

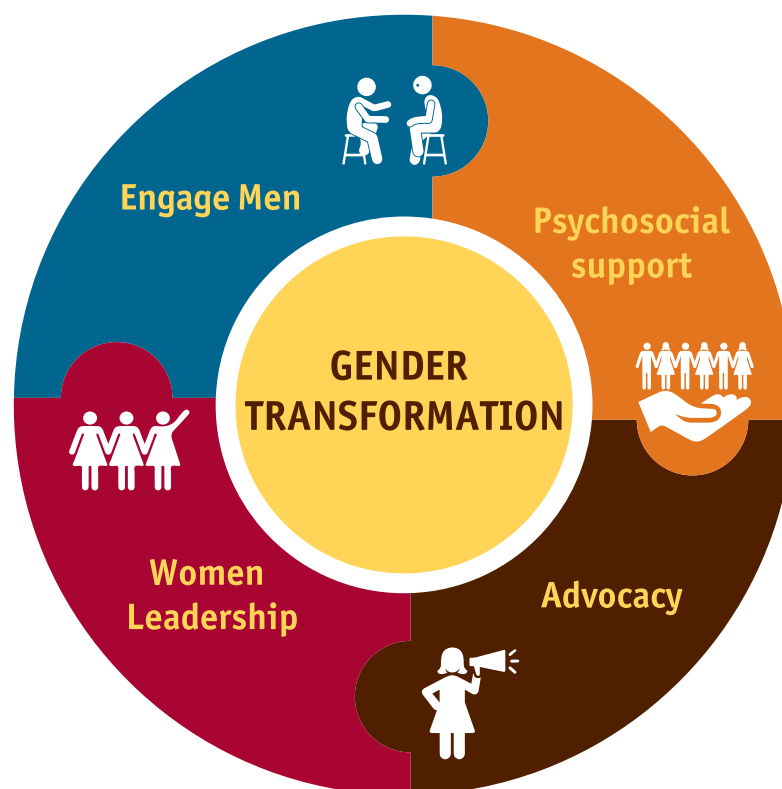


## The Integrated Approach

Learning for Change's integrated approach addresses multiple barriers to gender transformation, covering psychosocial programming approaches (PSS), women leadership (WL), engaging men and boys (EMB) as well as advocacy and Gender Equity and Diversity (GED) are implemented compressively.

## At the center

The integrated approach does not prescribe how individuals/communities have to act but enables them to act themselves according to their contexts and needs. An integrated approach enables the change agents to select the appropriate approaches themselves and address issues in a way that is adapted to their specific contexts and needs



## Building a powerful tool box:



### Women Leadership -

The program's interventions are having a positive effect on women's agency, including: enabling women to have greater access to and control over productive and financial resources; strengthening women's ability to become community leaders and role models in the community; providing structures and processes that enhance the voice and participation of women.



### Engage Men -

Where men were initially brought into conversations to enable women's participation in programming, activities with men and boys began to encourage them to examine how patriarchy affects their own lives and opportunities, alongside deeper questions on what it means to stand as an ally for gender equality.



### Psychosocial support -

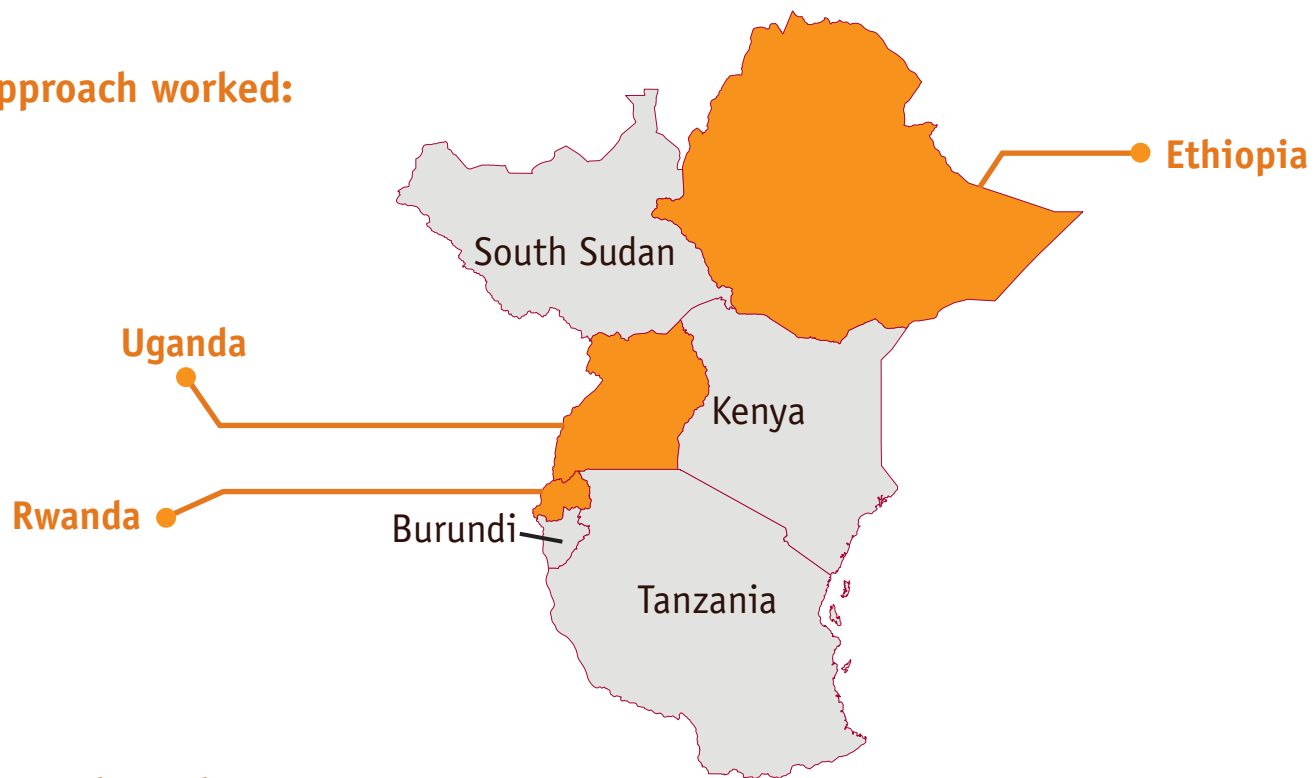
builds internal and external resources for women and their families to cope with adversity. It supports families to provide for physical, economic, educational, health and social needs. Psychosocial support also helps build resilience in the community.



