



Gender Analysis for the Food and Nutrition Support Programme

**Submitted to GIZ Malawi
By C12 Consultants**

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ACRONYMS AND ABBREVIATIONS

ACLAN	Area Community Leaders Action Group in Nutrition
ANCC	Area Nutrition Coordination Committee
BMZ	Federal Ministry for Economic Cooperation and Development (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung)
CBO	Community Based Organisation
CEDAW	Convention on the Elimination of Discrimination Against Women
CLAN	Community Leaders Action Group in Nutrition
DNCC	District Nutrition Coordination Committee
DNHA	Department of Nutrition and HIV and AIDS
DRR	Disaster Risk Reduction
FGD	Focus Group Discussion
FNSP	Food and Nutrition Security Programme
GALS	Gender Action Learning Systems
GBV	Gender-based Violence
GEM	Gender Equitable Men
GHI	Global Hunger Index
GII	Gender Inequality Index
GIZ	German Agency for International Cooperation (Gesellschaft für Internationale Zusammenarbeit)
GVH	Group Village Head (Refers to both a traditional leader who oversees a number of villages, as well as the geographical area itself)
HH	Household
HIV	Human Immunodeficiency Virus
IP	Implementing Partner
IPV	Intimate Partner Violence
KII	Key Informant Interview
MHRC	Malawi Human Rights Commission
MoGCDSW	Ministry of Gender, Community Development and Social Welfare
NGO	Non-Governmental Organisation
NNIS	National Nutrition Information System
PRA	Participatory Rural Appraisal
PSHEA	Prevention of Sexual Harassment Exploitation and Abuse
SAA	Social Analysis and Action
SHA	Self Help Africa
SUN	Scaling Up Nutrition
TA	Traditional Authority (Refers to both a tradition leader (Area Chief) and the geographical area that she/he oversees)
TWG	Technical Working Group
UP	United Purpose
VDC	Village Development Committee
VNCC	Village Nutrition Coordination Committee
VNRMC	Village Natural resource Management Committee
VSL(A)	Village Savings and Loans (Association)
WASH	Water, Sanitation and Hygiene
WFP	World Food Programme

GENDER ANALYSIS TEAM

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Figure 1: A male participant of FNSP takes part in the gender analysis survey in TA Ndindi, Salima, April 2023

1 INTRODUCTION

The GIZ Food and Nutrition Security Programme (FNSP), as part of the Global Programme ‘Food and Nutrition Security, Enhanced Resilience’ under the initiative; A life free of Hunger – Transformation of Agricultura and Food Systems commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), aims at improving the nutrition status of women and children under 24 months in Dedza and Salima districts. The programme is implemented by implementing partners (IPs); CARE International in Salima and United Purpose in Dedza.

FNSP recognises that gender inequality is an underlying cause of malnutrition and food and nutrition insecurity, and that incorporating gender sensitive and specific interventions into FNSP is essential to improve the diets of women and children and achieve the programme’s goals. The programme acknowledges that to ensure effectiveness and sustainability, a holistic understanding of gender inequalities on household, community, and structural level is essential.

FNSP recognises that its nutrition programming has traditionally focused on women, based on the traditional roles as ‘caregivers’ that women take in Malawian society. However, in recent years, the programme has looked beyond the ability and motivation of women to consume and feed diverse foods to their children, to recognise the level of influence, and power over decisions, held by husbands and fathers, and seeks to leverage that influence to encourage positive nutrition outcomes.

To this end, GIZ FNSP commissioned C12 Consultants to conduct a gender analysis + to influence the remaining implementation period of the programme and to feed into the design of future GIZ nutrition programming. The gender analysis process ran from April to July 2023, and comprised primary and secondary data collection and analysis, including literature review, primary data collection in FNSP communities in Dedza and Salima, consultations with key stakeholders, and a workshop with the FNSP team.

This gender analysis report comprises an introduction including the objectives of the assignment, a methodology section, a section providing background to FNSP, to gender and nutrition issues in Malawi, as well as description of the gender approaches of the implementing organisations, a findings and analysis section covering both topics relating to gender dynamics within communities, as well as gender within programme areas such as M&E and coordination with government. The report ends with conclusions and recommendations.

1.1 OBJECTIVES OF THE GENDER ANALYSIS

The gender analysis aimed to achieve multiple outcomes, examining both specific gendered dynamics at play in FNSP intervention areas and their impact on nutrition outcomes, as well as FNSP’s influence on these dynamics, and the interplay between gender and nutrition issues in district and national level governance and coordination of nutrition interventions. The specific objectives of this gender analysis, and the section of this report in which they are discussed can be seen in the table below.

ToR Objective	Section of Report
At the Community level:	
To assess the effectiveness of currently-implemented activities regarding gender equality and gender transformation in contributing to the improvement of nutrition outcomes, and their alignment with key gender topics such as <i>household division of labour; household decision-making; gender-based violence; access to and control over nutritional services, resources.</i>	Findings and Analysis
To assess whether there is a gender-sensitive or transformative nutrition M&E system, examining how gender changes are tracked and	Finding and Analysis: M&E

lessons learnt documented, evaluated and used;	
To analyse the impact, effectiveness and efficiency of gender-related interventions	Findings and Analysis
To provide guidance and recommendations <ul style="list-style-type: none"> 1. to improve interventions, identify change agents and exchange formats in order to improve the nutritional status of women and children; 2. for a gender-sensitive or transformative M&E system; 3. on how to anchor effective interventions in sustainable structures that extend beyond the conclusion of the FNSP 	Recommendations
At District and National level:	
To assess how gender is integrated in nutrition at district and national level	Findings and Analysis: Governance of FNSP interventions and Coordination with Government
To determine if gender and nutrition policies and strategies are aligned	Background and Approaches: Policy environment of Gender and Nutrition and Findings and Analysis: Governance of FNSP interventions and Coordination with Government
To assess how gender-sensitive the nutrition M&E system is set up and used at district and national levels	Findings and Analysis: M&E
To assess how gender is integrated in nutrition at district and national level.	Findings and Analysis: Governance of FNSP interventions and Coordination with Government
Provide guidance and recommendations on how <ul style="list-style-type: none"> 1. To better integrate gender relevant topics into the nutrition framework on district and national level; 2. To integrate gender into nutrition policy documents and vice versa; 3. To integrate gender into the monitoring system of district and national nutrition structures; 4. To anchor gender mainstreaming and/or transformation into sustainable district and national structures, including capacity building of staff and/or guidance documents, as the FNSP will come to an end in March 2025; and 5. To illustrate how existing approaches (such as the household approach) can use material provided by external stakeholders to improve gender guidelines towards gender transformation. 	Recommendations

2 METHODOLOGY

The methodology of the gender analysis included both primary and secondary data collection and analysis. The data collection comprised;

- Key Informant Interviews held between April and June 2023, with 17 key informants (11 women and 6 men) at national and district level. Key informants included FNSP implementing partner staff members, gender advisers from IPs and GIZ, and district and national level government staff members.
- Desk review of programme documents, partner organisation policies, guidelines or gender-related publications and existing gender analyses conducted in the target districts of Salima and Dedza.
- Focus Group Discussions held in April and May 2023 with 97 programme participants (54 women and 43 men) using PRA gender analysis tools adapted to explore the gender dynamics of food and nutrition issues at household and community level. The PRA tools adapted were the Decision Tree, Leadership Venn Diagrams, and Interventions Ranking in 6 TAs in Salima and Dedza.
- An attitudinal survey conducted in April and May 2023, based on established gender equality scales such as the Gender Equitable Men (GEM) Scale, the Gender Attitudes Scale, and the Violence against Women Scale, with 89 programme participants (53 female and 36 male) in 6 TAs across Salima and Dedza.
- A workshop held on June 8th, 2023 at GIZ Country Office with 11 FNSP staff members from United Purpose, CARE, and GIZ.



Figure 2: Locations of communities consulted

The FNSP communities consulted through FGDs and surveys were;

Salima

- TA Ndindi GVH Ngwena
- TA Maganga GVH Juma
- TA Pemba GVH Matamula

Dedza

- TA Kamenyagwaza GVH Chinyamula
- TA Kasumbu GVH Kapesi
- TA Chauma GVH Biwi James

This means that six out of the seven FNSP TAs were visited as part of this study (TA Tambala in Dedza was not visited).

The

process for analysis included;

- Review of secondary data.
- Data coding and qualitative analysis of FGD data using MS Excel.
- Data coding and qualitative analysis of KII data using MS Excel
- Coding and review of Workshop outputs.
- Statistical analysis of the attitudinal survey using MS Excel.
- Detailed analysis of findings and report writing.
- Revision based on feedback received from FNSP partners during the findings workshop

3 BACKGROUND AND APPROACHES

3.1 GENDERED CONTEXT

Malawi is one of the world's least developed countries, ranking 169 out of 191 in UNDP's 2021 Human Development Index¹; a low rank when compared to other countries in the region (e.g., neighbouring Zambia ranks 154/191). It is also one of the world's lowest ranking countries in terms of gender equality (ranking 144 out of 191 countries) with a GII index score of 0.554².

