



Gender Transformative Programming

What did we learn?

NOVEMBER 2023

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Introduction

ActionAid Ireland's Women's Rights Programme, funded by Irish Aid, **aims to increase the safety and security of women and girls and improve their economic wellbeing** in Ethiopia, Kenya and Nepal. Phase II of the programme ran from 2017-2022 and the current phase runs until 2027. Over the six years, ActionAid Ireland supported 7,131 women and girls to experience greater safety and empowerment, engaged 1,930 men and boys as allies to reduce violence and discrimination and supported 29 organisations to champion women's rights.

This paper reflects on some of the lessons learned from the programme that are now informing and improving Phase III, which began in 2023. It is based on a learning review conducted by Elanor Jackson and Kanwal Ahluwalia of Genderflection, who used a feminist approach to assess the impact of the programme and effectiveness of the interventions.



Women's Rights Programme II

Key successes as identified in the Genderflection review

Violence is reducing

Against women and community elders in all three countries reported reductions in different forms of violence against women (e.g. Female Genital Mutilation (FGM), child marriage, domestic violence, sexual harassment in public places) and an average of 33% of women and girls reported feeling safer. In Ethiopia, 21 women watch groups (community-based networks) managed 333 cases of GBV (reporting, referral, and access to justice); in Kenya, the Women's Rights Network managed 243 cases of incest, rape, child sexual abuse, sodomy, domestic violence, child marriage; 72 cases of FGM, and in Nepal, 301 survivors of domestic violence, rape, early child marriage, abuse, polygamy, harassment successfully obtained legal justice from the district to supreme court level.

Livelihoods are improving

for marginalised women taking part in income generating activities — kitchen gardens, poultry rearing and goat rearing. With support from the programme, women in Ethiopia formed 10 new savings and credit cooperatives benefitting 2,855 women; women in Kenya are borrowing up to KSH 200,000 for new businesses; in Nepal 45 women formally registered new businesses and 176 have shifted from traditional farming to commercial agroecology.

Reaching the furthest behind women and girls

including Hard-to Reach women and girls who were geographically isolated, with little access to public services or political representation, and those from marginalised ethnic groups — and building their confidence and agency to claim their rights. This was evident in the increase of GBV cases being reported, strengthening of women's leadership and establishment of different community women's groups.

Women are advocating for issues that are important to them

and their communities in all three countries. In Ethiopia, ActionAid and the Consortium of Ethiopian Human Rights Organisation successfully advocated for reform in court practices to protect and safeguard child survivors; in Kenya, ActionAid and the Women's Rights Network successfully advocated for two county gender policies, which include a strong focus on GBV and in Nepal, ActionAid and the National Women's Forum have advocated for improved access to justice for survivors across the country resulting in justice for 56 survivors and their families, and punishment of 29 perpetrators of heinous crimes such as murder and rape.

Power brokers are more supportive of women's and girls' rights

including men and boys at household, community and district level, religious leaders, service providers. These allies are sustaining changes (e.g. religious leaders challenging child marriage, men no longer supporting practice of isolating women and girls during menstruation, transport providers monitoring and deterring violence).¹ In Ethiopia, there was a 50% increase in the number of men and boys (435) supporting women and girls in relieving the unfair burden of unpaid care work; in Kenya, over 300 men now support an end to FGM and over 30 religious leaders have publicly condemned the practice; and in Nepal, 305 men and 137 adolescent boys have begun sharing and dividing household work, ending controlling behaviour, reducing alcohol consumption, and engaging women in decision making while 53 religious leaders spoke publicly against child marriage.

¹ Evidence for these results was verified through focus group discussions, key informant interviews, surveys, monitoring visits and learning workshops.

A full overview of the results of the programme can be found in the final narrative report for Phase II of the Programme.² The purpose of this learning paper is to reflect on the approaches used in Phase II, how these **contributed to success** in the different aspects of the programme, and **where we can improve** in **Phase III**.

The following sections analyse three key approaches applied throughout the lifecycle of the programme: the behaviour change model, human rights-based approach and women's agency, leadership and being survivor centred.

The Behaviour Change Model

Top Learnings



Couple of Kalika, Chitwan
sharing household chores

- **Using a tailored behaviour change model (BCM) for key stakeholders** (women, men and boys, religious leaders, government representatives, service providers etc.) and their norms and behaviours helped programme participants to deepen their analysis of the issues and craft more effective, targeted interventions to reduce violence.
- **BCM supports behavioural changes** at the individual or community level amongst specific cohorts of women and men. Although this approach was time intensive, it focuses on small steps towards change.

