



CARE Australia Australian NGO Cooperation Program (ANCP) Meta-Review of Evaluations

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Supporting women.
Defeating poverty.

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Background

The **Australian NGO Cooperation Program (ANCP)** is the Government's longest running (45 years) and largest program of support to established and accredited NGOs. Each year, the program supports more than 55 Australian NGOs and 2,000 local partners to deliver around 400 projects in 50 countries.

CARE Australia is a leading international aid and humanitarian organisation that focuses upon saving lives, defeating poverty and achieving social justice. It does this by working with local communities to provide women with equal opportunities to earn an income, access their fair share of resources, participate in decisions that affect their lives and lead their communities.

At the global level, these efforts contribute to the **United Nations 2030 Agenda for Sustainable Development** and the **17 Sustainable Development Goals** which together seek to end poverty and deprivation, improve health and education, reduce inequality, and spur economic growth, while protecting the planet.

Abbreviations

ANCP	Australia NGO Cooperation Program
COVID	Coronavirus Disease 2019
CSC	Community Score Card
DFAT	Department of Foreign Affairs and Trade
EEM	Education for Ethnic Minorities
FFM	Family Financial Management
GRFV	Good Relationships Free from Violence
HAMORIS	Hamemus No Risku Ba Inan Sira
MOLSW	Ministry of Labour and Social Welfare
MGMA	Myanmar Garment Manufacturers Association
MLE	Multilingual Education
NGO	Non-Governmental Organization
PDR	(Lao) People's Democratic Republic
STOP	Enhancing Women's Voice to Stop Sexual Harassment
TEAL	Technologically Enhanced Agricultural Livelihoods
TOC	Theory of Change
VPM	Village Pump Minder
VSLA	Village Savings and Loans Association
WASH	Water Sanitation and Hygiene
WEL	Women's Economic Livelihoods

Introduction

Purpose of this Review

This report presents the findings of a review of the evaluations of seven programs funded by DFAT through the ANCP and implemented by CARE (Australia and respective country partners).

The purpose is to identify and summarise lessons learned, areas for development and examples of good practice that will inform CARE Australia's implementation of its new theory of change. The review is intended for both internal and external audiences, including DFAT.

Scope

The review considered the following projects, implemented between July 2017 and June 2022:

- Enhancing Women's Voice to STOP Sexual Harassment – Cambodia, Laos, Myanmar and Vietnam (2017-2021)
- Education for Ethnic Minorities - Cambodia (2017-2021)
- HAMORIS Safe Motherhood Program 2 - Timor Leste (2017-2022)
- Leftemap Sista II: Promoting Women's Economic Justice and Ending Violence against Women and Girls in Vanuatu (2017-2022)
- Empowered Women and Equitable Value Chains - Laos (2017-2022)
- Technologically Enhanced Agricultural Livelihoods - Vietnam (2017-2022)
- Improving WASH for women and girls in Chivi District - Zimbabwe (2017-2022)

The terms of reference identify the following thematic areas for consideration:

- Economic Justice
- Climate Justice
- Gender Justice, including Disability Inclusion
- Locally Led Approaches and Practice
- Partnership Approaches

These themes reflect the priorities that form the basis of CARE Australia's theory of change (TOC) and are discussed in the final section of the review.

Amendments and Limitations

The evaluation reports differ in terms of their focus, scope, breadth and depth, and to certain extent, in their quality, ranging from robust, to more speculative and impressionistic. Most of the programs cover *multiple* thematic areas, e.g., economic empowerment, voice, leadership, gender-based violence etc., even when the focus is *primarily* upon one (or two) of these. Separation into distinct thematic areas is therefore somewhat arbitrary. Since partnership was a key aspect of every program, it made sense to consider this within the specific program context, rather than as a separate thematic area. One of the evaluations included was a strategic review of 17 years of programming. Finally, none of the programs focused sufficiently upon the issue of *climate justice* to merit separate consideration.



