



**CARE Bangladesh**  
**SHOUHARDO III Programme**  
**Gender Equality and Women's Empowerment Strategy**



**Syeda Ashrafiz Zaharia Prodhan**  
**Purpose Lead- Women & Girls Empowerment**

**2018**

# Introduction:

This Gender Equity and Women's Empowerment Strategy follows the completion of a program specific gender analysis and an integration workshop that helped map out key area of action and connected those with the program Theory of Change to specific Gender Analysis findings. A further analysis was undertaken on how to best implement the priority areas within activities of the other program purposes.

## 2. Objectives of the Gender Strategy is:

- a. To provide a platform for analysis of existing gender constraints, emerging changes and the pace of that change and their implications for development outcomes in SHOUHARDO. This analysis will continue to be done throughout the program period at a minimum annually. This makes the plan a primary basis for implementation and a learning and reflection tool for CARE, its partners and stakeholders
- b. To suggest a strategic roadmap of key activities under each purpose and approaches that will provide the basis for successful gender integration in terms of outlining key inputs and activities as well as expected outputs, outcomes and impacts of the gender integration
- c. To inform of specific actions that may be beyond program capacity or may need multiple actors and or higher level actions to address gender equality. SHOUHARDO III would identify appropriate, lobbying, advocacy both independently and within networks to address these.

## 3. Key Findings of the Gender Analysis and Implications for SHOUHARDO III (based on the presentations done by the 3 purposes):

- ✓ **Prevalence of Gender Based Violence-** Women are victims of gender based violence especially physical and economic violence. "If I don't kill you by beating, I will kill you by not giving you money for expenses" (FGD for men)
- ✓ **Unequal Division of labor-** Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women. "Since men are in charge for the most crucial responsibilities of the family so he deserves more rest" (FGD for women)
- ✓ **Access to public spaces-** Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. "Women will collide with men in markets. It is not good that women hold meetings with men" (FGD men)

- ✓ **Claiming rights and meaningful participants-** Women are kept away from full participation due to social and religious tradition, particularly in their membership in committees. A woman must gain permission from her family (husband and in laws) to take part in a committee, and then she must have the time to participate. Men do not allow women to take leadership positions within committees, so if they are part of one it is expected that they will remain silent and agree with others. Women expressed that they will remain silent especially if they do not feel they have the knowledge to comment on a certain topic. Additionally, women who do not speak against men are the ones who are often included in committees, because these decisions allowing women to join are made exclusively by men. Joynal Abedin Akond said, if any men talks to my wife, I will break her legs.” Suruj Ali said, “No such woman will be kept in the committee who raised voice over men.”
- ✓ **Gendered roles in agriculture-** As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.
- ✓ **Child Marriages-** adolescent mothers with limited decision making at household level.
- ✓ **Aspirations for oneself:** Women lack confidence and self-efficacy. It is strongly observed that women themselves confined in patriarchal beliefs.

**SHOUHARDO III Gender Action Plan**  
**GA Findings and Implications**  
**Purpose I: Agriculture and Livelihoods**

Gender Domain of Change	Key Gender Issue/Constraint	Implications for the Programme
Gendered division of labor	<b>Unequal Division of labor</b> -Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>• Less involvement in economic activities. For example, 80% women showed interest to involve with Comprehensive Homestead Development activities; but due to overburdened with reproductive roles they could not give time for this activity.</li> <li>• Women are overburdened to participate in outdoor economic activities. The program target to involve around 65% women to production and income activities. For example-the program planned to involve 20% women in Field Crops cultivation.</li> </ul>
Household decision-making;	<b>Lack of decisions making regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal. Harvesting and Marketing stage: Do not have control over selling produces and income from selling	<ul style="list-style-type: none"> <li>• Planning stage: Cannot decide to produce as per choice. Eg- Nutritious crop, value chain crops etc.</li> <li>• Production stage: Cannot do required management of production. Eg-fertilization, irrigation</li> <li>• Harvesting and Marketing stage: Do not have control over selling produces and income from selling.</li> <li>• Lose interest in production and income earning activities.</li> </ul>
Control over productive assets	<b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>• Women cannot participating in high income outdoor activities due to limited mobility (eg-vaccinator, mechanics, electrician etc.)</li> <li>• Less involvement in marketing activities (selling goods, purchasing seeds, market information) due to limited mobility</li> </ul>

Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>• Less access to Government and private sectors services regarding Agriculture</li> <li>• Do not have information on employment, training, technologies that lead less production and income.</li> <li>• Less involvement in marketing activities (purchasing seed, selling goods, market information etc.) due to lack access to public spaces.</li> </ul>
Claiming rights and meaningful participation in public decision-making including governance processes;		<ul style="list-style-type: none"> <li>• Lack of women participation in different committee’s result getting limited opportunities from government (eg- agriculture subsidy, agriculture extension services, vaccination service etc.)</li> </ul>
Control over one’s body;	<b>Child Marriages-</b> adolescent mothers with limited decision making at household level because of her marriage at childhood	<ul style="list-style-type: none"> <li>• Cannot decide to produce as per choice ( eg- Nutritious crop), cannot do required management of production (eg-fertilization, irrigation etc.), Cannot control over selling produces and income from selling.</li> </ul>

Violence and restorative justice	<b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. “If I don’t kill you by beating, I will kill you by not giving you money for expenses” (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.	<ul style="list-style-type: none"> <li>• Lose aspiration and confidence to do productive activity</li> <li>• Physically and mentally sick and that leads low productivity</li> </ul>
Aspirations for oneself	<ul style="list-style-type: none"> <li>• Women lack confidence and self-efficacy</li> <li>• Women themselves confined in patriarchal beliefs</li> </ul>	<ul style="list-style-type: none"> <li>• Cannot participate in FFBS session and group activities (eg-marketing)</li> <li>• Less interest in income earning activities.</li> </ul>
	<b>Son preference-</b> Prefers son than daughter in every regards- food, cloth, education, health treatment, sports and social function.	-
<b>Purpose 2: Health, Hygiene and Nutrition</b>		
<b>Gender Domain of Change</b>	<b>Key Gender Issue/Constraint</b>	<b>Implications for the Programme</b>
Gendered division of labor	<b>Unequal Division of labor-</b> Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>▪ Exclusive breast feeding is hampering as they remain busy with household work</li> <li>▪ Complementary feeding practices is hampering</li> <li>▪ Not ensured extra rest during pregnancy</li> <li>▪ Five critical time handwashing is not practicing because of lack of time</li> <li>▪ Intra household food equity is not ensured as they take the food at last</li> <li>▪ Child stunting because less breastfeeding</li> <li>▪ Women experience malnutrition</li> </ul>