² ActionAid Ireland, Women's Rights Programme II Final Report 2017-2022

- **Engaging men and boys through BCM needs to be continued alongside building a critical mass of male champions and role models.** The work with husbands, communities and district level duty bearers is working well and can be deepened as part of the work on mitigating backlash from men and boys (although some amount of backlash is to be expected when working on gender transformation).
- **BCM encourages adaptive programming** through regular dialogue with communities on the changing scenarios and revising interventions as necessary.
- **The model is not explicitly located within a feminist framing in its design** and therefore needs to be informed by a stronger feminist analysis **with more consideration of power dynamics and patriarchal structures.**
- There **wasn't robust enough analysis of risk** particularly those affecting women's rights organisations, women leaders and women human rights defenders.
- **Documenting and illustrating change was challenging**, especially in showing evidence of macro level outcomes.
- The process was seen to be **complex, resource intensive and hard to understand** particularly for the first three years of the programme and **continuous training was required.**

An evaluation of Phase I of the Women's Rights Programme highlighted the need to focus more on **changing behaviours, alongside attitudes and values.** For this reason, ActionAid Ireland partnered with University College London's Centre for Behaviour Change and adopted the Behaviour Change Wheel Framework to address gender-based violence (GBV).

This took a step-by-step approach by:

a.	Working with communities to identify which behaviours of which actors needed to change
b.	Analysing the necessary capabilities, opportunities, and motivations of those actors to change certain behaviours
c.	Developing strategies to support change of behaviours i.e. through education, incentivisation, modelling etc.
d.	Looking at ways to embed and reinforce positive behaviour i.e. through legislation, service provision, fiscal policies etc.

Across all three countries, the **model was implemented slightly differently** depending on the context. In Kenya, local Women's Rights Networks (WRNs) and volunteer women's groups worked on the model with community members, men's groups, religious leaders and county level government officials. In Ethiopia, ActionAid worked directly with marginalised women, women's groups and religious leaders. In Nepal, ActionAid, social mobilisers and staff from local partner organisations used the model with marginalised women, men's groups and service providers. In both Ethiopia and Nepal, it was more challenging to work with government actors due to the political context.

One female respondent in **Ethiopia** highlighted that:

“ **Previously we did one activity for all actors. Now we implement different strategies for different actors for different behaviours.** ”

For example, women's groups in Ethiopia targeted religious leaders so they could influence parents against marrying their daughters early; another included supporting at-risk girls with life skills training and establishing girls' school clubs resulting in increased reporting in schools and to women's groups in their localities. Cases of child marriage were said to be '**now nearly zero**' by an ActionAid Ethiopia staff, and completely eradicated as reported to ActionAid Ireland's staff by local government staff in Decha.

However, the Genderflexion review found that the behaviour change model **did not locate power and patriarchy as root causes of GBV**

and gender inequality in its design. A feminist framing draws attention to the ways in which interpersonal violence is underpinned and exacerbated by structural violence — that unequal power between women and men produces and reinforces violence against women and girls, and that these unequal relationships are reinforced by political, economic and social systems, practices, and institutions or 'structural' inequality.³ This is missing from the first three steps of the model — identifying behaviours, assessing capabilities, opportunities and motivations and designing interventions — and only emerges in an ad hoc way depending on the facilitator. One female respondent expressed that **power issues are not inherent in the model — this relies on the skill of the facilitator** to make women's rights, gender equality and unequal power relations explicit during the process.

For example, in **Kenya**, the behaviour change model was successful in identifying female circumcisers as a key target group for behaviour change, as well as cultural leaders who may condone the practice. Over time, ActionAid supported the Women's Rights Networks working with circumcisers and local leaders to increase resistance to the practice. In Garissa County, some circumcisers stopped carrying out mutilations and were supported with alternative livelihoods (small scale irrigation projects). Equally, male cultural leaders started to speak out against FGM with men and boys in their communities. However, some women in the community faced significant challenges from their husbands for speaking out against FGM, including the threat of divorce, which community organisers highlighted could only be overcome through

³ See Coalition of Feminists for Social Change (COFEM) 'Why does a feminist perspective matter in work to prevent and respond to violence against women and girls? — Feminist Pocketbook Tip Sheet 1' — https://prevention-collaborative.org/wp-content/uploads/2021/08/COFEM_2018_Why-Does-A-Feminist-Perspective-Matter.pdf



Girl from Garissa, Kenya who escaped FGM with the support of Kamuthe Women Network

“ **constant awareness creation and having meetings with other people and bringing in the issue of the rules and laws against [FGM].**

A stronger more systematic focus on considering power dynamics, as well investment in changing laws, policies and budgets etc. within the behaviour change model might have helped to mitigate against these challenges.