Credit: John Hewat/CARE

13-year-old Reynet (ANCP Improving WASH for women and girls in Chivi District – Zimbabwe, 2017-2022)

Analysis

The table below sets out the names of the projects, together with the country locations and allocated thematic area. The source material is also provided for transparency.

Project	Countries	Thematic Area(s)	Source Material
Enhancing Women's Voice to STOP Sexual Harassment	Cambodia Laos Myanmar Vietnam	Gender Justice	Report STOP Evaluation: Laos, Cambodia (social impact), Myanmar, Vietnam What works to address workplace harassment: Rapid Review
Education for Ethnic Minorities	Cambodia	Partnership Approach	Cambodia EEM Strategic Evaluation Report
HAMORIS Safe Motherhood Program 2 Improving WASH for Women and Girls	Timor-Leste Zimbabwe	Locally Led	Final Evaluation Report End of Program Evaluation Report
Leftemap Sista II: Promoting Women's Economic Justice and Ending Violence against Women and Girls Empowered Women and Equitable Value Chains Technologically Enhanced Agricultural Livelihoods	Vanuatu Laos Vietnam	Economic Justice	LSE II Final Evaluation Report Annex Data Collection Tools Final Evaluation Report Final Evaluation Report

Thematic areas are considered in turn in relation to the following:

- Main Learning
- Future Development
- Good Practice

Economic Justice

Projects were allocated to the thematic category of Economic Justice if the *primary* focus of the project was upon economic empowerment, even when this was as part of a broader goal of promoting gender equality. The following projects were considered:

Leftemap Sista II: Promoting Women's Economic Justice and Ending Violence against Women and Girls: Vanuatu (2017-2022) Support women, young women and girls, including those with disability, in rural and remote areas of Vanuatu to realise their rights to live free from violence, have increased economic opportunity and capacity to participate meaningfully in decisions that affect their lives in peace time and disaster.

Empowered Women and Equitable Value Chains: Laos (2017-2022) Increase income and improved access to food for remote ethnic communities through economic empowerment.

Technologically Enhanced Agricultural Livelihoods: Vietnam (2017-2022) Make ethnic minority women visible, respected and productive actors in the Arabica coffee value chain.

Main Learning

Projects were implemented in 11 geographically isolated communities in Vanuatu; two communities in each of two provinces in Vietnam, and in 12 villages in one province in Laos.

In Vanuatu, participation in women's economic livelihoods (WEL) groups and village savings and loan associations (VSLA) increased women's¹ engagement in income generation and improved their access to savings and loans. Men increasingly recognised women's financial management skills. It also contributed to positive changes in women's personal and domestic lives together with their health-seeking behaviour. However, it did not *necessarily*² lead to increased involvement in decision-making within the home, although increased financial decision-making was specifically articulated in the project framework.

¹ Including those with limited formal education and or who live in remote areas.

² The data appears contradictory on this issue.

While these groups provide space for women to assume leadership roles, by project end, they were still less likely than men to hold such positions. Nonetheless, the project evaluation report speculates that *potential* exists for increased engagement of women in leadership through the mechanism of the groups.

The evaluation concludes that strategically framing Women's Economic Livelihood (WEL) activities in terms of the potential benefits to families and communities (in contrast to a 'rights-based' approaches to gender equality) has appealed to men, both as partners and as community gatekeepers.

In participating communities in Vanuatu and Vietnam, there appears to have been some shift towards men undertaking more domestic duties and increased partnership between men and women in economic activities.



Credit: John Hewat/CARE

Margaret Rasai participates in CARE's Leftemap Sista project (ANCP Leftemap Sista II: Promoting Women's Economic Justice and Ending Violence against Women and Girls in Vanuatu, 2017-2022).

In Vanuatu, it is suggested that women and men participating together in Family Financial Management and Good Relationships Free From Violence activities may have contributed to a weakening of specific social norms that support the use of male violence to exercise control over women's earnings.