Household decision-making;	<b>Lack of decisions making regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.	<ul style="list-style-type: none"> <li>▪ What Family planning method to use and birth spacing, number of child</li> <li>▪ Hamper maternal health care and nutrition (ANC, PNC and delivery, IFA) care as well as other health sickness care from health service centres</li> <li>▪ Child health care and nutrition (immunization, ARI, diarrhoea, Vit-A) from health services is hampering</li> <li>▪ Women could not take enough nutritious food as they required</li> <li>▪</li> </ul>
Control over productive assets	<b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>▪ Lack of income that prevent in purchasing nutritious foods and also in receiving maternal and health care services from the health services</li> <li>▪ Nutritious food intake could not ensure if the women have no control over assets</li> </ul>
Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>▪ Lack of access to market restricted her in selling her agricultural productions that in term decrease her income as expected effect to contribute less in purchasing nutritious foods and received health care services.</li> <li>▪ Restricted purchasing other goods such as medicine, FP methods, ORS, sanitary napkins, seeds</li> </ul>
Claiming rights and meaningful participation in public decision-making including		

governance processes;		
Control over one's body;	<b>Child Marriages-</b> adolescent mothers with limited decision making at household level because of her marriage at childhood	<ul style="list-style-type: none"> <li>▪ Early marriage</li> <li>▪ Forced to take FP method against her willingness</li> <li>▪ Become pregnant at early stage</li> <li>▪ Causes frequent pregnancy and birth malnourished children</li> <li>▪ Failed to refuse sexual intercourse within marital relationship</li> </ul>
Violence and restorative justice	<b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. "If I don't kill you by beating, I will kill you by not giving you money for expenses" (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.	<ul style="list-style-type: none"> <li>▪ Miscarriage or still birth</li> <li>▪ Maternal mortality and morbidity</li> <li>▪ Reduce breast milk flow</li> </ul>
Aspirations for oneself	<ul style="list-style-type: none"> <li>• Women lack confidence and self-efficacy</li> <li>• Women themselves confined in patriarchal beliefs</li> </ul>	
	<b>Son preference-</b> Prefers son than daughter in every regards- food, cloth, education, health treatment, sports and social function.	
<b>Purpose 3: Resilience</b>		



Gender Domain of Change	Key Gender Issue/Constraint	Implications for the Programme
<b>Gendered division of labor</b>	<b>Unequal Division of labor-</b> Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<b>Unequal Division of labor- Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.</b> During and post disaster situation women are more over loaded (additional roles- managing assets and children in shelter) Women lack access to information and resources (Early Warning information, money, emergency kits) before disaster
Household decision-making;	<b>Lack of decisions making regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.	<ul style="list-style-type: none"> <li>• Women are to wait for permission from family or husband d if they require to move to a safer place (shelter, relatives house etc.) for disasters</li> <li>• Women are unable take decision on her own because of mobility restriction</li> </ul>
Control over productive assets	<b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>• Inability to make decision in product selling in generating resource for disaster preparedness and/or response and even use of self earnings</li> </ul>
Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not	<ul style="list-style-type: none"> <li>• Women lack access to information – climate smart agricultural variety, weather information and extension services</li> </ul>

	expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>• And even sometimes the information is available – unable to understand or interpret it because of it is too technical or not contextualized</li> </ul>
Claiming rights and meaningful participation in public decision-making including governance processes;		<ul style="list-style-type: none"> <li>• Representation in Union Parishad level committees</li> </ul>
Violence and restorative justice	<p><b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. “If I don’t kill you by beating, I will kill you by not giving you money for expenses” (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.</p>	<ul style="list-style-type: none"> <li>• During disaster especially when they take shelters in schools, flood shelters they are exposed to violence/harassment when there are no separate rooms/spaces are allocated for men and women</li> </ul>
Aspirations for oneself	<ul style="list-style-type: none"> <li>• Women lack confidence and self-efficacy</li> <li>• Women themselves confined in patriarchal beliefs</li> </ul>	<ul style="list-style-type: none"> <li>• Women are unable to raise their voices at HH, community and public spaces like Union Parishad</li> <li>• Women are reluctant not to participate in different forums (community event, meetings etc.)</li> <li>• Practical aspects especially for women is different e.g. WASH</li> </ul>

• Purpose 5: Governance		
Gender Domain of Change	Key Gender Issue/Constraint	• Implications for the Programme
Gendered division of labor	<b>Unequal Division of labor-</b> Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>• Women can't take part in different meetings, committees, VDCs, local arbitration, advocacy with public and private sector, UP digital center that program will worked with.</li> <li>• Women issues are not reaching out to government or community institutions (Ward shava, Open budget meeting, Yearly UP budget, social awareness activity like local drama).</li> <li>•</li> </ul>
Household decision-making;	<b>Lack of decisions making regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.	<ul style="list-style-type: none"> <li>• Women will be deprived from different public services which hinder their incomes, health and nutrition (limiting access to youth department training and credit, services from livestock department, community clinic health services, referral services, adoption of family planning methods, birth spacing and number of children, participation in different UP meeting, limiting options for obtaining membership in different UP committees).</li> <li>•</li> </ul>
Control over productive assets	<b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>• Limit building women capacity to deal with the govt. service extensions worker (agriculture, livestock, fisheries etc.)</li> <li>•</li> </ul>
Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>• Limit women's access to different public spaces such as different UP committees, obtaining membership in UP committees, participating ward shova, open budget meeting so as to not raising PEP voices in the appropriate place.</li> <li>•</li> </ul>

Claiming rights and meaningful participation in public decision-making including governance processes;		
Violence and restorative justice	<p><b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. “If I don’t kill you by beating, I will kill you by not giving you money for expenses” (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.</p>	<ul style="list-style-type: none"> <li>• Limit building women capacity to deal with the govt. service extensions worker (agriculture, livestock, fisheries)</li> </ul>
Aspirations for oneself	<ul style="list-style-type: none"> <li>• Women lack confidence and self-efficacy</li> <li>• Women themselves confined in patriarchal beliefs</li> </ul>	<ul style="list-style-type: none"> <li>• Limit building women capacity to deal with the govt. service extensions worker (agriculture, livestock, fisheries)</li> </ul>

#### **4. Gender Integration Approaches and Models** (how these will be rolled out in the field)

**4.1 EKATA Model:** (from your Dec slides include the graphics; also explain how this is linked to CARE Women's Empowerment Model)

CARE has effectively employed the **Empowerment Knowledge and Transformative Action (EKATA) model**. The EKATA model is a women's solidarity group that creates a safe space to discuss challenges to women and girls. In this group women and girls motivate each other, identify ways to strengthen their capacities, enhance confidence in decision making and taking up leadership roles in communities and households. It further allows them to negotiate for a space in the community and link with broader national organization, alliance and networks. This forum among other groups is used to build women life skills making them more ready to pursue development opportunities. EKATA beliefs "Women have knowledge, they just need space". Facilitate a political process by creating a democratic space/ open and safe space to change individual, society and oppressive structures. It combines tools participatory tools to analyze problems, identify root causes and take collective action so that women can become politically and socially empowered. Women's empowerment contributes in a) Family development, b) Community development, c) establish women's rights and gender equality towards Self Efficacy, Leadership and Autonomy (control of HH decisions, self-confidence, collective action), Changed perception and practice in Social Norms (non-tolerance to GBV, Attitude towards gender norms) and Networking and Relationships, Control of services/resources, Intra House Hold Decision Making.