Also, in Nepal, the model was successful in responding to high levels of sexual harassment on buses in Madi, Chitwan District. In collaboration with the transportation committee and bus drivers, a behaviour code of conduct was developed, posters were displayed in buses warning against sexual harassment and perpetrators were removed from buses and taken to police stations. Local partner, CSWF, in coordination

with the Madi Municipality formed 2 multi-stakeholder committees:

1.	Watch Committee including members from women rights forums, youth volunteers, police and CSOs to monitor and advocate for a budget allocation process, gender responsive public services
2.	Steering Committee including judiciary members, police, transportation staff, youth groups along with WROs women organization to undertake frequent safety audits on public transport.

As a result, incidents of abuse/harassment have reduced considerably on the target buses and bus stations.⁴ However, high turnover of bus conductors as well as the focus on a small geographical area was a challenge to wider change.

⁴ Through key informant interviews and focus group discussions, community members, stakeholders and bus drivers corroborated these reports.

Community members highlighted that the government was taking little responsibility for GBV on the buses and that a broad coalition was needed to advocate for the code of conduct to be institutionalised. A stronger focus on power in this intervention might have helped to identify the political and institutional power at play and ensure systematic change

across the transport sector.

In conclusion, whilst the BCM had some strong results at the micro level, by itself it is not gender transformative and it needs to be supported and embedded in feminist approaches that clearly tackle power, patriarchy and state accountability.

The Human Rights-Based Approach (HRBA)

ActionAid International's

Human Rights-Based Approach

HRBA starts from seeing poverty as a violation of human rights that arises because of the marginalisation and discrimination associated with human rights violations. Central to ending these violations is the active agency of people themselves, becoming conscious of their rights, organising and claiming their rights, and holding duty bearers to account. Whilst people's agency is central, solidarity can play a crucial role to strengthen movements, and campaigning with allies is also essential to challenge the structural causes of poverty and injustice, shifting power at other levels.

Taken from — <https://www.reflectionaction.org/show/24/>

ActionAid's REFLECT

Action Circles

REFLECT was first piloted by ActionAid in 1998 in Uganda, Bangladesh, and El Salvador and is now used extensively by federation members all over the world to bring together individuals and communities, rights holders and duty bearers to analyse their problems through dialogue, awareness raising and lesson-sharing. The approach considers gender equality integral to social change. Through on-going dialogue with community members, it enables an examination of the causes of inequalities, creating a process for examining social stratification and conflict. It is an evolving process that

embraces innovation, recognises the importance of individual transformation, and seeks an equitable practice of power at all levels in the process. The approach results in women's increased mobility, increased participation in family and community, and changes in the gender division of labour and sensitises men as well as women to gender issues, especially if the implementing agency is gender-aware.

Adapted from — <https://pubmed.ncbi.nlm.nih.gov/12294044/>



Group of male champions in Decha Ethiopia promoting gender equality

Top Learnings

- Reflect Action Circles (a community consultative tool within the Human Rights Based Approach) **positively contributed to supporting communities to identify and understand different types of violence** such as domestic violence, discriminatory practices such as Female Genital Mutilation (FGM) and Child Marriage, as well as gender inequalities such as Unpaid Care Work (UCW).
- **Through HRBA, the involvement of women and girls from communities seeking their own practical solutions** was seen as especially important to Hard-To-Reach (HTR) women⁵ as it helped to engage communities more directly on the issues that they want to change and how.

⁵ In WRP II, in Nepal ActionAid and partners worked with indigenous marginalised women and girls (Tharu, Dalit, Madhesi, Muslim) with low economic status and who were often either displaced from disasters, landless, or survivors of violence living with HIV/AIDs. In Kenya, the programme targeted women (from the age of 19) and girls (under the age of 17) who lived in geographically isolated areas that are semi-arid, have little access to public services and little to no political representation. In Ethiopia, ethnic minority Menja women, including women with disabilities, and girls were targeted. They were also geographically isolated and had no political representation and little access to public services. The girls in Kenya and Ethiopia were at heightened risk of child marriage and school dropout, as well as facing stigma if they had a disability.