However, in Vanuatu, the evaluation report also mentions evidence of unintended negative consequences associated with women's participation in project activities. Some men were believed to be trying to influence and control their partners' participation, thereby potentially undermining their empowerment. Other unintended consequences include the possibility of 'social backlash' against women perceived as empowered, increased workloads for those who participate in the groups, and in some instances, increased domestic conflict and violence against women. Also in Vanuatu, traditional '*kastom*' beliefs and practices, together with gender and social norms, remain powerful. Men continue to use the threat or reality of violence to control women and resources. Nevertheless, the project's focus on engaging men and boys in processes of reflection, dialogue and learning has been an important aspect of the integrated approach and a process of change appears, at least, to have been initiated.

Finally, and again in Vanuatu, environmental factors, including vulnerable geographic location and difficulties accessing and managing water also presented significant challenges to women's effective engagement in economic activities.

In Laos, economic empowerment activities with women contributed to a significant increase in coffee crop harvest (by 112%), income (by 603%) and both food diversity and consumption (with increased intake of calcium, fat and protein by families).

Significant changes were also reported in the distribution of labour between men and women, with men assuming more domestic chores and farming tasks. Women were also empowered



Credit: John Hewat/CARE
Margaret Rasai participates in CARE's Leftemap Sista project (ANCP Leftemap Sista II: Promoting Women's Economic Justice and Ending Violence against Women and Girls in Vanuatu, 2017-2022).

in relation to financial management and decision-making (e.g., about paying for health care, sending children to school) which, in turn, increased their status within the family. Similar changes were found to have occurred in Vietnam.

The three programs included work to address gender norms and engage boys and men with a view to shifting gender relations at household and community levels and to addressing gender-based violence. The need for such action appeared to be particularly acute in Vanuatu.

Only in Vietnam were the needs of people with disabilities explicitly addressed in terms of supporting them to become economically independent through participation in the labour market, thereby addressing their expressed wish to avoid becoming a 'burden' to their families. Through TEAL, suitable work was found for three people with disabilities. Not only does this meet economic needs, it can also address the diminished confidence, self-esteem, isolation and loneliness that can be among the social costs of disability.

Future Development

Changing gendered social norms is a long-term process. This needs to be taken into consideration in program design, including for example, Social Action and Analysis or SASA!³

All programs involve a considerable amount of training, community-based group work and capacity building, particularly in relation to addressing gendered social norms. Positive changes in gender relations are also reported to varying degrees in all three programs. However, within the available documentation there is a paucity of information pertaining to the specific methods and processes employed or how the quality of these interventions is monitored and assessed. This is important not only because the impact of such activities might be increased with more effective monitoring and review, but also to address any unintentional negative consequences.

Ensuring health services respond appropriately to violence against women and girls requires capacity-strengthening of providers at primary and district level. At community level, an agenda for strengthening governance structures and processes could promote increased participation by both women and young people.

³ In Vietnam, *Stand Up Speak Out* (SUSO) was employed to work within men on gender-based violence.

Integrated programming and supporting processes of social change are complex, resource intensive and demanding, particularly in terms of the level of understanding and skills required of staff. This approach needs to be accompanied by an appropriate monitoring, evaluation and learning strategy that will produce the kind of evidence that can inform adaptive project management. In turn, this should inform the judicious use of quantitative and qualitative methods and clarity in terms of intended interpretation of results.

With a view to promoting sustainability of economic empowerment and income generation activities, linkages should be made, as appropriate, with local chambers of commerce (or similar institutions).

Programs that have strong technical/commercial elements (such as the coffee industry, equitable value chain) should be based upon clear understanding of the differences in culture and functioning between the NGO and commercial sectors and ensure consistent availability of appropriate technical expertise throughout the duration of the project.

Good Practice

An explicit focus on engaging men and boys in processes of reflection, dialogue and learning has proved to be an important aspect of the integrated implementation approach.