**4.2 Male Engagement Model** (based on the information you have just shared)

Engaging men is central for reducing food insecurity of SHOUHARDO III Program towards ending patriarchy and addressing unequal power relations in the community. As boys and men represent half of the population and are predominantly society's gatekeepers', they should be considered as partners/allies in achieving the goal of gender equality. The engagement of men and boys is a critical success factor to reduce the time burden on women and girls through a more equitable division of household chores and male participation in childcare. This allows additional time for women to engage in income-generating activities, trainings and public forums but also time to improve hygiene practices, prepare nutritious food, breastfeed and seek healthcare, services and participate in DCRM initiatives.

**This Operational Strategy** is building on findings from Gender Analysis, SBCC formative research, Value Chain Analysis, Labor Market Assessment and reflection from Integration

workshop which manifests that engagement of men is an essential tool to build more equitable decision-making and share control of productive assets in household, freedom from violence and for equal participation in public forums, resulting in pride in women's and girls' ability to voice their interests and needs and not facing resistance from men.

In this regard, Program will facilitate Men's forum with aim to-

1. Develop men's network
2. Improve and strengthen men's perception and belief relating gender equitable relation
3. Talk about positive messaging around joint/ mutual decision making, sharing of household responsibility and freedom from violence.
4. Support in implementing women empowerment issue

**Men's Forum:** Program will primarily select men from-

- Husband of EKATA women member
- Father/ brother of EKATA adolescent girl
- Male member from VDC
- Male counterpart of VDC female member
- Male member from COG +
- Male members from FFBS
- Male member from VSLA
- Male member of VDC women member
- Male youth
- Male counterpart from PLW

Criteria of men's Forum should be supportive and positive and already believes in man woman equality. Moreover, supportive man should be assessed by EKATA member like whom they consider supportive man in the community, what supportive role a man can play in the way to women empowerment, etc.

- Program will facilitate men's forum for certain period of time (may be one year) through reflective dialogue by putting emphasize on equality, dignity and respect and equitable relationship.
- The forum will be developed with this oriented members

➤ Then the forum member will roll out their assignment by themselves.

In fact, Men's Forum will be evolved from community rather than spoon feeding by the program to improve/ strengthen perception and subsequent practice relating gender equality and equity.

#### **Possible Role of Men's Forum:**

1. **Story telling:** (share personal stories of positive change and encourage others to reflect on and question the beliefs and practices such as violence and lack of respect towards women that prevent women's empowerment. Through these discussions and debates others are touched and publicly commit to commence their journey of positive change).
2. **Public Testimony:** This movement of change agent's travel throughout their communities, inviting others to come, listen, share and consider a better way of life.
3. **Tea shop talk:** Influence other man in their usual settings such as tea kiosk, farmer groups and social events to discuss and promote: *Joint/ Mutual decision making* in among other areas income, financial visioning, maternal and child health and disaster risk management); *sharing of household responsibility* to support women mobility, involvement in non-traditional employment, allow enough rest time for pregnant and lactating mothers and address *gender based violence* by discussions on cost of violence and facilitate the space for adolescent wives, pregnant adolescents to voice their issues without fear of suffering violence.
4. **Individual counselling** on positive messaging and positive practice to reach other men in the community.
5. **Pay home visit** to motivate different family

Basket of tool for men's forum will be developed and facilitated under the technical support of TOs and Community volunteers across Purposes.

#### **4.3 Couple/Gender Dialogues**

Couple's dialogue is designed in Strengthening Household Ability to Respond to Development Opportunities (SHOHARDO) III program to further support gender synchronization and women empowerment in family and community level. Facilitated dialogues will help women to speak out about issues and will assist men to seek solutions jointly along with their partners. One of the most effective forms of communication between two persons within a committed relationship is Couple's Dialogue. It followed a process of three steps called mirroring, validation, and empathy. This process will be particularly critical for adolescent wives to speak about their needs and

aspirations with their husbands, and to address key points around childcare, own healthcare and access to resources for essential needs. In SHOUHARDO III program this dialogue session has been included to reduce Violence Against Women (VAW).

**Objective:** Program has effectively employed the Couple's Dialogue model with an aim to-

- Build the capacity of couples to take a part in joint/ mutual decision-making at home regarding Income, financial visioning, Maternal Child Health and Nutrition (MCHN), Disaster and Climate Risk Management and resilience activity and governance services.
- Enhance sharing of household responsibility and ensure husband's support for his wife's mobility, economic empowerment, wife's involvement with non-traditional employment opportunities, and rest for Pregnant and Lactating Women, nutrition support, participation in governance, join in agriculture, and linkage with market actors.
- Reduce Gender Based Violence (GBV) to ensure mutual relation between husband and wife and help to construct a violence free family.

**Couple's criteria:** Below are the combination of couples selected from the EKATA groups that need to be considered for dialogue sessions at the union level:

- a) Newly married: those who are married in last six months (more/ less)
- b) Happy couples: people in the locality perceive them as happy couples
- c) Couple having adolescent wife/ pregnant/lactating adolescent mother
- d) Elderly/ experienced couple: married for 15/20/35 years above
- e) Unhappy couples/ couples in conflict: people in locality perceive them as unhappy couples because they experience quarrel/violence frequently.

Participants will be selected by CEV in coordination with other volunteer and VDC members.

**Implementation modality:** Program will monitor progress/ output of Couple's Dialogue through selective indicators. These will be tracked through qualitative methods and quantitative surveys based on the indicators mentioned below:

- **Mission 60:** Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment).
- **FFP 63:** Percentage of men/women in union and earning cash who make decisions jointly with spouse/partner about the use of self-earned cash.
- **FFP 65:** Percentage of men/women in union with children under two who make maternal health and nutrition decisions alone.