Malawi is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979), The Beijing Platform for Action (1995) (which led to the Malawi Platform for Action (1997)), the 2005 Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa³ and the SADC Protocol on Gender and Development (2008).

National legislation and policies to promote gender equality and combat violence against women and girls and promote gender equality have been developed and gazetted. Gender Equality is included as one of the Fundamental Principles of National Policies in the Constitution of the Republic of Malawi (Section 13a). Key policies include the National Gender Policy (revised 2015), and the National Action Plan to prevent Gender-based Violence (2014 – 2020). Key laws and acts relating to gender equality include the Gender Equality Act (2012), the Prevention of Domestic Violence Act (2006), the Trafficking in Persons Act (2015), the Marriage, Divorce and Family Relations Act (2015), the Deceased Estates Act (2011), and Chapter XV of the Penal Code: Offences Against Morality.

The Ministry of Gender, Community Development and Social Welfare (MoGCDSW) is the key government institution responsible for the promotion and mainstreaming of gender equality issues, while the Malawi Human Rights Commission (MHRC) established under section 129 of the Constitution of Malawi is named in the Gender Equality Act as a key independent body with the function of protecting and investigating violations of women's and men's rights⁴. While legislation and policies promoting gender equality is in place, it suffers from gaps in implementation for cultural, financial, fiscal, political, and procedural reasons⁵. Implementation of these policies is also hampered by a lack of accountability mechanisms.

Women have poor health outcomes, with limited agency regarding reproductive choices, high maternal mortality rates⁶, and higher levels of HIV infection than men. Girls are less likely to complete secondary or tertiary education than boys, and women are more likely to be illiterate⁷. Despite women making up 70% of the agricultural workforce⁸, and producing as much as 80% of the agricultural produce for consumption and sale in sub-Saharan Africa⁹, they are more likely to be classified as poor or ultra-poor than men¹⁰, have limited opportunities to access credit¹¹, and are less likely to have tenure or control over the land that they farm. Women are also less likely than men to have control over income generated from family farming activities, particularly over the proceeds from cash crops¹². Polygamy can exacerbate inequalities between women and men, while widowhood, divorce, and separation are associated with lower social inclusion for women¹³.

¹ UNDP (2021) "Human Development Report: Uncertain Times, Unsettled Lives: Shaping our Future in a Transforming World"

² UNDP Gender Equality Index 2021 <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

³ Mellish, M., S. Settergren, and H. Sapuwa. 2015 "Gender-based Violence in Malawi: A Literature Review to Inform the National Response". Washington, DC: Futures Group, Health Policy Project.

⁴ www.mhrcmw.org

⁵ Hughes, C. (2017) "Legislative Wins, Broken Promises: gaps in implementation of laws on violence against women and girls" Oxfam Research Reports, Oxfam Canada.

⁶ <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

⁷ UNESCO 'Global Education Monitoring Report 2017'

⁸ FAO (2010) "Gender and Agriculture".

⁹ "Gendering Agriculture" (2014) Africa Renewal: Special Edition on Agriculture

¹⁰ FAO (2011): Gender Inequalities in Rural Employment in Malawi – An Overview"

¹¹ Malindi, G.M. & Kasambala, C (2018) "Rural Women Farmers and Entrepreneurs' Access to Credit: A Gender Analysis of Macro and Micro Finance Institutions Policies and Procedures". In addition, the "Dedza District Gender in Brief" document shared by Dedza District Gender Officer during this analysis indicates that only 3.2% of women in the district had access to credit in the last 3 -5 years.

¹² Molloy, E (2016) "Gender Analysis of Village Savings and Loans Activities in the Enhancing Community Resilience Programme" Christian Aid, Malawi.

¹³ Diwakar V. (2019) "The economic trigger: Enabling gendered social inclusion processes and outcomes amidst poverty escapes in Niger and Malawi". Challenge Paper. London: CPAN and ODI; 2019.

Malawi is a highly patriarchal society, despite much of the central and southern regions (including Salima and Dedza) practicing matrilineal marriage and inheritance traditions¹⁴. The population is predominantly rural with 84% living outside of cities and towns¹⁵. Gender biases are strong¹⁶ and highly delineated gender roles exist across all ethnic groups, with male identity closely aligned with the ability to provide resources to the family¹⁷. These gender roles are highly policed, with men at risk of being mocked or facing accusations of being “bewitched” if they engage in any activity considered to be ‘women’s work’¹⁸. Women have limited influence over decision making in the household and little control or ownership over household assets¹⁹.

Women’s lack of access to and control over assets and resources, as well as their low influence over decision making and limited agency, make them vulnerable to gender-based violence, including economic violence. Gender-based violence (GBV) is extremely common, with 41% of all women in Malawi reporting to have experienced some form of gender-based violence at least once in their lives²⁰. GBV is often used as a means of controlling women’s behaviour²¹ and as a means of asserting men’s dominant position in society. Attitudinal surveys point to a high level of tolerance for GBV with both men and women reporting violence against women to be acceptable in a variety of circumstances²², and the preservation of marriages and the status quo are generally seen as more important than women’s freedom from violence²³. Women report that current (49%) or former (26%) husbands are the most significant perpetrators of violence²⁴.

3.2 POLICY ENVIRONMENT OF NUTRITION AND GENDER

Gender mainstreaming is guided by the National Gender Policy (2015), within which, Agriculture, Food Security and Nutrition is the third thematic area. The policy recognises that although women are the major crop producers in Malawi, their access to and control over production factors, such as capital, land, agricultural inputs, and technology, transport to access markets, as well as value addition processes, is extremely limited. The policy acknowledges the traditional role of women in food preparation and child care and emphasises that gender inequalities within this thematic area have been “exacerbated by inadequate involvement of men in nutrition related programmes, home management and food hygiene practices, because such programmes are traditionally and mistakenly viewed as reserved for women”.

The National Gender Policy advocates for the strengthening of gender mainstreaming in agriculture, food security and nutrition (Objective 1) as well as reducing nutritional disorders among women, men, girls and boys (Objective 2). The policy includes an indicator that could be considered to be related to nutrition; “Percentage of women having control over agricultural productive resources” with a proposed target of 40%.

Nutrition activities in Malawi are currently guided by the National Multi-Sector Nutrition Policy (2018 – 2022) which identifies Gender inequality as an underlying cause of malnutrition. The policy’s third guiding principle related to gender inequality stating that “Eliminating gender and other inequalities will help address some of the underlying causes of malnutrition and accelerate nutrition improvement for all”.

The second priority area in the National Multi-Sector Nutrition Policy is “Gender equality, equity, protection, participation and empowerment for improved nutrition”. This priority area’s problem statement asserts that “it is necessary for male involvement at household, and community level to achieve gender equality, equity, protection and empowerment.” It emphasises “men’s shared responsibility for childcare and household duties” as well as the need to promote and leverage “women’s decision-making power for access to optimum nutrition”.

¹⁴ Molloy, E (2021) “PROSPER Gender and Social Inclusion Analysis” PROSPER Consortium, Malawi.

¹⁵ The World Bank, 2016. <https://data.worldbank.org/indicator/SP.RUR.TOTL.ZS>

¹⁶ The recent UNDP Social Norms Index 2023 does not cover Malawi, but indicates that 97.23% of people in neighbouring Zambia hold gender biases against women across 4 dimensions; political, educational, economic and physical integrity. <https://hdr.undp.org/content/2023-gender-social-norms-index-gsni#/indicies/GSNI>

¹⁷ Molloy, E (2017) “Formative Research to inform Concern Worldwide’s Engaging Men Interventions” Concern Malawi.

¹⁸ Molloy, E (2017) “Formative Research to inform Concern Worldwide’s Engaging Men Interventions” Concern Malawi.

¹⁹ Molloy, E. (2016) “Gender Analysis on Village Savings and Loans Interventions within the Enhancing Community Resilience Programme” Christian Aid, Malawi

²⁰ Government of Malawi (2014) “National Action Plan to combat Gender-based Violence in Malawi”

²¹ Trocaire (2017) “Baseline Study for Women’s Empowerment Programme” C12 Consultants, Malawi.

²² UNWomen (2018) “Perceptions Study on Social Norms around Violence against Women and Girls in Malawi”

²³ Trocaire (2017) “Baseline Study for the Women’s Empowerment Programme” C12 Consultants, Malawi

²⁴ DfID Tithetse Nkhanza (2020) “Formative Research on Violence against Women and Girls”

The National Multi-Sector Nutrition policy is currently being revised. FNSP have been included as a stakeholder in the consultation process, which has provided opportunities for FNSP to encourage the inclusion of gender transformative approaches in the policy. The revised National Multi-Sector Nutrition Policy (2023 – 2030) has 11 policy priority areas, the 9th of which is Gender and Nutrition, expanded as “Gender equality, equity, protection, male participation, and women empowerment for improved nutrition.” The gender sentiments from the previous NMNP are included in the revised one, but reference to what may/may not have worked in the past, best practices or lessons learnt under the previous policy are lacking. The revised policy places an emphasis on male involvement and participation, and its problem statement under “Gender and Nutrition” appears more comprehensive than the previous policy’s less rigorous discussion of the link between gender equality and nutrition.