In traditional communities where resistance to women's empowerment can be anticipated, it can be productive strategically to frame women's economic empowerment activities in terms of potential benefits for families and communities, rather than explicitly focusing on gender-based rights and equality.

Locally Led Approaches

In order to provide some representation across the different thematic areas, the following projects were selected as examples of locally led approaches. To a certain extent, most if not all the projects covered in this review had an element of local leadership, but these particular projects focused specifically at community level.

Water, Sanitation and Hygiene (WASH): Zimbabwe (2017-2022) Increase equitable and sustainable access to and use of safe water supply, improve sanitation and hygiene practices among the rural population of Chivi District.

HAMORIS (Safe Motherhood 2): East Timor (2017-2022) Contribute to lasting reduction in maternal mortality through increased access and utilisation of quality sexual, reproductive and maternal health services by women and men and improved gender relations at family and community level.

Main Learning

WASH Zimbabwe, informed by the national *Sanitation Focused Participatory Health and Hygiene Education* (SafPHHE) strategy, improved water, sanitation and hygiene services and practices in ten wards in Chivi South district in Zimbabwe.

Seventeen hundred households were targeted⁴, focusing upon rehabilitation of WASH infrastructure, construction of girl-child friendly and disability-sensitive toilets, and demand-led sanitation and hygiene.

While women's participation was relatively high: of 30 VPMs trained, half (rather than the intended 70%) were female. Similarly, 70% (rather than the target of 80%) of women held leadership positions, including chair and vice-chair of relevant local committees. The intervention also sought to engage men and boys in sanitation and hygiene through gender reflection dialogues.

Fifty five schools were provided with girl-friendly, age-appropriate, and wheelchair accessible toilets and handwashing facilities. Lack of suitable facilities had previously prevented children with disabilities from attending school.

⁴ In total: 65,391 people: 16,456 women, 13,609 men, 18,394 girls, 16,932 boys

Discussions with members of school health clubs identified menstrual health and hygiene as a significant, neglected issue which had led to girls dropping out of school. As a result, members (including boys) learned to make reusable sanitary pads and face masks.

Structural barriers persist, including the distance to water points.

The HAMORIS program in East Timor has created positive change in the lives of 20,585 women and men by increasing their access to sexual, reproductive and maternal health services in two of the country's municipalities. Indirectly, the program has reached nearly 200,000 people.

As a result of the program's focus upon improving the care provided by health facilities, increased understanding among men and women of sexual, reproductive, maternal health and rights, together with improved relationships between health workers, administrators and community leaders, women are more than twice as likely to give birth with the assistance of a skilled birth attendant, which significantly increases their chances of survival. They are also more likely both to know about modern contraception and to be using it to space their pregnancies.



Credit: Timothy Buckley/CARE

ANCP Improving WASH for women and girls in Chivi District – Zimbabwe, 2017-2022

Women are also significantly more likely to be making decisions about their own sexual and reproductive lives. There is also less expressed tolerance of gender-based violence. Men and other family members are considerably more engaged in supporting mothers to feed and take care of their babies. Women are also assuming leadership positions and men are recognising the value and importance of this. People are increasingly satisfied with available health services and believe that the *Community Score Card* process (see below) has helped to improve relations between local communities and health service providers.

These changes were realised through establishment of separate support groups for mothers and fathers⁵; use of the *Community Score Card* (a participatory process that facilitates dialogue between community members and health workers) and capacity building with the latter.

Improved quality of health services is reflected in increased number and capacity of staff, including skilled birthing assistants, improved facilities, including availability of basic medications, as well as improved infrastructure, such as availability of clean water. A positive but unintended outcome was the adoption by father and then mother support groups of savings and loans schemes which generated increased revenue for communities.

Future Development

In Zimbabwe, high proportions of households (34% and 22% respectively) include orphans and persons living with chronic disease. These additional vulnerabilities need to be taken into consideration in designing interventions.