- **FFP 67:** Percentage of men/women in union with children under two who make child health and nutrition decisions alone.
- **FFP 68:** Percentage of men/women in union with children under two who make child health and nutrition decisions jointly with spouse/partner.
- **Custom:** Percentage of household income earned by women in the last month
- **Custom:** Mean decision making score (Index) for woman in household level.
- **Custom:** Percentage of respondents who know a neighbor or friend who has experienced domestic violence (includes: child marriage, physical abuse, sexual harassment, emotional oppression) in the last month.
- **Custom:** Percentage of married women aged 15-49 who need to seek permission to visit certain locales (disaggregated for ages <30 and >30).
- **Custom:** Percentage of married women aged 15-49 whose husbands help with specified household tasks.

To achieve the above, Couple's Dialogue sessions will be implemented at two level-

**Village level Couple's Dialogue:** Couple's Dialogue at village level will be a regular activity of Empowerment Knowledge and Transformative Action (EKATA) process in each of the EKATA groups. Program will facilitate monthly Couple's Dialogue in each EKATA village subject to fixing the date and time with the participant couples.

- ❑ **Participant:** EKATA woman member with husband will be a participant for village level dialogue. The model will also reach non-EKATA couples in the community after six months of dialogue facilitation by forming a cluster base couple group.
- ❑ **Facilitator:** The Community Empowerment Volunteer (CEV) will facilitate the Couple's Dialogue by using guide notes mentioned in the EKATA facilitation module. To facilitate dialogues about income and asset control, MCHN decision and leadership in resilience activity, respective Community Agriculture Volunteer (CAV), Community Health Volunteer (CHV) and Disaster Volunteer (DV) will lead the process along with CEV by using EKATA platform. The CEV will identify progressive/ champion couple and will build their capacity by giving accompaniment/ on job support. The progressive/ champion couple then will be divided into cluster and become lead facilitator for implementing dialogues with cluster based couple group.
- ❑ **Issues of dialogue facilitation:** This model basically will put emphasize on relationship between husband and wife which is a foundation for happy conjugal life impacting everyone

in the family. These dialogues will also help in breaking the culture of silence and fear that pertain to couple in our context. However, following issues will be facilitated in the Couple's Dialogue-

- Household decision making (cash earning, nutritional decision, resilience activity)
- Access to land and inputs (resilience and governance)
- Mobility mapping and participate in public forum
- Cost of Violence Against Women (CoVAW)
- Income and asset control
- Investment on girl child (education, health, skill development)
- Gender division of labor and harmony in the homestead by workload sharing
- Partnering for joint child care
- Family financial visioning

**☐ Tools use for dialogue sessions:**

- CoVAW domestic violence cost calculation tool
- GBV Problem Tree
- Domestic Violence Act- VDO
- Household decision making pile sort
- Daily activity chart- Harmony at home.
- Access and control profile
- Mobility mapping

**Scale up mechanism:** In order to scale up the learnings from village level Couple's Dialogue, program will facilitate the following approaches-

1. The progressive/ champion couple to be divided into cluster and become lead facilitator for implementing dialogue with cluster based couple group.
2. They will identify 5-8 couples from non-EKATA segment of the community and register them as cluster based couple group.
3. Facilitate dialogue with couple group (1-2 hour session on the topics mentioned above) with prescribed guide note from EKATA facilitation module.
4. In every quarter, cluster based couple group will share their positive practice in combined learning sharing event organized by EKATA group.

\*\*\*\*The cluster based couple model may be tested in certain villages to see the feasibility of the model to achieve the goal.

**Combined learning sharing event:** This is a forum where couple will interact with EKATA members, representatives from Men's Forum, Ending Violence Against Women (EVAW) forum, and VDC to highlight their story of change and positive practices in the area of decision making, sharing household responsibility, and reduction of domestic violence.

**Union level Couple Workshop:** It is an iteration of Couple's Dialogue in the form of a workshop by selective two couples from each EKATA group implementing under each respective union. Intention/ immediate output of this union level workshop is to, (a) bring a common understanding of mutual relationship, (b) sharing of positive practices in the area of decision making, household chores sharing, and (c) initiate planning for scale up the learning from the workshops. It will be a half-yearly facilitation having selective couples from union based EKATA groups. For example, if there is five EKATA group in a union, then 10 couples will be selected for union level workshop in twice in a year (5 EKATA+ 2 couple = 10 couples consists of 20 participants altogether). One workshop combining of participants from 2/3 small unions may also be organized. (See attached the union level dialogue facilitation guide note).

**❑ Topics/ issue of discussion in Union level workshop:**

- Household decision making (cash earning, nutritional decision, resilience activity)
- Access to land and inputs (resilience and governance)
- Mobility mapping and participate in public forum
- Cost of Violence Against Women (CoVAW)
- Control over income
- Investment on girl child
- Harmony in the homestead by workload sharing
- Partnering for joint child care
- Family financial visioning

**❑ Tools for dialogue:**

- CoVAW domestic violence cost calculation tool
- GBV Problem Tree
- Domestic Violence Act- VDO
- Household decision making pile sort
- Harmony at home by sharing household chores
- Access and control profile

**Scale up mechanism:** In order to scale up learnings from the union level workshop, the participant couple will

1. Join in cluster based couple group and facilitate dialogues following the prescribed guide note.
2. Share their learning and outputs with the rest of the couples of EKATA group and will help to initiate actions in the required area.

**5. Gender Action Plan (purpose wise action plans from the 3 teams)**

**SHOUHARDO III Gender Action Plan**  
**Purpose I: Agriculture and Livelihoods**

<b>Gender Domain of Change</b>	<b>Key Gender Issue/Constraint</b>	<b>Activity or Action</b>	<b>Target</b>	<b>Gender behaviour changes we want to see within your Purpose</b>	<b>Responsibility</b>
Gendered division of labor	<b>Unequal Division of labor-</b> Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male participants  Family members	<ul style="list-style-type: none"> <li>• Male and family members share house hold chores</li> <li>• Male will support women to participate in outdoor economic activities</li> </ul>	TO-Emp. Farmer leader/ CAV
Household decision-making;	<b>Lack of decisions making regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.	<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male participants  Family members	<ul style="list-style-type: none"> <li>• Women decide what she would like to produce.</li> <li>• Women will do production management.</li> <li>• Women can sale produces and can do expenses</li> </ul>	TO-Emp. Farmer leader/ CAV