In response to the emphasis on the importance of male engagement in both the National Gender Policy and the National Multi-Sector Nutrition Policy, the MoGCDSW is currently developing the “National Male Engagement Strategy for Gender Equality, GBV, HIV and SRHR: 2023 – 2028”²⁵. This draft strategy makes limited references to nutrition; acknowledging malnutrition’s impacts on outcomes for people living with HIV, as well as some gender disparities in nutrition outcomes, but does not explicitly address issues of male engagement in nutrition, and does not refer to the National Multi-sector Nutrition policy in its discussion of policy instruments related to male engagement. This provides an opportunity for FNSP and its IPs to leverage their experiences of engaging men in nutrition interventions to influence this strategy.

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>Continue advocating for inclusion of gender transformation as a priority area within the revised National Multi-Sector Nutrition policy</i>	<i>GIZ</i>
<i>Advocate for lessons learned through engaging men in nutrition programming to be included in the MoGCDSW’s National Male Engagement Strategy</i>	<i>GIZ</i>

3.3 PROGRAMME BACKGROUND

With a score of 20.7, the level of hunger and malnutrition in Malawi is considered “serious”, with Malawi ranking 87th out of the 121 countries in the 2022 Global Hunger Index (GHI)²⁶. To this end Malawi has been identified by BMZ as one of twelve focus countries under BMZ’s “A life without hunger: Transformation of Agricultural and Food Systems” Special Initiative. GIZ’s interventions in Malawi under this initiative fall under the Food and Nutrition Security Programme (FSNP).

FNSP aims at improving the nutrition situation of women and children under 24 months in the two districts of Dedza and Salima. It is implemented through IPs; CARE International in Salima and United Purpose in Dedza. It is a 10 year programme, broken into phases, which began in February 2015, and will close in March 2025. Over this year period, the programme has had a total volume of almost €34 million. Within GIZ, the programme has 10 technical team members, and 7 admin staff members.

FNSP’s overall aim is to improve the nutrition situation and resilience towards hunger crisis of women of reproductive age (15-49) and children under two (6-23 months).

To achieve this aim, FNSP works in four intervention areas:

1. Improvement of knowledge, attitudes and practices in relation to diets and hygiene
2. Strengthening of resilience towards food insecurity
3. Support the planning and coordination of nutrition sensitive activities at district and local level

²⁵ KII with Grace Chimamale, Nutritionist seconded to the MoGCDSW, 24th May 2023.

²⁶ Global Hunger Index 2022: Malawi, <https://www.globalhungerindex.org/pdf/en/2022/Malawi.pdf>

4. Feeding experiences and scalable approaches into national policies, strategies and the SUN framework

Within the 7 target TAs across Salima and Dedza districts, FNSP's direct beneficiaries are 40,000 women of reproductive age (15 – 49) and 21,000 children under 2 years.

The programme has aimed to be a gender responsive programme through increased engagement of men in nutrition activities, through focussing on ensuring women can access programme benefits and services, and to integrate gender transformative approaches into its suite of interventions through gender transformative dialogues, father-to-father groups and 'male champions'.

3.4 GENDER APPROACHES OF FNSP IMPLEMENTING PARTNERS

3.4.1 GIZ

GIZ's (2019) Gender Strategy "Gender Reloaded: Vision needs Attitude, Attitude meets Action" is the key guiding document informing GIZ's approach to gender equality. It builds on the 2012 Strategy "Gender Pays Off". The strategy's central objective is that 'GIZ strengthens gender equality within the scope of its commissions and within the company' through contract and cooperation design, gender equality within the company, and acquisition (business development). The strategic framework has 5 key pillars: political will and accountability; corporate culture; gender competence; process adjustment; and equal opportunities within the organisation.

More recently, the BMZ and thus GIZ have been guided by the German Foreign Ministry's "Feminist Foreign Policy" which takes a "transformative and intersectional" approach and is concerned "with naming entrenched power structures, overcoming them and thus promoting equitable participation and equality for all people around the world"²⁷. Its goals centre around "Rights, Representation, and Resources"; improvement in the implementation and exercise of the rights of women and vulnerable persons, increased representation and equitable participation of women in society, and equal access and utilisation of economic, social, political and cultural resources. In alignment to this, BMZ has developed its own Feminist Development Foreign Policy to guide development cooperation, which is the policy that directly guides GIZ. This policy steps beyond the more functional approach of "Gender Reloaded" and "Gender Pays Off" which were mainly concerned with developing a positive gender environment and promoting gender balance within the organisation, to a more radical, transformative, and outward looking approach.

GIZ assigned each of its projects a Gender Marker of GG0, GG1, or GG2, using the OECD DAC Policy Marker system²⁸, with the GG marker indicating to what level a project aims to promote gender equality.

GG 2: Gender equality is the principal objective of the development cooperation measure (module objective derived from the programme objective), i.e. is the crucial reason for its implementation.

GG 1: Gender equality is a significant objective, i.e. although it is important it is not one of the principal reasons for undertaking the development measure.

GG 0: The development cooperation measure is not targeted to the policy objective of gender equality, i.e. is neither a principle nor a significant objective.

BMZ (2014)

FNSP currently has a gender marker of **GG1**, in that gender equality is a significant objective but it is not the principal purpose of the programme. The establishment of the "Feminist Foreign Policy" and subsequent "Feminist Development Policy" has resulted in a political push towards greater integration of gender concerns into BMZ funded projects, with a move away from having GG0 projects, and an aim to increase the proportion of GG2 projects across GIZ's portfolio globally²⁹.

²⁷ BMZ (2023) "Shaping Feminist Foreign Policy: Federal Foreign Office Guidelines"

²⁸ BMZ (2014) "The Policy Marker System. DAC BMZ Markers Guidelines"

²⁹ KII with Helga Becker, GIZ Malawi Portfolio Manager, June 13th 2023

Explore opportunities for GG2 programming relating to nutrition. This may include interventions promoting women’s participation in community leadership, or programming focussing on improving communication and genuine collaboration between women and men in target households.

GIZ

3.4.2 CARE

CARE’S GENDER EQUALITY FRAMEWORK

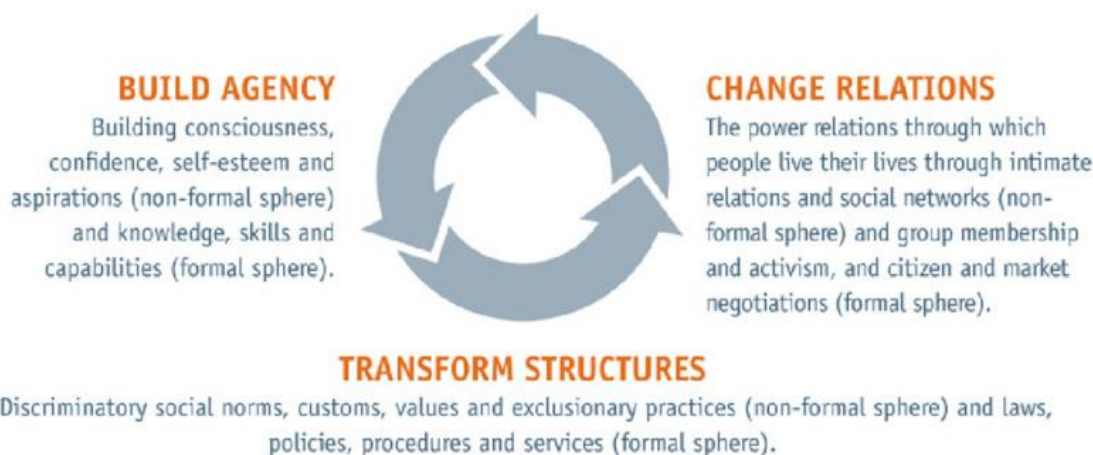


Figure 3: CARE's Gender Equality Framework

CARE’s approach to gender transformation focusses on three levels: Building agency within the individual, changing relationships, both at household and community level, and transforming informal structures such as norms and practices, and formal structures such as governance structures, laws, and policies etc. These three levels are described as “interrelated, mutually reinforcing and interconnected”³⁰, with each level both feeding into, and building on, the others.