With a view to sustainability, some toilets were constructed using local materials. However, these did not always survive and sometimes collapsed (with the potential to cause harm), either because of insufficiently durable materials, or, as a result of extreme weather events. As a result, acquiring building materials, such as cement, remained a challenge for some particularly poor households, including the elderly and those living with disabilities. Providing accessible toilets in schools was a significant improvement to the lives of learners with mobility-related disabilities. This also highlighted the need for similar facilities to be provided in villages where students live.

⁵ Although men are less likely to attend.

In East Timor, outstanding challenges for future consideration include training and regulation of midwives, the need to address transportation services for emergencies, and improve postnatal care for mothers and children.

More fundamentally, traditionally conservative attitudes and practices of health workers and administrators towards provision of contraception to unmarried or divorced women and young people need to be addressed.

Good Practice

Joint visits by CARE and Ministry personnel increased a sense of awareness and ownership by the government of the work undertaken and results delivered.

The program explicitly considered the needs of people with disabilities, including school children who were consulted in the design and construction of accessible toilets in schools. Similarly, at village level, those with disabilities were prioritized in terms of support. For instance, in one community, a resident who was visually impaired was provided with a rope that connected his house to the nearest toilet.

CARE's *Community Score Card* is a people-driven accountability approach through which groups of people (or civil society organisations) hold public officials, service providers and governments responsible for meeting their obligations to protect the rights of citizens and address their needs. Not only did use of the CSC in East Timor help citizens understand their rights and support them in claiming these, it also facilitated community engagement in the design, planning, and implementation of resource allocation and service delivery.

Significantly, while use of the scorecard sometimes raised issues beyond the health sector's immediate sphere of influence, through collective action and networking with relevant government agencies and other NGOs, effective action was taken, reflected, for example, in a community where 40 families were provided with solar panels. In four sub-villages, in partnership with a local NGO partner, modifications were made to houses to make them more accessible to people with disabilities.



Credit: John Hewat/CARE

47-year-old Angeline (red beanie & floral shirt) has recently signed up to become a village pump mechanic and is currently training and learning the skills. She travels from village to village repairing broken-down boreholes and water pumps. She feels passionately that everyone should have clean water and that people need to band together to help each other during tough times like the drought. ANCP Improving WASH for women and girls in Chivi District – Zimbabwe, 2017-2022.

Gender Justice

With a clear focus upon addressing a significant obstacle to the full and equal participation in their respective country's workforces, the STOP program had obvious strengths in terms of promoting learning about this thematic area.

Enhancing Women's Voice to STOP Sexual Harassment: Cambodia, Laos, Myanmar, Vietnam (2017-2021) To prevent and address the under-reported problem of sexual harassment in mainland Southeast Asia's garment sector.

Main Learning

Available evidence demonstrates that sexual harassment is widespread throughout garment factories (where women make up the majority of employees) and the related supply chain.

Sexual harassment was frequently observed by workers, but seldom reported. Given the vulnerable nature of such employment, together with the lack of relevant policies and procedures, a culture of silence is easily established and difficult to challenge.

Working across four Mekong countries – Cambodia, Lao PDR, Myanmar and Vietnam – STOP seeks to promote women's voice and economic rights, both in the workplace (garment factories) and at national policy level. This is achieved through use of a tailored package of educational, training and policy development materials, designed to shift norms and practice at individual, factory and national levels.

The reach of the project by country is as follows:

Cambodia 19 factories

Myanmar 7 factories
 3 adopted a CARE model policy (1 in process) 3 modified existing policies
 7 had implementation plans
 1001 participants in communications events and activities

Laos 10 factories
 10 established Sexual Harassment Prevention Committees 3 adopted a CARE model policy

Vietnam 6 factories
6 established Sexual Harassment Prevention Committees and provided training for their members
6 engaged in policy consultations

The relative national importance of the garment industry varies considerably from small in Laos, to Vietnam, where the textile and garment industry employs more than 1.6 million people, more than 12% of the industrial workforce and nearly 5% of the country's total work force. Cambodia's US\$7 billion-garment industry is the country's largest sector, accounting for 40% of the country's gross domestic product (GDP). Pre-COVID, the sector was responsible for employing approximately 700,000 workers, 90% of whom were women (and 64% internal migrants).