Control over productive assets	<b>Gendered roles in agriculture-</b> As a result of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male participants Family members	<ul style="list-style-type: none"> <li>• Women can participate in high income outdoor activities (eg- vaccinator, mechanics, electrician etc.)</li> <li>• Involve in marketing activities (selling goods, purchasing seeds, market information)</li> </ul>	TO-Emp. Farmer leader/ CAV
Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• Sensitize women in FFBS and VSLA</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male and women participants Family members	<ul style="list-style-type: none"> <li>• Women will get government and private sectors services regarding Agriculture</li> <li>• Women have access to information on employment, training, technologies that enable them to involve with production and income.</li> <li>• Women have access to marketing activities (purchasing seed, selling goods, market information etc.)</li> </ul>	TO-Emp. Farmer leader/ CAV
Claiming rights and meaningful participation in public		<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• Sensitize women in FFBS and VSLA</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male and women participants Family members	<ul style="list-style-type: none"> <li>• Increase women participation in different committee’s that help to get government services (eg- agriculture subsidy, agriculture extension)</li> </ul>	TO-Emp. Farmer leader/ CAV

decision-making including governance processes;				services, vaccination service etc.)	
Control over one's body;	<b>Child Marriages-</b> adolescent mothers with limited decision making at household level because of her marriage at childhood	<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• Sensitize women in FFBS and VSLA</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male and women participants  Family members	<ul style="list-style-type: none"> <li>• No early marriage</li> </ul>	TO-Emp. Farmer leader/ CAV
Violence and restorative justice	<b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. "If I don't kill you by beating, I will kill you by not giving you money for expenses" (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security,	<ul style="list-style-type: none"> <li>• Male engagement in FFBS</li> <li>• Sensitize women in FFBS and VSLA</li> <li>• EKATA</li> <li>• Couple dialog</li> </ul>	Male and women participants  Family members	<ul style="list-style-type: none"> <li>• No violence against women <ul style="list-style-type: none"> <li>- economic abuse</li> <li>- physical, mental, emotional</li> </ul> </li> </ul>	TO-Emp. Farmer leader/ CAV

	health, resilience, and justice.				
Aspirations for oneself	<ul style="list-style-type: none"> <li>Women lack confidence and self-efficacy</li> <li>Women themselves confined in patriarchal beliefs</li> </ul>	<ul style="list-style-type: none"> <li>Male engagement in FFBS</li> <li>Sensitize women in FFBS and VSLA</li> <li>EKATA</li> <li>Couple dialog</li> </ul>	Male and women participants  Family members	Women are confident and willing to do production and economic activities	TO-Emp. Farmer leader/ CAV
	<b>Son preference-</b> Prefers son than daughter in every regards- food, cloth, education, health treatment, sports and social function.				
<b>Purpose 2: Health Hygiene Nutrition</b>					
<b>Gender Domain of Change</b>	<b>Key Gender Issue/Constraint</b>	<b>Activity or Action</b>	<b>Target</b>	<b>Gender behaviour changes we want to see within your Purpose</b>	<b>Responsibility</b>
Gendered division of labor	<b>Unequal Division of labor-</b> Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>Developed a module covered a separate topic on unequal division of labour impacted on maternal and child health and nutrition</li> <li>Develop SBCC materials on unequal division of labour impacted on maternal and</li> </ul>	<ul style="list-style-type: none"> <li>MCHN mothers,</li> <li>Husbands' of MCHN mothers</li> <li>Mother in laws</li> <li>Other forum members</li> </ul>	<ul style="list-style-type: none"> <li>Men (especially husband), mothers-in-law and other member family members demonstrate themselves to share household workloads so that pregnant women can take rest during pregnancy and lactating mothers can smoothly breastfeed exclusively; prepare</li> </ul>	<ul style="list-style-type: none"> <li>STC-HHN &amp; Empowerment</li> <li>TM-HHN &amp; Empowerment</li> <li>TO-HHN &amp; Empowerment</li> <li>CHV &amp; CEV</li> </ul>



		<p>child health and nutrition</p> <ul style="list-style-type: none"> <li>• Train technical staff and volunteers</li> <li>• Conduct courtyard session with Mothers-in-law on positive influence of social norms that facilitate mothers to provide adequate time to practice standard MCHN practices</li> <li>• Conduct courtyard session with husbands of MCHN (PLW) mothers to create conducive environment within household to share households chores among family members to provide mothers adequate time to perform standard MCHN practices</li> <li>• Counsel mothers-in-law during</li> </ul>		<p>complementary foods and feed their children.</p> <ul style="list-style-type: none"> <li>• To increase exclusive breast feeding other HH family members will share HH work.</li> <li>• Women can effectively participate in income generating activity</li> <li>• Women can take rest during pregnancy</li> <li>•</li> </ul>	
--	--	---	--	--	--

		<p>targeted household visits to sensitize them on the importance of performing standard MCHN bringing positive outcome for both mothers and babies linking with sharing household chores</p> <ul style="list-style-type: none"> <li>• Disseminate message on equal division of labour for positive maternal and child health and nutrition outcome using following platforms (EKATA, VDC, FFBS, VSLA, ERAW Forum, mother group etc) division of labour.</li> <li>• Couple dialogue session emphasizing the importance of sharing household chores bringing outcome both for baby and mother</li> </ul>			
--	--	--	--	--	--

Household decision-making;	<p><b>Lack of decisions making regarding income, reproductive health and nutrition:</b></p> <p>Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.</p>	<ul style="list-style-type: none"> <li>• Developed a module covered a separate topic on decision making on maternal and child health care and nutrition</li> <li>• Develop SBCC materials on decision making on maternal and child health care and nutrition</li> <li>• Provide life skill training to women</li> <li>• Train technical staff and volunteers on decision making on maternal and child health care and nutrition</li> <li>• Conduct courtyard session jointly by CHV and CEV on decision making on maternal and child health care and nutrition</li> <li>• Couple dialogue session emphasizing the</li> </ul>	<ul style="list-style-type: none"> <li>• MCHN mothers,</li> <li>• Husbands' of MCHN mothers</li> <li>• Other forum members- EKATA, VDC, FFBS, VSLA, ERAW Forum</li> </ul>	<ul style="list-style-type: none"> <li>• Women are able to make decisions in maternal, child health and nutrition decision.</li> <li>• Women are able to decide on their own on what to cook and use own/household income to buy nutritious food.</li> </ul>	<ul style="list-style-type: none"> <li>• STC-HHN &amp; Empowerment</li> <li>• TM-HHN &amp; Empowerment</li> <li>• TO-HHN &amp; Empowerment</li> <li>• CHV &amp; CEV</li> </ul>
----------------------------	---	--	---	--	--