- Reflect Action Circles **created ongoing and meaningful spaces for women to reflect** on the social, political and economic discrimination they face and supported them to take action on decisions that affect their lives.
- A focus on **organising and mobilising marginalised women and women's rights organisations** was effective in engaging service providers, government actors, and elected officials on women's rights. In Kenya, it was particularly effective in contributing to significant policy changes at county level on GBV policies will continue to support survivors to access justice.
- **By largely focusing on the behaviour change model in the last five years, crucial elements of a human rights-based approach were not prioritised and applied. In particular** focusing on the role of the state in delivering human rights, addressing structural causes. As well as building agency of women and their organisations to claim their rights, there should be equal focus on:
 - **A stronger more systematic practice of feminist analysis** to a) develop a range of interventions at personal, collective, cultural and structural levels to address the root causes of GBV and gender inequality and b) build better linkages with feminist movements, networks and organisations at the national level to advocate for change.
 - **Deeper engagement with government actors and power holders** at all levels, but particularly at the macro level, through advocacy and policy influencing in order to build broader support for women's empowerment and gender equality
 - Sharper interventions **to hold duty bearers to account** for women's rights violations
- Implementing the **four pillars of HRBA — empowerment, campaigning, solidarity and alternatives — in a systematic and intentional way is essential for gender transformative programming** and is crucial for structural change in eliminating GBV and gender inequality.

Reflect Action Circles — raising consciousness, agency, ability to engage with duty bearers — is a key part of HRBA and intended to be wedded with another key part — changing the rules/structural causes of poverty and inequality (laws, policies, budgets at local, national and international levels). One female respondent said:

“ The HRBA is the underlying bed... Reflect enables these groups who haven't been to school to think about their lives in terms of development — and to seek solutions...it gives them that opportunity to understand how to communicate the social change they want to see...If you layer in the BCM, it enables you to integrate... the behaviour and bring in the interventions.

Reflect Action Circles seemed to work well in many cases. For example, the programme enabled more women to purchase seeds and livestock through savings and credit organisations, and to participate in income generating activities. At the same time the programme sought to engage with men to promote a better understanding of the burden of unpaid work that women were undertaking, and to encourage them to play a more equal part, thus freeing up women for income generation, engagement in public life or other activities.

In all three countries, this involved working with men and women in single-sex groups over long periods of time, to bring about positive change. In **Kenya** for example, using time diary exercises illustrated to men — and to women themselves — just how overburdened women were due to unpaid care work. Over time and with

“ lots of persuasion, men could understand that there are things they can do to help the women

as reported by a female respondent.

In **Nepal**, one example cited was that participating men no longer expected that women bring them food at work, taking it themselves instead, thereby reducing verbal abuse, sharing household responsibilities, gradually reducing shame among men for breaking social taboos and freeing up women's time for income generating activities. In **Ethiopia**, men and boys who shared the burdens placed on women were rewarded with energy saving stoves and solar lights for their families which further incentivised others (women were also provided with stoves).



Deputy Mayor of Parsa, Nepal participating in a Committee dedicated to referring survivors of GBV to relevant public services

There were also some positive examples of changing the rules/structural change. For example, in **Kenya**, the Women's Rights Network (WRNs) went beyond work with local communities to advocate for better responses to violence against women and girls at county level. Whilst all counties are meant to have GBV policies in place, Garissa and Taita Taveta Counties are the first that have passed the policies because of the push from the WRNs and ActionAid Kenya, as was explained by one respondent:

“ women...collect(ed) evidence to show that there is a lot of GBV taking place to feed into the GBV policy which prioritises safety of the women.

The resulting **GBV policies** in both target counties included a focus on FGM, girls' education, women's access to and ownership of resources, impacting women beyond the project target areas. **Garissa County also established a Child Protection Unit and Taita Taveta County is developing a case management tool for GBV cases and a rescue centre. Police stations have**

established gender desks and are more cooperative on violence cases especially those involving the WRNs.

Members of the WRNs also sat on the court user committees which include duty bearers from law enforcement, the judiciary, health and education services. This enabled cases of GBV discussed by these committees to be followed up by the WRNs, for example supporting survivors to appear in court or access health services as required.

