### Learning for Change (L4C) Strengthening Women's Voices in East Africa

Regional Program: Ethiopia, Uganda, Rwanda, advocacy components in Austria and European Union



MAIN OBJECTIVE: Partners and CARE contribute to the Sustainable Development Goal 5: 'Achieve gender equality and empower all women and girls'

PROGRAMME GOAL: 268,622 women and girls are meaningfully participating in decision-making at household, community, local and national levels

THEORY OF CHANGE (TOC) STATEMENT: If (1) government institutions and civil society organizations are capacitated to integrate gender transformative structures and services; if (2) organizations are strengthened in gender transformative programming and results-based reporting, and are able to effectively communicate and share their achievements; and if (3) women's voices influence strategic forums on women's peace and security at international and national level; then (4) women and girls will meaningfully participate in decision-making processes and have control over and access to resources; because (5) organizations and change agents are capacitated and committed to implement innovative, high-impact gender transformative programs that are powerful tools to build equitable social norms and structures.

#### **EXPECTED RESULT 1:**

21 partner NGOs, partner government institutions and CARE offices demonstrate increased/continued progress towards gender equitable working cultures, organisational policies, and practices

### 1. OUTCOME

Improved organizational climate in partner organizations and CARE reflects transformative GED and psychosocial wellbeing

#### **EXPECTED RESULT 2:**

3.044 staff members and attached multipliers of partner NGOs, CBOs, government institutions and CARE are applying increased technical capacities for gender equality programming to the benefit of vulnerable women and girls

#### 2. OUTCOME

Design, implementation and reporting of Partners' and CARE Programs and knowledge systems reflect an integrated gender transformative approach

#### **EXPECTED RESULT 3:**

Staff members at 15 partner NGOs and CARE have increased capacity in conducting more effective and inclusive influencing and have contributed to the success of ongoing advocacy on gender equality (UNSCR1325, Kampala declaration, implementation of national laws etc.)

#### 3. OUTCOME

Women's voices influence strategic forums concerning women peace and security at national and international level (contributing to the implementation of UN 1325 and 1820)



### 1.1. INTERMEDIATE OUTCOME

Capacitated staff, and GED and PSS inclusive managerial and team building processes enhance a friendly and productive work environment in Partners' offices and at CARE



1.1.1 Organizational capacity development plans, learning modules and tools on transformative gender and diversity and psychosocial wellbeing are available

1.1.2 Multipliers are capacitated to promote transformative GED and psychosocial wellbeing at organizational and individual level



### 2.1. INTERMEDIAT

Partners and CARE integrate diversity, Gender transformation and PSS in their programming



2.1.1. Partners and CARE staff have the technical capacity to develop GED and PSS sensitive/ transformative projects

2.1.2: Staff of CARE and
Partners have the
knowledge to train
multipliers in promoting
Women Leadership,
engagement of men and
boys and PSS at
community level

2.1.3 Results based
Planning, Monitoring and
Reporting (M&R) systems
are enhanced and
operational to support
gender transformation and
diversity



## 2.2. INTERMEDIATE OUTCOME

Knowledge on GED is systematically documented and shared for scaling up program quality and outreach



2.2.1 Knowledge management culture and tools of Partners and CARE are enhanced

2.2.2 Knowledge products are developed and published to increase awareness and engagement on Women Leadership, Psychosocial Support, Engaging Men and Boys



# 3.1. INTERMEDIATE OUTCOME

Partners and CARE
are actively involved
in policy dialogue
and advance
women's peace and
security issues in
networks and
alliances by linking
local to global



3.1.1 Advocacy strategies and action plans are developed focusing on gender equality, women's peace and security



3.1.3 Partners and CARE are members in national and international networks on GEWE and WPS



# 3.2. INTERMEDIATE OUTCOME

Capacitated
partners and CARE
implement their
strategies and
action plans on
evidence based
advocacy more
effectively



3.2.1 Partners and
CARE have the
knowledge
resources and tools
to promote
evidence based
advocacy

3.2.2 Partners,
CARE and
community based
groups have
increased capacity
to conduct
evidence based
advocacy

3.2.3. Journalists/
Media have
increased capacity
to promote
gender equality
and women's
voice

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