	Interior	Exterior
Individual	<p>1. Spiritual-Psychological Concerned with changing one’s own sense of being</p> <p>Broad change theory: <i>It’s all a question of individual perceptions and capacity.</i></p> <p>Focus</p> <ul style="list-style-type: none"> • Deepening self-awareness • Developing one’s knowledge, skills, competencies • Describing one’s assumptions, values, mind sets, beliefs <p>Methods</p> <ul style="list-style-type: none"> • Meditation • Personal reflection and inquiry • Personal development of mastery through courses and apprenticeships 	<p>2. Inter-Personal Concerned with changing one’s own behaviours in interaction with others</p> <p>Broad change theory: <i>It’s all a question of how individuals interact.</i></p> <p>Focus</p> <ul style="list-style-type: none"> • Showing trust, respect, mutual understanding • Shifting behaviours to demonstrate interdependence • Reaching conciliation of inter-personal differences <p>Methods</p> <ul style="list-style-type: none"> • Diversity training • Learning journeys into other people’s worlds • Group encounters/retreats for exploration • Mediation/negotiations training
Collective	<p>3. Social and Cultural Concerned with collective values of fairness and justice</p> <p>Broad change theory: <i>It’s all a question of collective values and beliefs.</i></p> <p>Focus</p> <ul style="list-style-type: none"> • Collective goals and aspirations • Underlying values and beliefs • Implicit ‘rules’ and assumptions • Discourse, language <p>Methods</p> <ul style="list-style-type: none"> • Collective goal-setting and strategy creation • Developing value statements and processes for actualisation • Ongoing media programmes 	<p>4. Structural and Systemic Concerned with governance, decision-making processes, and institutions.</p> <p>Broad change theory: <i>It’s all a question of processes, institutions, and power.</i></p> <p>Focus</p> <ul style="list-style-type: none"> • Policies, legislation • Institutions, procedures • Allocation of resources <p>Methods</p> <ul style="list-style-type: none"> • Building political structures, agreements, frameworks, systems • New accounting/reporting/measurement systems

Source: Steve Waddell (2011, p 106) and Generative Change Community

This is a similar approach to Waddell’s (2011) “four quadrants of change” approach used in other GIZ funded programming³¹ which further breaks down the ‘collective’ areas of change, described in CARE’s framework as formal and informal structures into “Structural” (Formal, and ‘exterior’) and “Cultural” (informal and ‘interior’).

CARE conducted a Gender and Power Analysis of its FNSP activities in Salima in 2018. CARE uses the ‘Father-to-Father’ approach to promoting gender equality within FNSP. This involves training ‘male champions or gender facilitators using a specific curriculum³² which trains these key volunteers to form groups of father/husbands of children/women engaged in the programme, and implement specific

³⁰ KII with Billy Molosoni, CARE Malawi Gender Advisor, June 6th 2023

³¹ KII with Catherine “Minka” Daraspe, GIZ Senegal, Team Lead of a regional Sports for Development Programme that moved from Gender marker GG1 to GG2, June 5th 2023

³² CARE IFNS “Engaging Men and Boys to Improve Mother and Child Nutrition: Father-to-father Training Guide”

gender dialogue tools based on Participatory Rural Appraisal (PRA) approaches including; Act like a man- Act like a woman, Cash Flow Tree, Resource Access and Control, Daily Clock, Household Decision Making, Person and a thing and Gender Based Violence. The aim of these approaches is to provide participants with opportunities to explore gender norms and reach conclusions about issues such as inequitable division of labour, and joint decision-making themselves.³³ In Salima, CARE has 3 gender facilitators, with 2 male champions trained per GVH, each supporting a father-to-father group of approximately 25 members³⁴.

CARE’s proposal for FNSP Phase IV makes many references to integrating gender equality into project activities. The proposal discusses scaling up father-to-father activities, as well as improving the gender equality knowledge and practices of beneficiaries through;

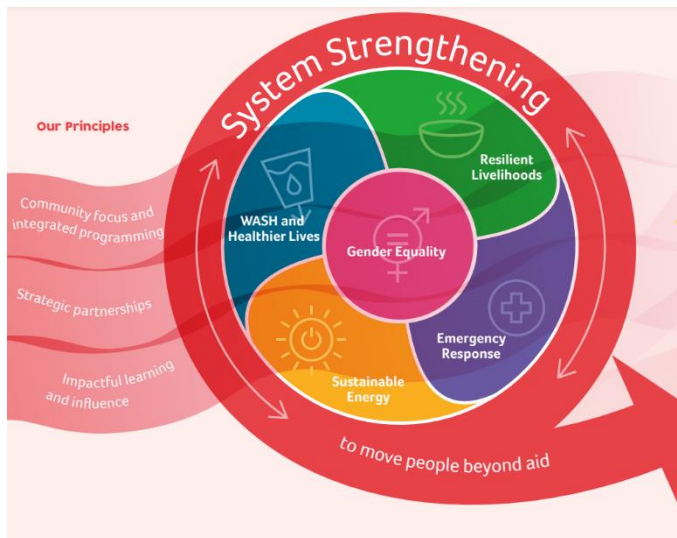
- Training staff in gender transformation.
- Providing refresher training for front line workers, male gender champions, father to father groups and gender facilitators in gender dialogue sessions and household visioning and train selected key volunteers to lead community gender dialogues sessions as facilitators
- Adding an eighth Social Analysis and Action (SAA) tool “Listening to Learn” to CARE existing repertoire of gender tools used with key volunteers (CGP, Lead farmers, VAs) and community leaders (CLAN and ACLAN) to start conversations on challenging cultural gender norms and practicing in their own homes as well as community groups. This tool is added to the seven Gender dialogue/PRA tools listed above.
- Organize reflection meetings with CLANS (religious leaders, traditional rulers, etc.) as influential custodians of social norms.
- Use forums such as Open Days and other community-based interventions including VNCC-led cooking and feeding demonstrations, to continue to mobilise the support of 345 male members of CLANS and ACLANS who participated in SAA sessions to support key volunteers and male champions in facilitating dialogue sessions on nutrition and gender.
- Support cooking and feeding demonstrations initiated and led by men and boys during Open Days and Use Participatory Education Theatre (PET) to portray men in non-traditional caregiving and nutrition-related roles as a fun way of challenging gender and social norms.
- Conduct community sensitization in GBV in collaboration with Community Victim Support Unit (CVSU)
- At an organisational level, CARE planned to develop a comprehensive male engagement strategy. The strategy will guide implementation of male engagement. Reports from the CARE team indicate that as of June 2023, this process was well under way.
- At the district level, CARE planned to support harmonization of gender tools by working with district structures such as DNCC and Gender technical group, with the district gender Officer taking a leading role to harmonise the gender nutrition sensitive tools used in the district to ensure that the gender interventions and their progress are being tracked.
- At a national level, discuss with DNHA (through FSNP) the possibility of government adoption of their supplementary gender module into the official Care Group curriculum.

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>Provide further training to gender facilitators and male champions to give opportunities to explore their own gender biases and beliefs to ensure that gender dialogue tools are implemented in a progressive and gender transformative way.</i>	CARE

³³ KII with Billy Molosoni, CARE Malawi Gender Advisor, June 6th, 2023.

³⁴ Introductory meeting with 8 members of CARE FNSP staff in CARE Salima office, 26th April 2023.

3.4.3 UNITED PURPOSE



United Purpose places gender equality at the core of its Malawi Country Strategy. Its Gender Capacity Statement³⁵ describes multiple approaches to promoting gender equality within its programmes, highlighting the use of male champions to promote male engagement and positive change.

United Purpose uses the “Gender Action Learning Systems” (GALS) or Household Approach³⁶, which is implemented through the Ministry of Agriculture and Ministry of Gender’s district level officers and extension workers.

United Purpose uses the Ministry of Agriculture’s ‘Household Approach’, also known as Gender Action Learning Systems (GALS) implemented with the

support of the district gender office and ‘male champions’ as its main approach to gender transformation. The household approach utilises participatory tools such as family visioning and the gender balance tree to encourage joint planning and meaningful cooperation within the family. Like most effective gender transformative approaches, it was acknowledged as requiring intensive effort and follow up from implementers;

“Household Approach; It’s received [well], the only challenge I’ve noted is it requires frequent follow up, monitoring and supervision. Each and every step, they [families participating] need to be followed up. [As we are] busy in our offices, [and with the] issue of finances, it becomes a challenge. If everything is in order [staff and budget in place], it’s superb. It’s an effective approach”.

KII with district level stakeholder, Dedza

United Purpose’s proposal for FNSP Phase IV makes less reference to integrating gender equality issues than CARE’s. The proposal discusses engaging men in cooking demonstrations (albeit in what may be considered a condescending way); “Male participants’ participation will be encouraged by giving them a job during the demonstration: place the spoon in their hand to add ingredients or stir, ask them what they do and do not like eating, or have them bring an ingredient³⁷”) and provides targets for the level of male engagement they would like to achieve; “to conduct cooking demonstrations in 75% of the VDCs (85 Cooking demonstrations in 2 years) and achieve 30% of male participation in the cooking demonstrations³⁸. The proposal also mentions engaging fathers and other family members in the Integrated Homestead Farming approach, which targets 150 households across all 4 Traditional Authorities.

Under a pilot intervention in FNSP, UP trained 30 male champions using the GALS methodology. Each Male Champion then worked with 5 ‘exemplary families’ (Total: 150 Households) on various topics affecting their household including Nutrition, WASH, and livelihoods³⁹. UP FNSP team members reported that this pilot, however, was not successful, as male champions did not fully engage in the intervention after receiving training.