In all four countries, STOP has delivered increased understanding and awareness of sexual harassment (and related rights) among both factory workers and management. It has also contributed to the development of improved guidance, policy and mechanisms for addressing it.

However, despite a reported decrease in reported incidents in the workplace, together with some increased confidence about reporting it, significant proportions of female workers remained unaware of their factory's policy on sexual harassment or else remained reluctant to report such experiences.

Good Practice

In Myanmar, the program established a "feminist alliance" of strategic partners sharing a common goal of preventing gender-based violence and sexual harassment in the workplace. Collectively, they supported a study trip to India by representatives of the Ministry of Labour, Myanmar Garment Manufacture Association (MGMA), national parliament and trade unions to observe how similar issues are addressed in that setting.

In Laos, deliberate efforts were made to establish partnerships with government (particularly the Ministry of Labour and Social Welfare (MLSW)) and trade unions. Following a sensitisation workshop attended by representatives from a range of government ministries, the program was contacted by MLSW and invited to deliver training for government staff at provincial and national levels.

A noteworthy achievement in Myanmar is advocacy for and contribution to successfully amending the Occupational Safety and Health Law to include violence and harassment, the participation of women in the related committee, and the provision of training for committee members.

In Vietnam, a significant achievement was made in establishing new functional partnerships between CARE and external partners, including ministries, trade unions and factories in three sexual harassment-related areas: recent revision of the country's 2012 Labour Code, the EU-Vietnam Free Trade Agreement and the ILO Convention.

A social impact analysis of the program in Cambodia highlighted the strengths of the program as addressing a critical gap, strategic positioning, and being clearly based upon both an evidence base and a socio-ecological conceptual model.



Credit: John Hewat/CARE

Sothea is Kreung. She has a three-year-old daughter. Her husband is Khmer. She went through CARE's MLE program as a child. As an adult she has worked for various NGOs including CARE. Her work has included creating radio plays which are broadcast across the indigenous communities in their local language. ANCP, Education for Ethnic Minorities – Cambodia, 2017-2021.

Future Development

The program appears to be somewhat burdened by an overly complex monitoring system which has resulted in confusion among project staff and partners and does not necessarily capture the results of the program's advocacy efforts.

While it is important to understand the perceptions, beliefs and experiences of participants and stakeholders in relation to sexual harassment in the workplace, it is also important to find other more robust metrics for evaluation that capture 'hard' data such as numbers of complaints made, and action taken at different levels.

The specifically commercial nature and culture of the garment industry needs to be better understood by development NGO personnel: for instance, the flexibility necessary in terms of scheduling and duration of events, and the design of materials.

Business representatives raised concerns about the need for materials to be tailored to their particular contexts. For instance, in Myanmar, most managers are Chinese, but sessions and materials are presented in the Burmese language.

Some stakeholders also expressed concern about the sensitivity of sexual harassment and related issues for the image of both business and government. Moreover, harassment is not confined to the garment industry, and the program is therefore potentially relevant to all sectors.

It may be worth considering a focus on suppliers which could provide access to a greater number of factories, rather than targeting factories on an individual basis. This could also help identify champions within the broader industry and initiate a shift towards establishing a critical mass of advocates for tackling harassment in the workplace.

Framing and presenting the program in terms of 'respectful' or 'safer' workplaces may have proved more successful in terms of uptake and implementation, than a direct focus upon sexual harassment which could, albeit unintentionally, provoke defensive responses or denial.