In **Ethiopia**, ActionAid, in partnership with the Consortium of Ethiopian Human Rights Organization (CEHRO), supported the Ministry of Justice to **develop a legal system that prevents and responds to GBV, including** the revision of the Criminal Procedure and Evidence Law relating to women and children as well as supported the **renovation of a national criminal court in Addis Ababa to pilot child survivor friendly court rooms**

(includes an audio system, private rooms for child survivors, waiting spaces).

However, the overall impact of the programme was concentrated mostly at the personal or local collective level, highlighting the need for more systematic consideration of structural or transformative change and what interventions would be most effective for sustaining the changes achieved at the local level. For example, some interventions on women's economic empowerment (i.e., increasing women's access to labour markets, diversifying livelihoods to increase profit) **fell short of ActionAid's wider focus on economic justice** (looking at redistribution of unpaid care and domestic work, the right to decent work, equal pay, safer more humane working conditions, gender responsive fiscal policies, etc). To achieve this link with structural change the programme requires **more work in two specific areas:**

1.	With duty bearers on state accountability to ensure that governments, as the primary duty bearer, increasingly takes on responsibility for women's rights.
2.	With organisations at the macro level holding the government to account to create spaces for community women to raise their voices in national level advocacy and amplifying their voices through sharing evidence-based advocacy with women's rights organisations, activists and academics as well as through the wider ActionAid federation.

Women's Agency, Leadership and Survivor Centred Approaches

Top Learnings

- There is clear evidence that the programme was successful in working with **Hard to Reach women** in all three countries, and in **improving not just their livelihoods, but the esteem in which they are held by the wider community**.
- More generally, women's increased economic empowerment has led to women's **increased visibility and leadership** within their communities.
- **The programme enhanced women's leadership and helped to strengthen women's movements**, vital to women's empowerment in general.
- **ActionAid's approach to partnership was critical for ensuring community ownership, accessing Hard to Reach women and supporting homegrown solutions and processes**
- A greater emphasis on **survivor-centred approaches**, and **focusing on risk** was identified as needed in Phase III.

To be gender transformative, programming needs to empower those on the margins and left behind. The programme produced good results in terms of identifying, working with, and improving both livelihoods and standing within their communities for furthest behind women and girls. In **Ethiopia**, for example, excluded ethnic Menja women increased their financial security and assets through accessing loans from Saving and Credit Cooperatives (SACCOs), but also reported much more acceptance from the wider

community, including other communities buying farm produce from them for the first time. In **Kenya**, Hard to Reach women were identified through a participatory process, and in acknowledgment of the fact that many women would not be able to attend meetings due to the pressures they were facing, ActionAid Kenya took a dual approach. They provided priority assistance with basic needs (food, shelter, clothing, dignity kits), while also seeking to build women's confidence to advocate with duty bearers. In **Nepal**,

some very excluded groups of women, such as those from the Malaitole (Chitwan) community were considered to have come a long way in terms of claiming their right to land and citizenship — although some resistance from their male partners was also indicated. Overall, 184 women claimed the right to citizenship from the district administration office and 132 women gained joint ownership of land and property.

More generally, women's increased economic empowerment has led to **increased visibility and leadership as well as role modelling of women at community level** who previously wouldn't interact with others or speak out. By building their confidence in engaging in income generation activities, they have built courage and gained respect to take up leadership positions or take part in gatherings and meetings. A Kenyan participant commented:

“Before ActionAid, women were nowhere to be found... Now [women are now a majority on]... the Disaster Management Committee... committees in school... Water Use Associations... they know their rights, they can do follow-ups with the County government — hearing what women are facing and what they want at the community level.

This is key to effective gender transformation.

However, greater visibility also comes with greater risk, and must be accompanied with gender transformative work not just with women, but with men and boys too, and at structural as well as community level. There were mention of instances where men and boys are feeling left out, and that women and

girls are **'too empowered.'**



Young girl from Parsa, Nepal, who was forced to leave school, initiating her own tailoring business

In Kenya and Nepal, communities identified that alcohol and drug abuse amongst men often leads to violence within the household, and women were identified in the behaviour change model as key targets to encourage their husbands to change. While the review noted that this has led to some success, they also cautioned against **women feeling burdened with the responsibility of changing the abusive behaviour of their husbands.** Framing the work in a feminist understanding of violence, and the need for it to be challenged at all levels, is important here, as well as more robust risk assessments and a survivor centred approach.