United Purpose is also using its Male Champion approach through its Irish Aid SPEAR project (the successor project to ASPIRE). The SPEAR project implementation area overlaps with FNSP’s implementation area in TA Chauma, Dedza. Spillover benefits from UP’s use of male champions in SPEAR was seen in FGDs with FNSP

³⁵ UP-SHA “Gender Equality Capacity Statement”

³⁶ Ministry of Agriculture, Irrigation and Water Development (2016) “Household Approach Implementation Manual for extension workers and local facilitators”

³⁷ United Purpose “FNSP Phase IV proposal” 2022

³⁸ United Purpose “FNSP Phase IV proposal” 2022

³⁹ Introductory meeting with UP FNSP tem in UP Dedza office, 2nd May 2023.

communities in GVH Biwi James, as communities spoke very positively about their engagement with UP’s male champions are indicated that they highly value their support.

Under another project in which UP partners with Link Community Development, UP is also using a ‘Sports for Development’ approach, through implementing partner Tackle Africa. This approach has also been used to great effect by GIZ in gender transformative regional project with a GG2 gender marker in West Africa⁴⁰. UP Staff have received gender transformation training through Tackle Africa through this intervention. This provides an opportunity for UP to reflect on whether there are lessons learned through this intervention which could be applied to FNSP.

United Purpose is currently in the process of merging with NGO Self Help Africa, with UP’s national gender advisor and several FNSP Dedza field officers transferring from Self-Help Africa. As well as resulting in a period of transition, shifting and change within the project, this merger may result in changes to UP’s organisational approaches to gender.

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>In planning, consider the purpose and means of male engagement in nutrition interventions, ensuring that men are engaged meaningfully as ‘supportive spouses’ or ‘agents of change’</i>	UP
<i>Reflect on the different responses to Male Champions under FNSP and under SPEAR and identify the success factors that lead to participants greatly valuing Male Champions under SPEAR, but not under FNSP.</i>	UP
<i>Reflect on the gender transformative trainings undertaken by UP staff and identify learnings that could be applied to FNSP</i>	UP
<i>Align SHA and UP gender policies and approaches to gender</i>	UP

⁴⁰ KII with Catherine “Minka” Daraspe, GIZ Senegal, Team Lead of a regional Sports for Development Programme, June 5th 2023

3.4.4 GENDERED ENVIRONMENT WITHIN IP DISTRICT OFFICES

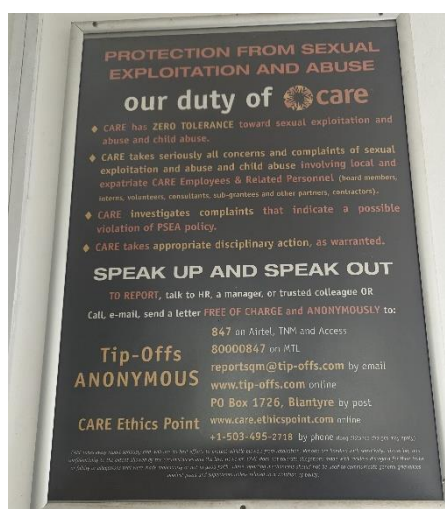


Figure 4: CARE Malawi's PSEA reporting procedures displayed in CARE's Salima Office

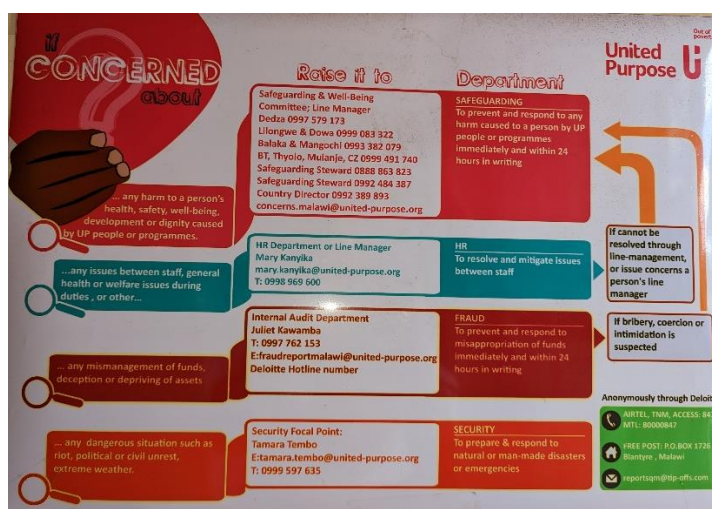


Figure 5: UP's Whistleblowing procedures displayed in their Dedza office

Both United Purpose and CARE have developed safeguarding and PSHEA (Prevention of Sexual Exploitation, Harassment, and Abuse) procedures and have prominently displayed the reporting procedures and channels for reporting in district offices.

Both CARE and UP's implementing team comprises both men and women. CARE's FNSP team in Salima is gender balanced, while UP is aiming to recruit more female team members to fill currently vacant positions⁴¹.

United Purpose Dedza also demonstrated efforts to promote gender equity within their team and the organisation through the establishment of a breastfeeding room within the UP office for a staff member who had returned from maternity leave.

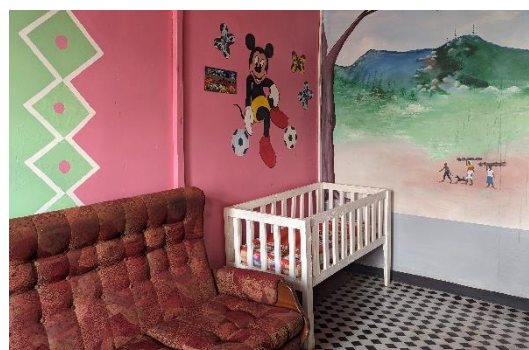


Figure 6: Breastfeeding room in UP's Dedza office.

Specific Recommendations	Org responsible
Continue promoting a gender sensitive working environment in FNSP implementing offices	CARE and UP

⁴¹ KII with Flera Kulemero, FNSP Programme Manager, United Purpose Dedza, 26th April 2023.

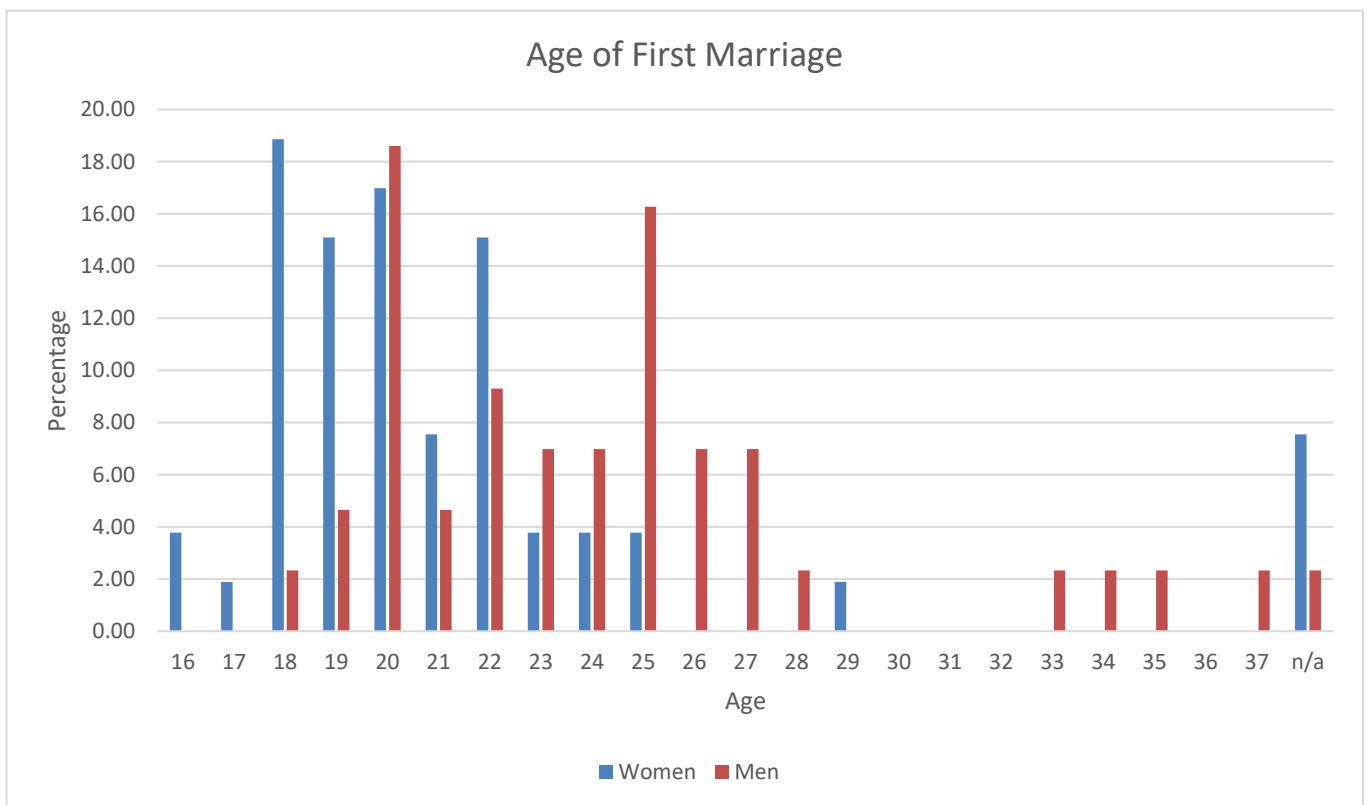
4 FINDINGS AND ANALYSIS

This section addressed the findings and analysis of the gender analysis process in relation to the gender dynamics at play within FNISP communities, as well as how gender is integrated into FNISP as a whole.