### Advocacy -

Its purpose is to influence public policy outcomes, with and/ on behalf of a vulnerable group or community or indeed the wider public good.

## Where the approach worked:



## Why this Approach Works:



Low Cost

The integrated approach avoids duplications, saves resources and efforts in programs - you do not need to go back to the same communities for different issues but can react to the most pressing issues respectively to various issues arising at the same time.



Inclusiveness

To be successful, gender transformative programs need to address multiple gender inequality challenges that are deeply embedded in a complex web of social and religious norms, discriminatory political and economic systems. The integrated approach does not prescribe how individuals/communities have to act but enables them to unpack the underlying power dynamics and equips them to strategise contextually and in response to the needs.



Interlinked

Programs need to address individuals and communities in their totality to make real and sustainable change in promoting women's participation/gender equality. The integrated approach addresses issues in the communities in their totality, to address persons holistically as individuals, as well as relational and structural issues.



## Story of Nyirangendahimana Claudine

**Nyirangendahimana Claude** is a girl of 25 years old, living in Southern Province of Rwanda, Nyamagabe district with daughter Sandrine Umuhoza of 5 years and her old parents (father and mother). When she studied in S3, she got pregnant and dropped out school.

In 2014, CARE Rwanda started its Economic Development for out of school adolescent girls (EDOAG) project targeting out of school adolescent girls. She starting by being involved in VSLA and made small weekly savings and after 6 months, she requested a loan a started her business of livestock. She started by one pig, which progressively produced a big number of animals. She has used the money she got from her pigs business to buy a land and constructed a house for her old parents and her daughter. It was in 2017 that she started to attend L4C discussions organized by their mentors around women leadership, engaging men and boys and psychosocial support. After attending u number of sessions, there was election for National youth council and because of the confidence she got from the discussions on Women Leadership, she was nominated by her colleagues as one of the candidates and she was elected as chairperson of National Youth Council at sector level and she made it well! This year, during the celebration of International Women's Day, she was awarded by the sector as empowered girl who managed to develop her own business. She signed a contract with a National company promoting energy solar (Mobisol) to promote and sell their products. She is thankful for her mentor who helped to develop her confidence and she is now helping other girls to become self-confident and self-reliant.



*Namanya Imam during women Leaders training session*



*Namanya Imam with some the women Leaders he has trained*

### **A spark of gender transformation**

**Namanya Imam** started working as a Project officer on the Digital Sub Wallets and Household dialogue project in Rubirizi in 2016. Wondering “How I was going to work on a woman’s project? How can I contribute to a project that is targeting women’s needs and their economic empowerment?”

The Learning for Change project started at about the same time that Imam started working as a project officer. He attended the first Gender Equality and Diversity training facilitated by CARE in Bushenyi and a series of other trainings.

*“These were different, these trainings were not something I had experienced in my professional life and it was going to change the culture in my workplace it was changing me.”*

From the different group discussions and presentations in the workshop, Imam was exposed to new terms and topics like gender equality and diversity and what they meant in the local context. The Integrated approach using women leadership, psycho social support and the power of engaging men and boys in the work of gender transformation. L4C used activities that were culturally specific and practical for me to understand these ideas but also use them as tools for gender transformation new tools for community work such as the telephone game, the iceberg challenge and new PSS interventions. The goal of the digital sub wallets and household dialogues was to empower women financially through VSLA we were successful because we used tools from L4C, building women leadership/voice and support from the men in these women’s lives that encourage women’s entrepreneurship participation.

I am an impact multiplier and a champion for gender transformation in my community because of L4C. I am a powerful tool box, I have self-esteem, attentive listening, facilitation, leadership and engaging men and boy’s tools for gender equality. I try to understand every situation as it presents itself and engage for change.

Personally I have grown I understand my role as a man in the work place, to support women in the workplace, ensuring that women in the office have a seat at the table and a heard, supporting women to take on leadership in the work place and encourage their success as leaders

I am really grateful for the L4C program and even more to that am a trainer for the same program that empowers women and girls, which means I am still going to learn more skills and knowledge that I hope will help me in my professional life and personal life. L4C ignited a spark in my life and many other people in Rubirizi district and together we are torch leading the way for Gender transformation and community transformation.

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