The survivor-centred approach is a set of principles and skills designed to guide professionals — regardless of their role — in their engagement with women and girls who have experienced sexual or other forms of violence, which aims to put the survivor and her rights, needs and wishes at the centre of the process. Within the programme, there was a mixed level of understanding

and evidence of implementation of survivor-centred approaches. While some respondents showed a good understanding, one female staff member from ActionAid Kenya stated:

“we work with survivors as role models without thinking about how they are affected”

which raises the concern that women could inadvertently have been placed at risk.

In our learning workshop at the end of Phase II, which brought together staff from all three countries, there was consensus that survivor-centred training hadn't been systematically built into the Women's Rights Programme,

that there was a skills gap, and that this had been a barrier to implementation.

This highlights **the need to increase understanding and implementation of survivor-centred approaches** across the programme **as well as case management processes to better protect the rights and dignity of women (and men) survivors.**

This will require ActionAid to recruit staff with VAWG prevention and response expertise, improve documentation of cases of violence by all project stakeholders and ensure that women's groups have sufficient resources to allow them to accompany survivors and support them with transport, medical and other costs, to ensure these are not a barrier to reporting.

What Are We Doing Now to Implement These Results?

In Phase III, ActionAid Ireland have committed to implementing the lessons learned above.

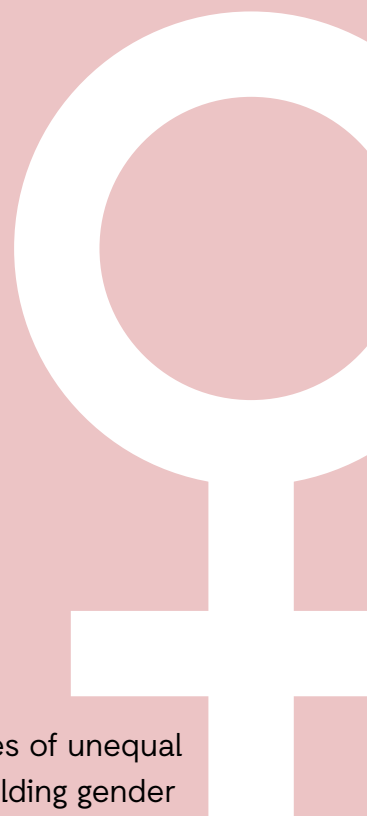
We are:

Better integrating the behaviour change model

with feminist analysis and a human rights based approach

Framing the work in a feminist understanding of violence and the need for it to be challenged at all levels is vital.

This includes exploring issues of unequal power, structural barriers holding gender discrimination in place and discriminatory