The attitudinal survey provided basic demographic information about the participants of the qualitative and quantitative data collection. Given the high number of FGD participants (89 out of 97) who took part in the survey, the results can be generalised to the whole group.

Of the 89 survey respondents (53 female and 36 male), 53% of women and 51% of men were of the Chewa ethnic group, 26% of women and 23% of men were Ngoni, and 19% of women and 26% of men were Yao, 2% of women came from 'other' ethnic groups.

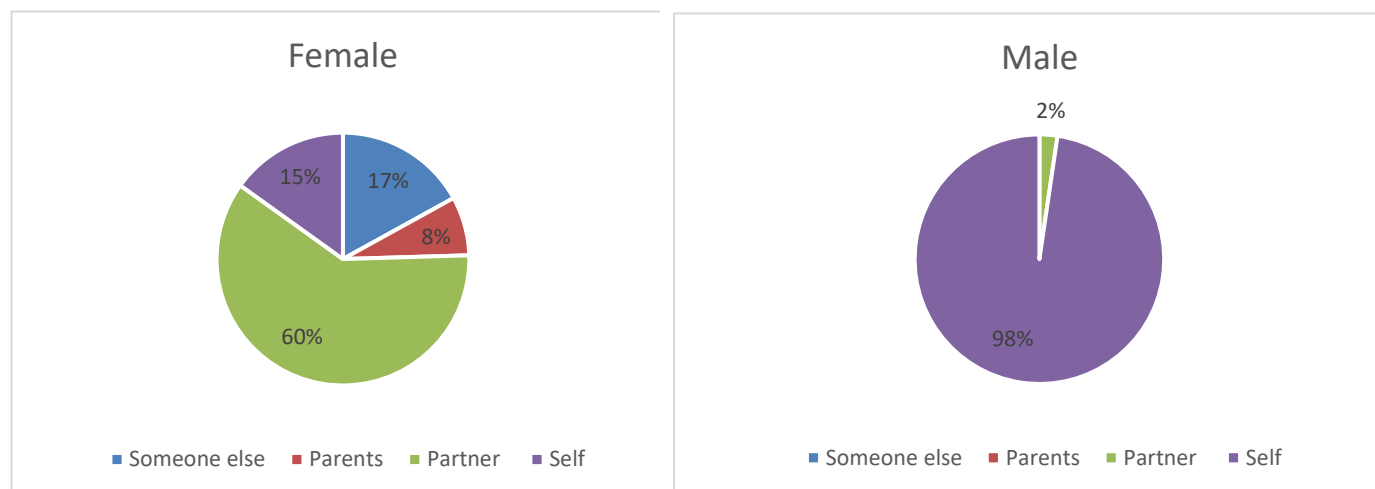
Within the group, it can be seen that women tended to marry earlier than men, which can be considered as laying the foundation for women's financial dependency and expected subservience to men (which will be discussed in further sections).



Education levels were relatively consistent across the group, which does not align with the perception of many key informants that men involved in FNISP have higher levels of education than women. Of the respondents interviewed, 45% of women and 47% of men had no schooling or had not completed primary school, 19% of women and 19% of men had completed primary school and 23% of women and 28% of men did not complete secondary school, with only 13% of women and 7% of men having completed secondary school.

In terms of sources of income, men and women both reported that men are the main sources of income in FNSP households. Households in which women reported being the main ‘breadwinner’ tended to be female headed households (in which there was no husband present).

Who Provides the Main Source of Income?



4.1 GENDER DYNAMICS WITHIN FNSP TARGET COMMUNITIES

4.1.1 GENDER ROLES AND GENDERED DIVISION OF LABOUR

Rigid gender roles exist for men and women in FNSP communities. As is found across Malawi, men ‘construct’ (e.g. construction of pit latrines during FNSP WASH activities) while women are expected to ‘maintain’ (e.g. the cleaning and upkeep of the pit latrine, collecting water for washing after using pit latrine, taking children to the toilet etc)⁴². Household tasks which are the responsibility of men are often once off (e.g. the preparation of a field for planting), while tasks which are responsibility of women are often ongoing/daily (e.g. the watering of the crops once planted)⁴³.

In terms of food and nutrition, the data collection echoed existing gender analyses in showing that men are expected to provide food and household requirements, while women are expected to utilise what men have provided for them. In this way, a sense of dependency is developed as women are expected to rely on men to provide food, and they are expected to prepare it.

Other gender analyses conducted in Malawi have indicated that women who step out of this role and provide for themselves through doing business face challenges including increased risk of violence, risk of abandonment, and community disapproval⁴⁴. These rigid roles, therefore, place a heavy burden of financial responsibility on men, and a burden of dependency on women. A further burden on women is the burden of care work; women are expected to take care of the house, prepare food, collect natural resources such as water and firewood, as well as caring for children and other dependants in the household.

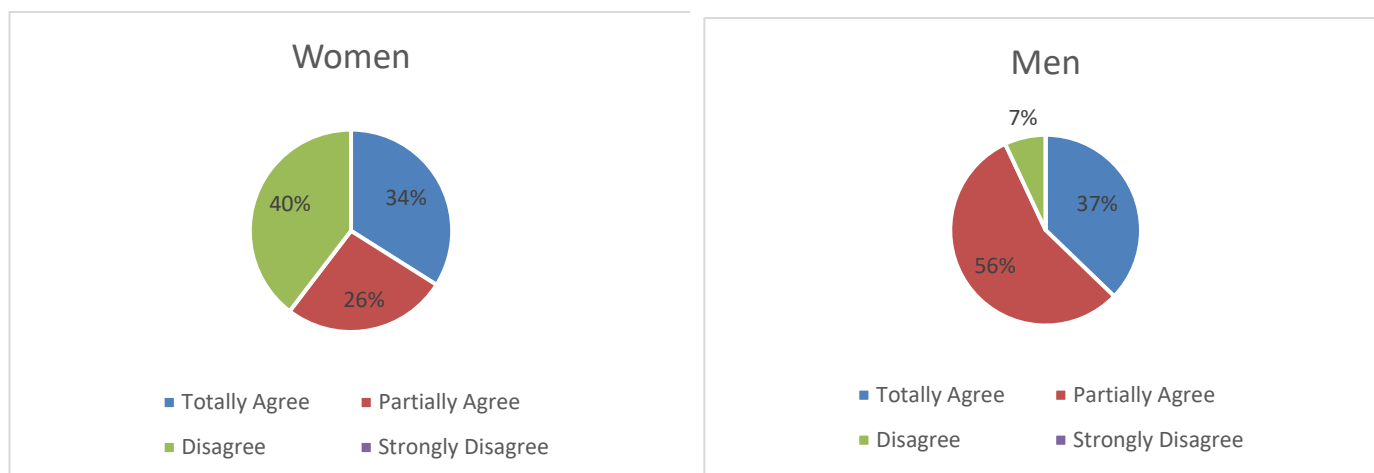
When asked about women’s traditional roles in the attitudinal survey, almost all men and three fifths of women agreed with the statement “A woman’s most important role is to take care of her family”.

⁴² Molloy, E. (2017) “Formative Research to Inform Engaging Men Activities” Concern Worldwide, Malawi

⁴³ Molloy, E (2018) “Gender Analysis of Value Chains for the More Income and Employment in Rural Areas Programme”, GIZ Malawi.

⁴⁴ Molloy, E (2016) “Gender Analysis of Village Savings and Loans Activities in the Enhancing Community Resilience Programme” Christian Aid, Malawi.

A woman's most important role is to take care of her family



Recognising that a rebalancing of roles has benefits for men (in reduced burden of decision-making, responsibility for earning money) as well as benefits for women (in reduction of the burden of care work) is emphasised in some Engaging Men strategies including Concern Worldwide's "Umodzi" programme, as a means of allowing men to see benefits to engagement in gender transformation, rather than viewing it as a zero-sum activity where women's gain is men's loss.



Figure 7: Men in TA Juma, Salima take part in the Leadership Venn diagrams PRA activity, April 2023

When using natural resources available in the locality (food and resources which are not bought or grown themselves), women and men revert to 'traditional' roles; Men hunt and fish, while women gather (water, firewood, fruit, mushrooms etc.)

