

GENDER TRANSFORMATIVE IMPACT:

A snapshot of eight projects

CARE believes that achieving gender equality requires transformative change. We focus on this through the three pillars of our Gender Equality Framework: building **agency**, changing **relations** and transforming **structures**. Our extensive evidence base emphasizes that change needs to take place and be sustained in all three domains to achieve this impact.

Historically, CARE's projects report agency-level impacts on gender equality, but we acknowledge **influencing change in relations and structures** can be more challenging.

We looked across eight projects **reporting impact across all three dimensions of CARE's Gender Equality Framework** to see how they scored on the Gender Marker and what common features they share.

How do we measure transformative change?

CARE's Gender Marker is a self-assessment program quality and learning tool which enables us to track, improve on, and support more effective, gender integrated programming. It is widely acknowledged as one of the most comprehensive Gender Markers in terms of scale and scope.

Where does our data come from?

The reporting process for CARE's Project & Program Information and Impact Reporting System (PIIRS) is a single platform for collecting, accessing and reporting relevant information about our work from across CARE international. It holds annual data on the reach and impact of CARE's projects and initiatives around the world.

What is most striking?



Advocacy and social norms change together can be powerful

All but one project included both advocacy and promoting social norms as key approaches.



Addressing GBV is critical

All of the eight projects either fully focused on GBV or mainstreamed this within their project.



Men must be included

All projects engaged men and boys in their programming to some extent.



Working in partnership is important

Six projects worked with partners explicitly focused on advancing women's rights or gender equality, with three of these project partners being women-led organizations.



Transformative change takes time

All gender transformative projects lasted more than one year or contributed to longstanding humanitarian programming. This included both humanitarian and development projects.

8 projects reporting impact across all domains of CARE's Gender Equality Framework

- [Strengthening Household Ability to Respond to Development Opportunities \(SHOUHARDO\) III](#) – Bangladesh
- [PROJEUNES](#) – Benin
- [COVID-19](#) – Cameroon
- [Shelter Assistance and Protection against GBV \(APVBGRH\)](#) – Chad
- [Water for Food Security, Women's Empowerment and Environmental Protection \(SWEEP\)](#) – Ethiopia
- [Economic and Social Development of Women through Renewable Energies in the Sahel \(DESFERS\)](#) – Niger
- [Access Protection Empowerment Accountability and Leadership \(APEAL\) for Refugees & Host Communities In Western & Northern Uganda](#) – Uganda
- [Women Lead in Emergency: Lifesaving Protection, Leadership & SRMH support for Refugees](#) (Uganda)

While these findings may seem unsurprising, we believe it is important to highlight and reiterate the importance of **addressing gender inequalities at multiple levels** to deliver deep and lasting impact.

We acknowledge this is based on a small sample of projects and further analysis is needed to support these insights. We will continue to **prioritize** these approaches in our programming, **build** the evidence base and **document** promising practices.

What next?

In our programming, we will continue to focus on:

Integrating GBV across all programs

HOW: Our new [GBV Guidance for Development Programs](#) and [GBViE Guidance Note](#) provide practical guidance for staff across all impact areas to reduce GBV risks and follow ethical best practice across the project cycle.

- We encourage **CARE programs and partners** to integrate this into their work and document successful approaches.
- We encourage **donors and peers** to recognize the critical role addressing GBV plays in impacting gender inequality and dedicate resources to support this.

Fully engaging men and boys for gender equality

HOW: CARE's [EMB Guidance Note](#) includes an extensive list of curricula for engaging men and boys, highlighting those which address relations and structures in addition to agency.

- We encourage **CARE programs and partners** to integrate this into their work and document successful approaches.
- We encourage **donors and peers** to invest in programming which specifically engages men and boys for gender equality, while remaining accountable to women's rights movements.

Refining social norms change approaches

HOW: CARE has a growing body of evidence on effective models for social norms change and continues to invest in this.

- We encourage **CARE programs and partners** to consider replicating and adapting successful social norms change approaches, and to document the use of these alongside advocacy efforts.
- We encourage **donors and peers** to recognize the potential of social norms change approaches as an effective pathway to impact at scale alongside advocacy.

Embracing our partnership commitments

HOW: CARE's [Partnership Paper](#) outlines our partnership principles and guides how we are transforming our partnership approach.

- We encourage **CARE programs** to work in partnership with and remain accountable to women-led organizations in all programming.
- We encourage **donors and peers** to support locally-led development and humanitarian actors, including operation costs.

Committing to long-term interventions

HOW: CARE's program approach places women and girls, and gender equality, at the center of all we do.

- We encourage **CARE programs and partners** to adapt and scale proven models for gender transformation within long-term programs and incorporate these into the design of new projects with use of the gender marker.
- We encourage **donors** to support gender-focused interventions which recognize that transformative change is a long-term process.

Ongoing analysis: how we will continue to measure impact

Ongoing analysis requires up-to-date and reliable data. CARE is continually refining how we measure and evaluate our programming through the data we gather. As this journey continues, we will encourage and support use and measurement of gender equality indicators related to relations and structures. Our analysis of this impact data will further understanding of which projects and models (and types of partnerships) are contributing to gender equality impacts.