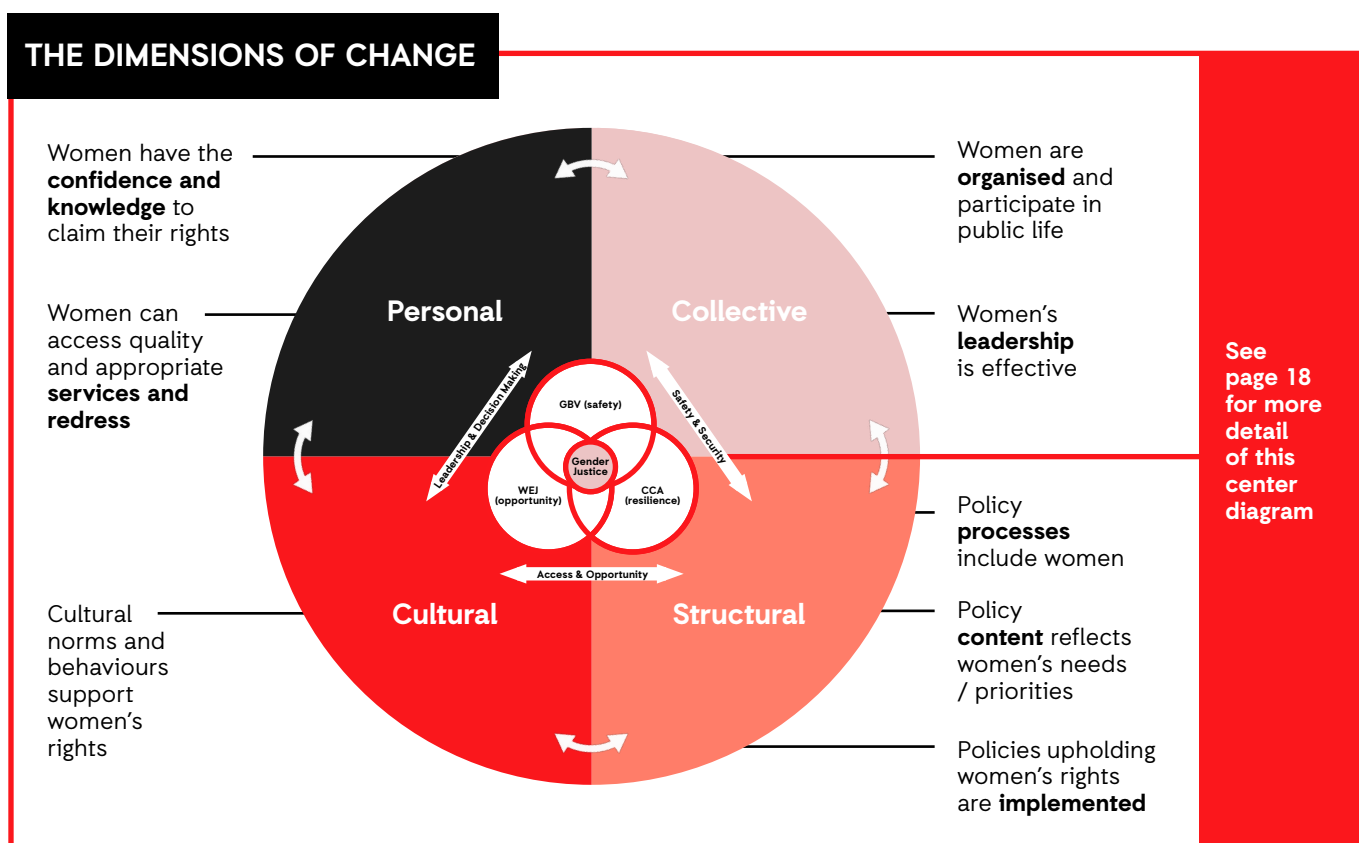


gender norms related to violence against women and girls and women's Economic Justice to ensure the work remains politically rooted in the next phase of the programme. For any future use of the behaviour change model in phase III or other programmes it must be underpinned and informed by ActionAid's feminist HRBA. For example, in programme interventions there should be increased focus on raising awareness **of laws against domestic violence, advocating for their implementation and at the same time supporting men and wider communities to consider all types of domestic violence, including sexual, to gradually dismantle stigma and negative cultural norms.**

ActionAid Ireland recently hired a new GBV Protection Coordinator and also facilitated a series of consultations with programme staff, University College London and feminist and GBV experts within the Federation to strengthen expertise on VAWG across the programme. Based on these consultations, ActionAid Ireland is developing guidance and a training module that aims to integrate HRBA and BCM through intersectional feminist analysis and a survivor-centred approach so that interventions address GBV in a more gender transformative way. This guidance and training will be tried and tested across the programme in 2024 and adapted and improved where necessary.

Paying more attention to change at all levels

From the personal, collective, cultural and structural



In WRP III, our aim is to balance our investment and programme interventions across the four quadrants as outlined in the diagram to ensure gender transformative change. At the **personal** level, we will work to support women's confidence and knowledge to claim their rights and access quality services and redress. We will work at the **collective** level to support women to organise and take on leadership roles so that they are representing individual women and also able to advocate for their rights in policy, legal and political spaces. We will work at the **cultural** level to shift cultural norms and behaviours on women's rights so that there is a wider movement against gender inequality. Finally, at the **structural** level we will work to improve inclusion of women in policy processes, the inclusion of women's needs and priorities in policy content and oversee the actual implementation of relevant policies. We believe these are all linked together and mutually re-enforcing to create transformative and sustainable change for women's rights.

To better link our work through these levels, we are connecting with feminist movements,

including women's rights organisations advocating for national level policy change, and elevating the work of women's rights organisations at the sub-national level to engage more with national level. For example, ActionAid Nepal and the National Women's Rights Forum have become partners to give greater visibility to violence against women, linking grassroots women leaders with national level networks and support mechanisms to advance women's rights. ActionAid Ethiopia formalised a partnership with Ethiopian Women's Rights Advocates with the aim of reaching more people through awareness raising and education as well as making advances in legal reforms, accountability and support services that benefit survivors of GBV across the country. In Kenya, ActionAid and Sauti Wanawake women's movement are working together to share capabilities, contacts, research and advocacy efforts at the national level to ensure women's needs at the grassroots level are represented and Sauti Wanawake is better recognised and consulted on national level decisions in relation to GBV and women's rights.