In terms of roles within the household, men are considered 'head of household', and women are expected to follow their lead. Participants reported that the only time that a woman can be considered a head of household is when there is no man in that house;

"It's the man [who is head of HH] He asks the woman and he marries her, not the other way around, and he makes major decisions. A woman can be head, if there's no man.

It cannot happen [for a woman to be HH when there is a man]. If the woman is working and the man isn't doing anything, the man should be head even if he is not working, just because he's the

man".

Female participant, Dedza

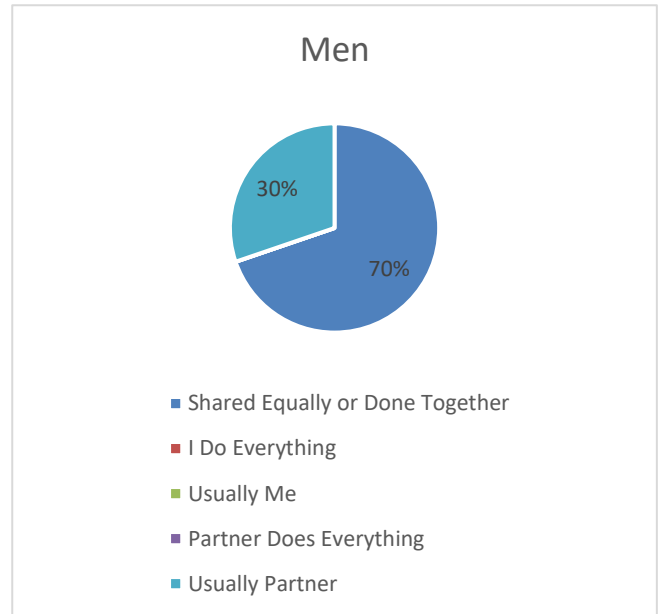
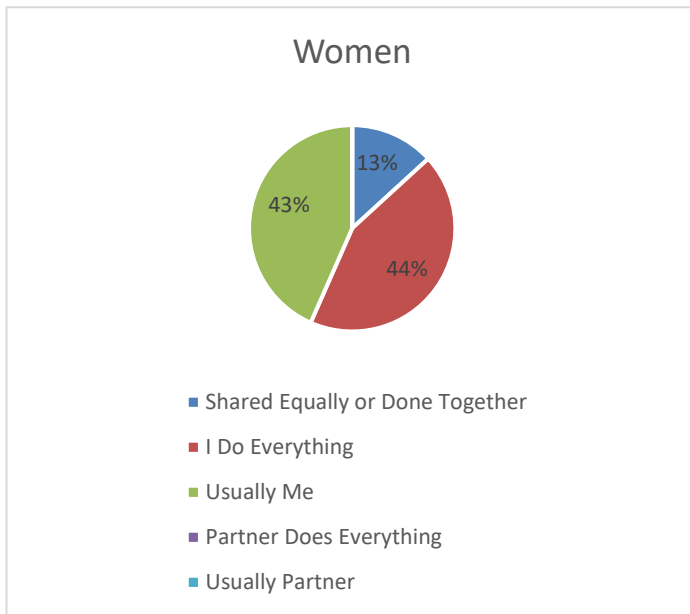
Involvement in FNSP gender activities is gently pushing the needle on the burden of food preparation which women carry. Men are willing to do some of this work, but generally only when necessary, such as when their wife is away from the house.

"[We are] not going to go hungry just because the wife is away. We have hands!"

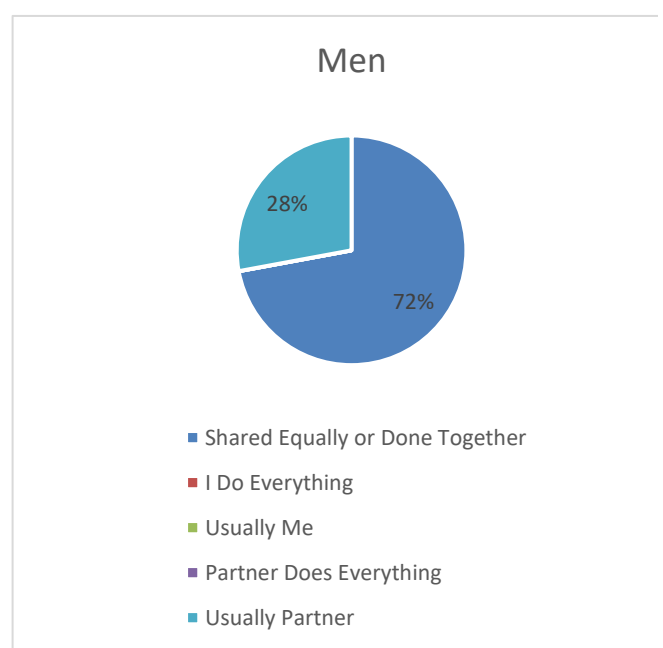
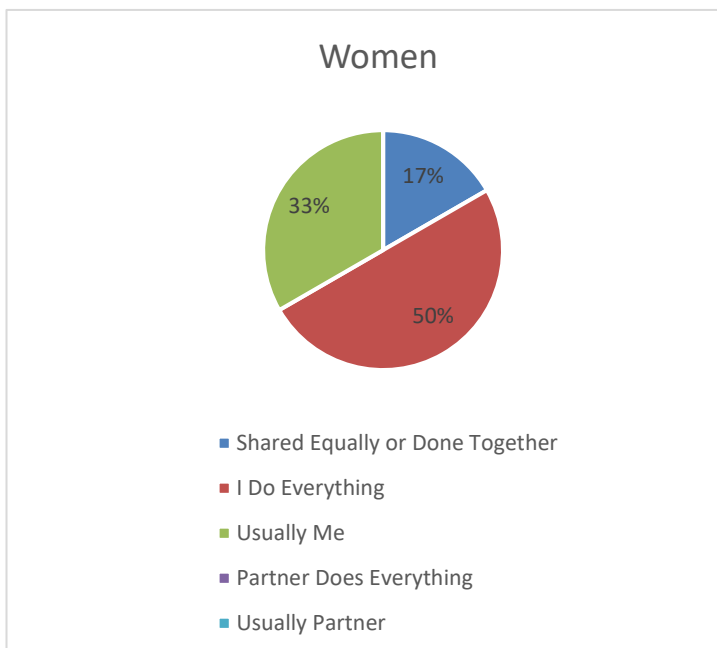
Male participant, Salima

However, there appears to be differing perceptions of the extent to which tasks are shared as demonstrated in the attitudinal survey where for household tasks including washing clothes, cleaning the house, feeding small children or preparing food, a majority of men reported that these tasks were “shared equally or done together” while a majority of women reported that “I do everything” or that it is “usually me” who does those tasks. This may imply that men have learned how to ‘talk the talk’ of gender equality, but are still struggling to ‘walk the walk’.

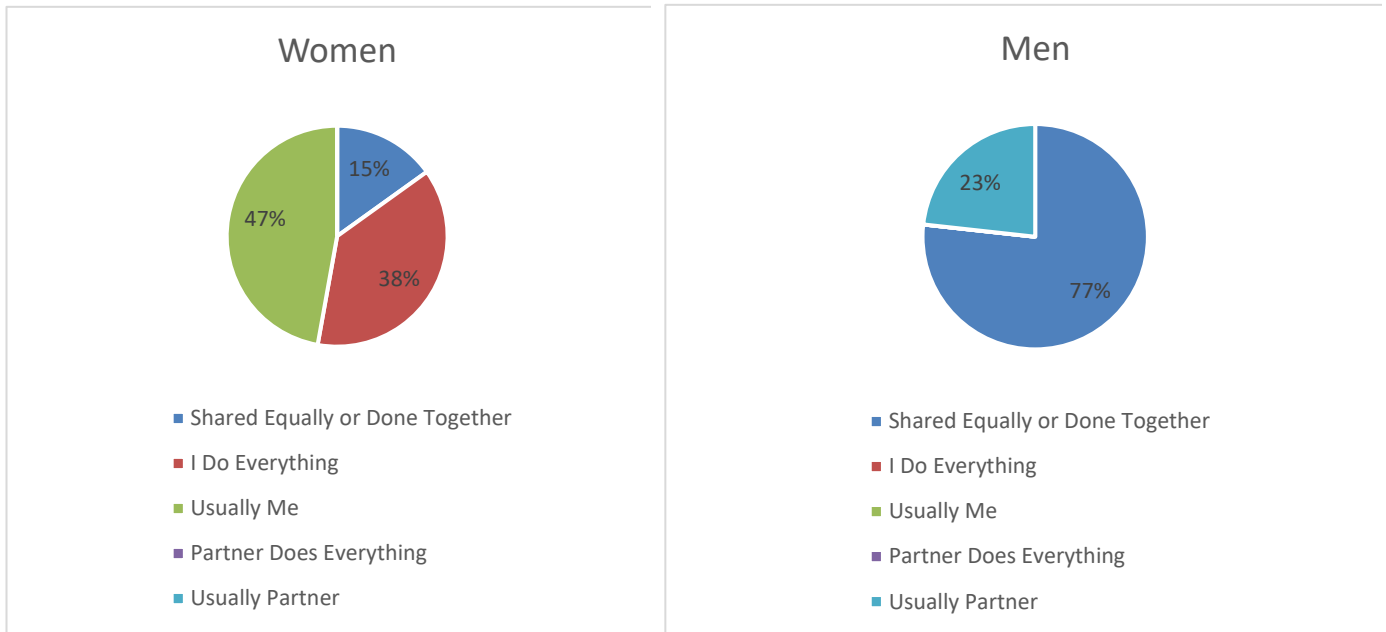
Who usually cleans the house?