The combination of the COVID-19 pandemic and a series of global and regional economic downturns highlight the vulnerability of this sector for those who work within it.

Partnership Approaches

This long-running program was selected for this theme because of its experience and clear success in creating, sustaining and adapting partnerships at multiple levels.

Education for Ethnic Minorities Program: Cambodia To increase ethnic minority children's access to, and the quality of, primary and secondary education.

Main Learning

The Education for Ethnic Minorities (EEM) program is unprecedented internationally: from a successful, community-based initiative run by community school management committees and implemented by community-selected teachers, to being institutionalized within government policy and replicated in state schools across north-east Cambodia. It is not surprising that this program has been the focus of considerable academic and technical interest, resulting in the generation of a good deal of knowledge about it.

The program has improved access to, and quality of, education for ethnic minority learners. Through the program, children from remote ethnic groups in Cambodia go to school and learn in their native language

The program provides a valuable example of taking a successful community, locally-led project to scale, *without* diminishing its core elements, while also shifting CARE's role within it, from that of 'implementer', to one of 'technical adviser' to Government.

The program has resulted in numerous significant changes, including positive recognition of the primacy of the languages, cultures, traditions and customs of the country's Cambodia's ethnic minority communities. This is reflected in the production of resources that reflect community values and traditions, engagement between minority cultures and school management, training and recruitment of ethnic minority teachers, together with delivery of education that is meaningful, relevant and accessible to minority ethnic children.

The program has also had impact across the three gender equality framework domains of agency, relations and structure, reflected in increased enrolment of girls and the employment of women teachers.

Future Development

While Multi-Lingual Education (MLE) is generally understood to be a mechanism to include ethnic minority children in education in Khmer, some government staff see it primarily as a route to *Khmer language and culture*. This needs careful monitoring lest it shift the orientation of the program. To ensure relevance and accountability, and to ensure it is locally led, people from ethnic minorities need to be meaningfully engaged in the leadership of the program.

Program stability can be promoted by training staff in responsive advocacy strategies. It is important to keep government officials informed on a regular basis in the early stages of the program, moving towards deeper engagement as results become visible, which in turn fosters a sense of shared ownership.

At the same time, it is important to enhance the capacity of government to assume ownership. Identifying and nurturing champions within government who can become important advocates for the program at higher levels of government.

The stability and sustainability of the program can be promoted through capacity building (as necessary) and partnerships with suitable research partners, which can strengthen the program's evidence base. Research has revealed that communities were enthusiastic about the benefits of the MLE program, principally the improvement in children's behaviours and attitudes. The MLE program has established a strong education foundation by fostering community support and ownership through the creation of community schools and SSC. The result is that communities better understand the advantages of education.

Good Practice

CARE's 'soft' advocacy and partnership approaches deliberately set out to engage with the Ministry of Education Youth and Sports - professionally, enthusiastically and respectfully - at both national and sub-national levels, with a view to transferring ownership of the program.

The approach also contributed to the development and implementation of Multilingual Education National Action Plan (2014-2018). This successful partnership with government has been identified by researchers as a crucial factor in both implementation and sustainability.

Conclusion

Contribution to CARE Australia's Theory of Change (2021-25)

CARE Australia's impact goal is:

Women lead social change for just, fair and sustainable lives.

All of the programs reviewed make significant contributions - directly or indirectly – to this goal.

The theory of change⁶ (ToC) sets out two strategic goals:

- People most affected by the impacts of climate change have increased resilience and are better able to recover from disasters in just, fair and sustainable ways.
- Women have strengthened capacity to deal with economic shocks, and their engagement with economic systems is just, fair and sustainable.

The ToC also sets out five, overlapping and mutually reinforcing program areas, together with three elements of an Integrated Approach:

Programme Areas

- Climate adaptation and resilience-building
- Locally Led Humanitarian Action
- Livelihoods, Work and Markets
- Women's Voice, Leadership and Movements
- Just Systems

Elements of an Integrated Approach

- Locally Led
- Gender Equality Framework
- Resilience Approach

The following table presents an attempted baseline for the reviewed projects in relation to these specific areas and elements. Given the variation in detail, amount and focus of the available documentation considered for this review, this can only be indicative, at best.