		<p>importance of sharing household chores bringing outcome both for baby and mother</p> <ul style="list-style-type: none"> <li>Aware platform members (EKATA, VDC, FFBS, VSLA, ERAW Forum, mother group etc) on decision making process</li> </ul>			
Control over productive assets	<p><b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.</p>	<ul style="list-style-type: none"> <li>Developed a module covered a Control over productive assets jointly by PI &amp; P4</li> <li>Develop SBCC materials on Control over productive assets</li> <li>Train technical staff and volunteers on Control over productive assets</li> <li>Conduct session with EKATA members, MCHN mothers and farmers in EKATA, MCHN group and FFBS</li> </ul>	<ul style="list-style-type: none"> <li>All women</li> <li>All Men</li> <li>All in-laws (Mother-in-laws)</li> </ul>	<ul style="list-style-type: none"> <li>Equity in men's and women's access to and control over financial resources improved (increase agricultural land/increase income/increase purchasing capacity of nutritious food of women, increase women mobility in the market for selling their produced goods etc)</li> </ul>	<ul style="list-style-type: none"> <li>STC- Empowerment, A&amp;L and HHN</li> <li>TM- Empowerment, A&amp;L and HHN</li> <li>TO- Empowerment, A&amp;L and HHN</li> <li>CEV, CAV and CHV</li> </ul>

		<p>jointly by CEV, CHV and CAV on decision making on Control over productive assets</p> <ul style="list-style-type: none"> <li>• Session with Men to sensitize them for increasing income/mobility in the market for the women</li> <li>• Session with Mother-in-laws to sensitize them for increasing income/mobility in the market for the women in the EKATA group and MCHN mother group</li> <li>• Provide leadership training to the women</li> <li>• Couple dialogue sessions</li> </ul>			
Access to public spaces and services	<p><b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will</p>	<ul style="list-style-type: none"> <li>• Couple dialogue sessions</li> <li>• Show casing of male champions in male involvement in child care and nutrition support</li> </ul>	<ul style="list-style-type: none"> <li>• EKATA, VDC, FFBS, VSLA, EVAW Forum, mother group members</li> </ul>	<ul style="list-style-type: none"> <li>• Women have mobility outside house (market, health facility etc) and attend different forums (UP standing committee, NNPC, CG/CSG meeting etc)</li> </ul>	<ul style="list-style-type: none"> <li>• STC- Empowerment and other STCs</li> <li>• TM- Empowerment</li> </ul>

	collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>• Involve women in different local platforms like NNPC, Health and Sanitation committee, DRR etc.</li> <li>• Provide leadership training to the women</li> <li>• Session with MCHN mothers and EKATA members to make aware them to attend different outside meetings, receive health and nutrition services from health facilities</li> </ul>			<p>and other TMs and RTLL</p> <ul style="list-style-type: none"> <li>• TO- Empowerment and other TOs</li> <li>• CEV and other volunteers</li> </ul>
Claiming rights and meaningful participation in public decision-making including				<ul style="list-style-type: none"> <li>• Women’s issue and concerns are heard and included</li> <li>• Women leadership is visible and treated with respect and dignity</li> </ul>	

governance processes;					
Control over one's body;	<b>Child Marriages-</b> adolescent mothers with limited decision making at household level because of her marriage at childhood	<ul style="list-style-type: none"> <li>• Listing of unmarried adolescent girls</li> <li>• Awareness session with adolescent girls on early marriage and adolescent birth</li> <li>• Session with parents of adolescent girls</li> <li>• Advocacy with UP, UP and district concerned department for taking necessary steps</li> <li>• Awareness sessions UP members, kaji and other elites about the demerits of early marriage.</li> <li>• Aware all SHOUHARDO III platform members.</li> </ul>	<ul style="list-style-type: none"> <li>• All adolescent girls</li> <li>• Parents of adolescent girls</li> </ul>	<ul style="list-style-type: none"> <li>• Parents become aware and sensitize about daughter's education.</li> <li>• Girls leadership skill developed</li> <li>• Raised awareness on the provisions of laws and policies preventing child marriage.</li> </ul>	<ul style="list-style-type: none"> <li>• STC- Empowerment and STC-HHN</li> <li>• TM- Empowerment and TM-HHN &amp;</li> <li>• TO- Empowerment and TO-HHN &amp;</li> <li>• CEV and CHV</li> </ul>

Violence and restorative justice	<p><b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. “If I don’t kill you by beating, I will kill you by not giving you money for expenses” (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.</p>	<ul style="list-style-type: none"> <li>• Session with pregnant women and lactating mothers on physical violence and mental trauma during pregnancy</li> <li>• Session with husbands of MCHN mothers and mother-in-laws on negative consequence of physical violence and mental trauma during pregnancy</li> <li>• Session CG, CSG and VDC members on physical violence and mental trauma during pregnancy</li> <li>• Aware platform members about the COVAW process.</li> <li>• Inform about the domestic violence act 2010.</li> <li>• Use youth forum through folk drama show in the community</li> <li>• Present the male champions while observing the</li> </ul>	<ul style="list-style-type: none"> <li>• All women</li> <li>• All men</li> <li>• All in-laws</li> <li>• VDC members</li> <li>• CG and CSG</li> </ul>	<ul style="list-style-type: none"> <li>• Husband found caring and loving during pregnancy</li> <li>• In-laws are found supportive during pregnancy and lactating period</li> </ul>	<ul style="list-style-type: none"> <li>• STC- Empowerment and STC-HHN</li> <li>• TM- Empowerment and TM-HHN &amp;</li> <li>• TO- Empowerment and TO-HHN &amp;</li> <li>• CEV and CHV</li> </ul>
----------------------------------	---	---	--	--	---



		specific days to influence others. <ul style="list-style-type: none"> <li>• Couple dialogue sessions.</li> </ul>			
Aspirations for oneself	<ul style="list-style-type: none"> <li>• Women lack confidence and self-efficacy</li> <li>• Women themselves confined in patriarchal beliefs</li> </ul>	<ul style="list-style-type: none"> <li>• Counsel all pregnant and lactating mothers to enhance their self-efficacy on receiving equal and same food as their husbands, receiving health services from facilities, practicing all standard HHN practices during household visits.</li> </ul>	<ul style="list-style-type: none"> <li>• All pregnant and lactating mothers</li> </ul>	<ul style="list-style-type: none"> <li>• Women receive same amount and same quality of food during pregnancy and lactating period</li> <li>• Women receive health and nutrition services from public-private health facilities when it is required</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
	<b>Son preference-</b> Prefers son than daughter in every regards- food, cloth, education, health treatment, sports and social function.	<ul style="list-style-type: none"> <li>• Counsel mothers that son and girls are same and must give equal preference in terms of food, cloth, education, health treatment, sports and social function.</li> </ul>	All pregnant and lactating mothers	<ul style="list-style-type: none"> <li>• Girls and boys are getting equal portions and same foods at meals.</li> <li>• Girls and boys are equally participating Growth Monitoring and Promotion</li> <li>• Girls and boys are receiving Child health (ARI, diarrhea) and nutrition (Vit A, nutrition education) from health facilities</li> </ul>	<ul style="list-style-type: none"> <li>• STC-HHN</li> <li>• TM-HHN &amp;</li> <li>• TO-HHN &amp;</li> <li>• CHV</li> </ul>
<b>Purpose 3: Resilience</b>					