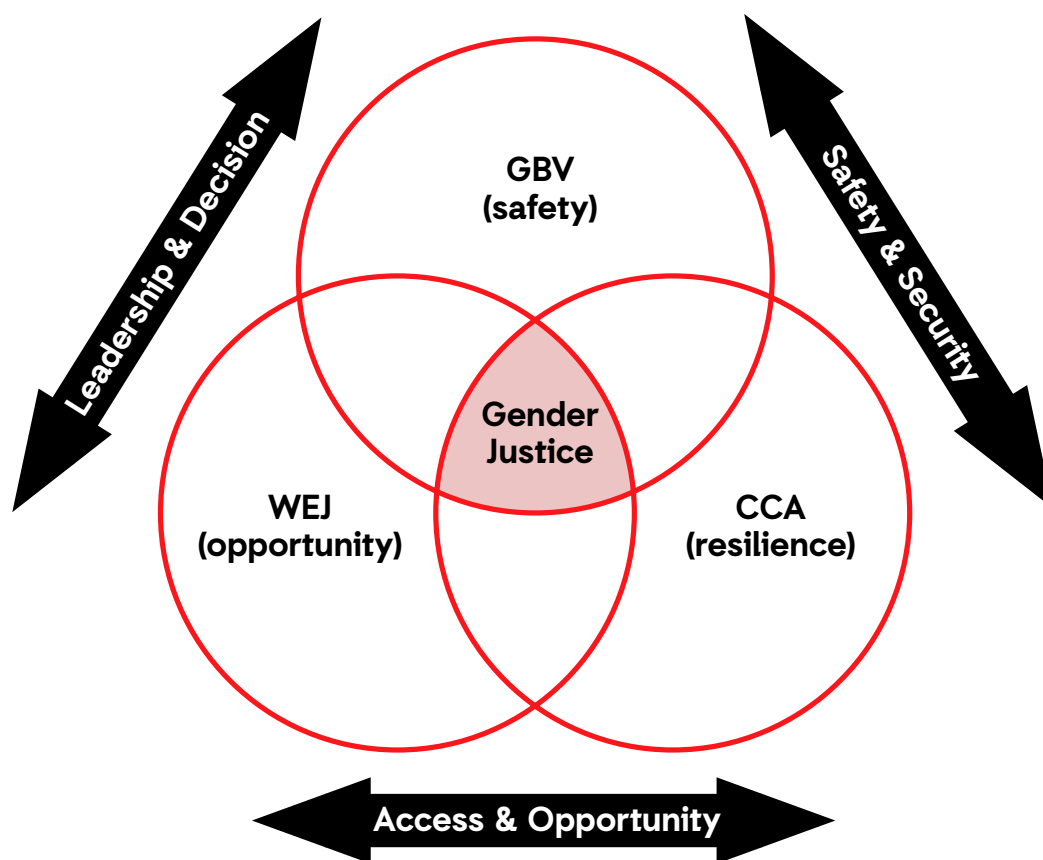
Ensuring that we strengthen survivor centred focus in our programme interventions

In Women's Rights Programme III, **ActionAid will strengthen our survivor-centred approach** to ensure key elements are considered in every programme intervention. This includes both hard and soft skills including deconstruction of biases and preconceptions about survivors, clear communication and giving survivors information they need to make informed

choices, respecting confidentiality, and investing time and funds in resources and referrals so that they are available to survivors. This guidance will be rooted in an intersectional feminist approach to regularly dissect the structural causes and power imbalances at the root of gender inequalities and abuses.

Ensuring that our programme work responds to our priorities around gender justice, economic justice and climate justice

Finally, and beyond the lessons brought to us by the Genderflection review, ActionAid Ireland is also committed to better integrating our programming work with our priorities around gender justice, economic justice and climate justice.



Our vision for the programme is that gender justice is realised at all levels of society and women live in safety with economic security and resilience. In order to contribute to this we believe that **if** we reduce risks of GBV, increase women's access and control over finances and reduce vulnerability to climate related shocks, conflicts and migration

then women will enjoy greater space and opportunity to participate in and influence decisions that affect their lives, there will be greater shifts in power relations (more equal decision-making and leadership) and women will benefit from greater economic security and personal safety.

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