⁶ Developed several years after the projects began

Project	Programme Area(s) Covered (primary and secondary)	Elements of Integrated Approach Demonstrated
Enhancing Women's Voice to STOP Sexual Harassment	Women's Voice Just Systems Livelihoods	Gender Equality Framework
Education for Ethnic Minorities	Just Systems Livelihoods	Gender Equality Framework
HAMORIS Safe Motherhood Program 2	Women's Voice Just Systems Locally Led	Locally Led Gender Equality Framework
Improving WASH for Women and Girls	Women's Voice Just Systems Locally Led	Gender Equality Framework Locally Led
Leftemap Sista II: Promoting Women's Economic Justice and Ending Violence against Women and Girls	Women's Voice Just Systems Locally Led Livelihoods	Gender Equality Framework Locally Led
Empowered Women and Equitable Value Chains	Women's Voice Just Systems Livelihoods	Gender Equality Framework
Technologically Enhanced Agricultural Livelihoods	Women's Voice Just Systems Livelihoods	Gender Equality Framework

None of the programs considered in this review focused sufficiently either on climate adaptation or resilience for this review to provide useful observations. Nonetheless, all the countries included are affected, to varying extents, by these issues. Resilience and adaptation to changes and shocks need to be considered in future programming, whatever the thematic focus.

In relation to the Gender Equality Framework, the focus of the programs considered is mostly upon the domains of building agency and changing relations, rather than on transforming structures. While it is of course necessary to address issues of personal agency and interpersonal relationships, this is not sufficient to deliver the kind of gender equality


envisioned in the theory of change.⁷ This will necessitate significant changes at the levels of culture, policy and legislation.

Finally, issues relating to people with disabilities were addressed by some of the programs, most commonly through physical adaptations to increase accessibility and through social inclusion to support economic engagement. In others, disability-related issues receive scant, if any, attention, pointing to the need for more explicit consideration and guidance on this issue in program design and monitoring. This should include the need for shared understanding of the nature, manifestations and possible consequences of the range of physical, mental, emotional and social disabilities.

Unfortunately, a program with potentially significant learning on issues relating to disability - the *Growing is Learning* project in Tanzania - was not completed in time to be included within this review.

Broader Context

In addition to their respective outcomes and impacts, the CARE Australia programs considered in this review also represent contributions to broader outcome frameworks. These include the United Nations Sustainable Development Goals, and program goals of the Australian Government (DFAT and ANCP) and CARE International. These are illustrated below:

Program	UN Sustainable Development Goal (main focus of program)	DFAT Aid Program Issues & ANCP Program Logic	CARE Australia Theory of Change
Enhancing Women's Voice to STOP Sexual Harassment		Gender Equality	Gender Justice

⁷ For instance, reference to 'all' genders assumes an appreciation of gender diversity that was simply not reflected in the available program documentation.

Program	UN Sustainable Development Goal (main focus of program)	DFAT Aid Program Issues & ANCP Program Logic	CARE Australia Theory of Change
Education for Ethnic Minorities		Education	Cross Cutting
<p>Safe Motherhood Program 2</p> <p>Improving WASH for women and girls</p>	  	Health	Cross Cutting
Leftemap Sista II	 	Social Protection	Gender Justice

Program	UN Sustainable Development Goal (main focus of program)	DFAT Aid Program Issues & ANCP Program Logic	CARE Australia Theory of Change
<p>Empowered Women and Equitable Value Chains</p> <p>Technologically Enhanced Agricultural Livelihoods</p>	 	<p>Agriculture & Food Security</p>	<p>Women's Economic Justice</p>

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Supporting women.
Defeating poverty.