<b>Gender Domain of Change</b>	<b>Key Gender Issue/Constraint</b>	<b>Activity or Action</b>	<b>Target</b>	<b>Gender behaviour changes we want to see within your Purpose</b>	<b>Responsibility</b>
Gendered division of labor	<b>Unequal Division of labor-</b> Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>• Work sharing by male to add in Household level contingency Plan</li> <li>• Dissemination of Early Warning by DVS to Women</li> <li>• Awareness activities integrated in all purposes for different forum (FFBS, EKATA, SBTB, VDC)</li> </ul>	Male participants  Family members	<ul style="list-style-type: none"> <li>- During and post disaster situation women are more over loaded (additional roles-managing assets and children in shelter) – we like to see men are engaged in household level activities so that women’s load reduced</li> <li>- Women lack access to information and resources (Early Warning, weather information, money, emergency kits) before disaster – Early warning and other information reaches to women</li> </ul>	TO-DCRM, DVs (with support from other Tos and Volunteers)
Household decision-making;	<b>Lack of decisions making regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services. Men make almost all of the decisions regarding	<ul style="list-style-type: none"> <li>• Discussion during HH level CP preparation</li> <li>• Awareness activities integrated in all purposes for different forum (FFBS, EKATA, SBTB, VDC)</li> </ul>	Male participants  Family members	<ul style="list-style-type: none"> <li>- Women are to wait for permission from family or husband d if they require to move to a safer place (shelter, relatives house etc.) for disasters – Women can decide on their own to move - mobility are not restricted</li> <li>- Women are unable take decision on her own because of mobility restriction</li> <li>-</li> </ul>	TO-DCRM, DVs (with support from other Tos and Volunteers)

	purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.				
Control over productive assets	<b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>Awareness activities integrated in all purposes for different forum (FFBS, EKATA, SBTB, VDC)</li> </ul>	Male participants Family members	<ul style="list-style-type: none"> <li>Inability to make decision in product selling in generating resource for disaster preparedness and/or response and even use of self-earnings - Women can decide on their own to control their resources</li> </ul>	TO-DCRM (with support from other TOs)
Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>Discussion in UDMC and VDC meeting to include Women in UDMC</li> </ul>	VDC and UDMC	<ul style="list-style-type: none"> <li>Because of lacking access to public spaces, women can’t raise their issues related to disaster – women are included as member in UDMC</li> </ul>	TO-DCRM with support from others.
Claiming rights and meaningful participation in public		<ul style="list-style-type: none"> <li>Relevant information to include in FFBS module</li> </ul>	<ul style="list-style-type: none"> <li>FFBS participants, EKATA and VDC members</li> </ul>	<ul style="list-style-type: none"> <li>Women lack access to information – climate smart agricultural variety, weather information and extension services</li> <li>And even sometimes the information is available – unable to understand or interpret it because of it is</li> </ul>	STC-R with support from STC-A&L. TO-DCRM and DVs (with active support from TO-Ag&L and CAVs)

decision-making including governance processes;				too technical or not contextualized Women are receiving relevant information, understand it and use for DRR and CCA	
Control over one's body;	<b>Child Marriages-</b> adolescent mothers with limited decision making at household level because of her marriage at childhood				
Violence and restorative justice	<b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. "If I don't kill you by beating, I will kill you by not giving you money for expenses" (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.	<ul style="list-style-type: none"> <li>Awareness activities integrated in all purposes for different forum (FFBS, EKATA, SBTB, VDC)</li> </ul>	VDC, FFBS	<ul style="list-style-type: none"> <li>During disaster especially when they take shelters in schools, flood shelters they are exposed to violence/harassment when there are no separate rooms/spaces are allocated for men and women – No violence against women and girls especially when in shelter</li> </ul>	Primarily by TO-WE with active support from TO-DCRM and other TOs)

Aspirations for oneself	<ul style="list-style-type: none"> <li>Women lack confidence and self-efficacy</li> <li>Women themselves confined in patriarchal beliefs</li> </ul>	<ul style="list-style-type: none"> <li>Awareness activities integrated in all purposes for different forum (FFBS, EKATA, SBTB, VDC)</li> </ul>	<ul style="list-style-type: none"> <li>VDC, FFBS, EKATA</li> </ul>	<ul style="list-style-type: none"> <li>Women are unable to raise their voices at HH, community and public spaces like Union Parishad</li> <li>Women are reluctant not to participate in different forums (community event, meetings etc.)</li> <li>Practical aspects especially for women is different e.g. WASH</li> </ul>	Primarily by TO-WE with active support from TO-DCRM, DVs and other TOs)
	<b>Son preference-</b> Prefers son than daughter in every regards- food, cloth, education, health treatment, sports and social function.				
<b>Purpose 5: Governance</b>					
<b>Gender Domain of Change</b>	<b>Key Gender Issue/Constraint</b>	<b>Activity or Action</b>	<b>Target</b>	<b>Gender behaviour changes we want to see within your Purpose</b>	<b>Responsibility</b>
Gendered division of labor	Unequal Division of labor- Women are overburdened with work and have little time to rest. Men find it socially and culturally unacceptable to assist with childcare. Gender roles are clearly defined between men and women which is inequitable.	<ul style="list-style-type: none"> <li>Conduct gender dialogue with VDC on gendered division of labor</li> <li>Conduct gender dialogue with Youth group on gendered division of labor</li> </ul>	<ul style="list-style-type: none"> <li>VDC members</li> <li>Youth group members</li> </ul>	<ul style="list-style-type: none"> <li>VDCs discuss unequal gendered division of labor in their monthly meetings.</li> <li>Male members of VDCs clean VDC meeting room.</li> <li>VDCs identified Man Champions who are already sharing household chores</li> </ul>	<ul style="list-style-type: none"> <li>FF/Male Champions</li> <li>FF/ Progressive Youth</li> </ul>

