcoming poverty? Are these perceptions different based on gender?
Coordination and synergies with other programmes and services:	Does the government have a policy on programme linkages? Do other livelihoods interventions and services link with the social protection scheme on the ground? How do these synergies contribute to women's economic empowerment?
Access to Innovation	(building on innovative indigenous practices and/or international experiences: products, processes, services
innovative approaches and learning	Investing in innovative implementation approaches and learning (internally and at community/beneficiaries level)

ANNEX III: SAMPLE OF PARTICIPATORY VISUALIZATION OF AREAS OF IMPACT IN EACH INTERVENTION AREA

Figure 1 : Areas of impact - Community Resilience Planning Component



Figure 2: Areas of impact - value Chain in Agriculture Component

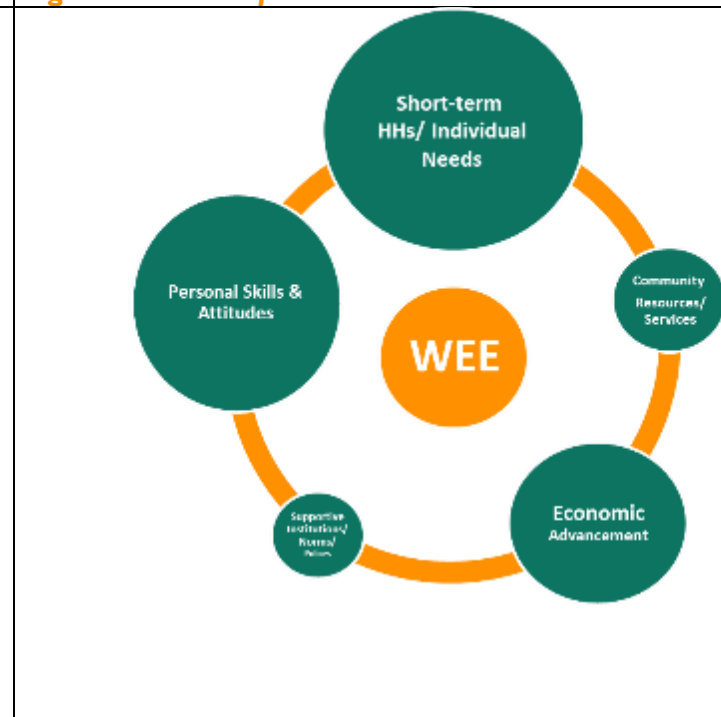


Figure 3: Areas of impact - Emergency Employment and Livelihood (3x6)



Figure 4: Areas of impact - Emergency Employment and Community Assets Rehabilitation