				<ul style="list-style-type: none"> <li>• VDCs identified female champions who are already encouraging men in sharing household chores</li> <li>• Youth Groups promote equitable distribution of household chores between men and women.</li> <li>• Youth groups identified male youth champions who are already sharing household chores</li> <li>• Youth groups identified female youth champions who are already encouraging men in sharing household chores</li> </ul>	
Household decision-making;	<b>Lack of decisions regarding income, reproductive health and nutrition:</b> Very few women are actually allowed to make decisions regarding food purchases, meal choices, attending a health clinic with a sick child, or seeking family planning services.	<ul style="list-style-type: none"> <li>• Conduct dialogue with VDC on importance of joint household decision making</li> <li>• Conduct dialogue with youth groups on importance of joint household decision making</li> </ul>	<ul style="list-style-type: none"> <li>• VDC Members.</li> <li>• Youth Group member</li> </ul>	<ul style="list-style-type: none"> <li>• VDCs discuss importance of joint household decision making in their monthly meetings.</li> <li>• VDCs identified Man Champions who are already practice joint household decision making.</li> </ul>	FF/ VDC Focal Persons/ progressive youth

	Men make almost all of the decisions regarding purchases and mobility that influence if a child can go to the doctor or the family will eat a nutritious meal.			<ul style="list-style-type: none"> <li>• VDCs discuss importance of joint household decision making in their monthly meetings.</li> <li>• VDCs identified Man Champions who are already practice joint household decision making.</li> </ul>	
Control over productive assets	<b>Gendered roles in agriculture-</b> As a resulted of limited mobility for women, they do not engage in agriculture production outside the home. Women are mainly involved in poultry rearing at home.	<ul style="list-style-type: none"> <li>• Conduct dialogue with VDCs on importance of control over productive assets by the women</li> <li>• Conduct dialogue with youth groups on importance of control over productive assets by the women</li> </ul>	<ul style="list-style-type: none"> <li>• VDC Members.</li> <li>• Youth Group member</li> </ul>	<ul style="list-style-type: none"> <li>• VDCs discuss on importance of control over productive assets by the women in their monthly meetings</li> <li>• VDCs identified Man Champions who are already practice joint household decision making.</li> <li>• Youth group members conduct dialogue on importance of control over productive assets by the women</li> <li>• Youth group identified Man Champions who are already provided productive assets his wife/ sister.</li> </ul>	FF/ VDC Focal Persons/ progressive youth

Access to public spaces and services	<b>Lack of access to public spaces-</b> Women are confined to the homestead and are mainly involved in household work. They are not expected to go to the market. “Women will collide with men in markets. It is not good that women hold meetings with men” (FGD men)	<ul style="list-style-type: none"> <li>• Conduct dialogue with VDC on importance of accessing public spaces and services by women</li> <li>• Conduct dialogue with Youth group on importance of accessing public spaces and services by women.</li> </ul>	<ul style="list-style-type: none"> <li>• VDC Members.</li> <li>• Youth Group member</li> </ul>	<ul style="list-style-type: none"> <li>• VDCs discuss on importance of accessing public spaces and services by women in their monthly meetings</li> <li>• VDCs select at least 50% women to include in UP committees.</li> <li>• Youth group members conduct dialogue on importance of accessing public spaces and services by women.</li> </ul>	FF/ VDC Focal Persons/ progressive youth
Claiming rights and meaningful participation in public decision-making including governance processes;					



Control over one's body;	<b>Child Marriages-</b> adolescent mothers with limited decision making at household level because of her marriage at childhood	<ul style="list-style-type: none"> <li>• Conduct dialogue with VDC on negative impact of child marriage.</li> <li>• Conduct dialogue with Youth group on on negative impact of child marriage.</li> </ul>	<ul style="list-style-type: none"> <li>• VDC Members.</li> <li>• Youth Group member</li> </ul>	<ul style="list-style-type: none"> <li>• VDCs discuss on importance on negative impact of child marriage in their monthly meetings</li> <li>• Youth group members conduct dialogue on negative impact of child marriage</li> </ul>	<ul style="list-style-type: none"> <li>• FF/ VDC Focal Persons</li> <li>• Progressive youth</li> </ul>
Violence and restorative justice	<b>Prevalence of Gender Based Violence-</b> Women are victims of gender based violence especially physical and economic violence. "If I don't kill you by beating, I will kill you by not giving you money for expenses" (FGD for men). All age groups of women here are facing the daily reality of gender-based violence, sexual violence, physical, mental, emotional, and economic abuse. This violence and the threat of it reinforce inequitable social norms, which have big impacts on food security, health, resilience, and justice.	<ul style="list-style-type: none"> <li>• Conduct gender dialogue with VDC on negative impact of violence and restorative justice.</li> <li>• Conduct gender dialogue with Youth group on violence and restorative justice.</li> </ul>	<ul style="list-style-type: none"> <li>• VDC Members.</li> <li>• Youth Group member</li> </ul>	<ul style="list-style-type: none"> <li>• VDCs discuss on importance of control over productive assets by the women in their monthly meetings</li> <li>• VDCs identified Man Champions who are already practice joint household decision making.</li> <li>• Youth group members conduct dialogue on importance of control over productive assets by the women</li> <li>• Youth group identified Man Champions who are already provided productive assets his wife/ sister.</li> </ul>	<ul style="list-style-type: none"> <li>• FF/ VDC Focal Persons</li> <li>• Progressive youth</li> </ul>
Aspirations for oneself	<ul style="list-style-type: none"> <li>• Women lack confidence and self-efficacy</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct gender dialogue with VDC on</li> </ul>	<ul style="list-style-type: none"> <li>• VDC Members.</li> </ul>	<ul style="list-style-type: none"> <li>• VDCs discuss on importance of self efficacy and concept of patriarchal</li> </ul>	FF/ VDC Focal Persons

	<ul style="list-style-type: none"> <li>• Women themselves confined in patriarchal beliefs</li> </ul>	<p>importance of self-efficacy and concept of patriarchal beliefs.</p> <ul style="list-style-type: none"> <li>• Conduct gender dialogue with Youth group on importance of self efficacy and concept of patriarchal beliefs.</li> </ul>	<ul style="list-style-type: none"> <li>• Youth Group member</li> </ul>	<p>beliefs in their monthly meetings.</p> <ul style="list-style-type: none"> <li>• Youth group members conduct dialogue on importance of self efficacy and concept of patriarchal beliefs.</li> </ul>	
--	--	--	--	---	--