Who usually feeds young children?



Who usually prepares food?



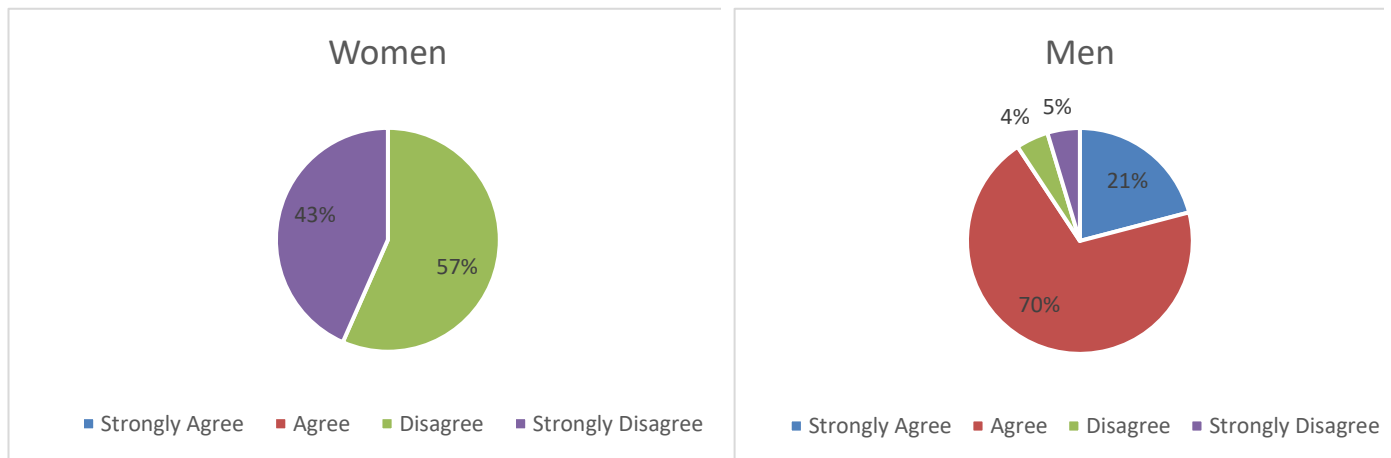
Specific Recommendations	Org responsible
<p><i>Continue to raise awareness on women’s care-work burden and encourage men to share in care work. Avoid disparities in understanding of what ‘sharing tasks equally’ looks like by using gender transformative dialogues to delve deeper, breaking down tasks further and exploring ‘sharing equally’ actually looks like to both men and women</i></p>	<p>CARE and UP</p>

4.1.2 GENDER ATTITUDES AND BELIEFS

Men and women were asked about their gendered attitudes and beliefs relating to areas including decision making, gender roles within the household, attitudes to violence, and traditional cultural beliefs.

In terms of cultural beliefs, when asked whether they agree or disagree with the statement “Children belong to a man and his family” women in Salima and Dedza entirely disagreed, while the majority of men agreed with the statement. This is an interesting result, as despite living in areas where matrilineal marriage and inheritance practices are common, where children would traditionally ‘belong’ to their mother’s side of the family, men still retain the belief that children belong to them.

Children belong to a man and his family.



In terms of general attitudes to gender equality, men expressed gender progressive views on decision making and gender roles within the surveys, with zero men in Salima and Dedza agreeing with the statement “A man should have the final word about decisions in his home”, and zero men in Dedza and only one man in Salima agreeing with the statement “Changing diapers, or cloths, giving kids a bath, and feeding kids are a woman’s responsibility”. This indicated that men involved in FNSP activities in Dedza and Salima have heard and are aware of positive gender messaging promoted by the programme’s gender activities.

However, despite espousing positive gender attitudes when asked direct survey questions, men in FGDs described more nuanced attitudes. For example, zero men in Dedza and Salima reported agreeing with the statement “When women get rights they are taking rights away from men”. But when probed on this sentiment in FGDs, men in Dedza reported a contrary view, believing that an increase in awareness of women’s rights have resulted in men suffering;

“Tables have turned and women are using their power in an excessive way. With the coming of women’s rights, women have taken that and gone above and beyond. Sometimes men are living in a corner and forced to take the wife’s decision. Because women have this power with the knowledge that women can report to the police. They know they [the man] cannot beat her, so they [men] just give up and take their [the woman’s] views.”

Male Participant, Dedza

Men in the same community also reported an increase of female violence against men, stating;

“There has been a shift in power between men and women. There has been an increase in the number of men being killed by women. More women are beating their husbands because they have stronger backing. Because of disagreements, women are cutting off the private parts of men. 4 or 6 men have been killed by women in this TA”.

Male participant, Dedza

District Officials and United Purpose staff reported that they had not heard of any of these cases of murder or extreme violence against men by women, noting that if they had happened, they would likely have heard of them⁴⁵. While not necessarily ‘true’ in the literal sense, these reports allow us to understand that men feel threatened by increased awareness of women’s rights, and demonstrate men’s fear at the risk of losing their status in society as well as giving us an understanding of resistance to gender activities that might exist in these communities.



Figure 8: Men in TA Kamenyagwaza, Dedza engage in discussions about decision making, May 2023

The research found that community approval matters to both men and women;

“As father, as head of the house. you need to provide your wife with insights and show the decision you are making is the one to meet your goal. You need to provide guidance by explaining the needs of the household, [because if the wrong decision is made] people will look at the man and say this man has failed to provide”.

Male participant, Dedza

“Sanitation [is important]. When people come and visit you, they can see you have a good home. They are able to feel comfortable to drink water in your house”.

Female participant, Salima

In both of the above quotes, men and women feel ‘approved of’ by their community if they fulfil their traditional gender role; in men’s case, that of being a ‘provider’ and in women’s case, that of taking good care of their home. Men spoke of how being part of FNSP gender activities, which led them to engage in more ‘traditionally female’ activities, led to disapproval from community members. However, in seeing positive benefits, and in creating their own communities of progressive men, they can withstand such disapproval;

⁴⁵ A UP staff member reported having checked this with local police, who had also not heard reports of men being killed by women, June 8th 2023.

“In the past men who were in Father-to-father groups were being scorned. Not only by men, but by women, when we went to draw water. In the beginning it was a let down, but we started thinking about how these roles were benefitting us. We started the group with 25 and now we have 40!”

Male participant, Salima

“We face challenges as exemplary men. Men doing work taken as women's work. There are men saying they've taken a love potion, but we don't see that as a reason to stop. We continue doing these things, we see the benefit”.

Male Participant, Salima

There may be opportunities to harness women's and men's desire for community approval in positive ways to promote programme outcomes (such as having good sanitation facilities in the household as described above), while at the same time providing participants with a sense of community, and 'strength in numbers', to transgress and transform traditional gender norms.

Specific Recommendations	Org responsible
<i>Be aware that men and women may espouse gender transformative attitudes while not actually practicing them. Use gender transformative dialogues to explore with women and men how a person's behaviour would demonstrate a changed attitude, rather than just 'talking the talk'.</i>	CARE and UP
<i>Harness participants' desire for community approval to encourage positive nutrition behaviours</i>	CARE and UP
<i>Continue to provide a 'support system' in the form of father-to-father groups to allow man to withstand community disapproval for engaging in traditionally 'female' activities.</i>	CARE and UP

4.1.3 PRACTICAL NEEDS VERSUS STRATEGIC INTERESTS

The Moser framework of Gender Analysis⁴⁶ identifies the triple role of women (productive, reproductive, and community-managing roles), all three of which are evident in female participants of FNSP. Moser also distinguishes between women and men's practical needs (the things that they need to fulfil their existing traditional gender roles) and their strategic interests (what they need to transform their existing gender roles, and improve their position in society). In general, gender sensitive programming supports men and women to meet their practical needs, while gender transformative programming addresses their strategic interests. In FGDs, women and men reported prioritising practical needs over their strategic interests.

“You start thinking about gender equality after you have cleaned your house, and everything is fine”.

“Gender is at the bottom [of the list of valued interventions] because it's something we think about after our wellbeing is taken care of - when we have food and money”.

Female participants, Dedza

During the PRA Interventions Ranking exercise, men reported valuing activities that earn money (e.g. livestock pass-on, farming, VSL); activities which allow them to access money and meet their 'practical need' of being a provider for the family. Women also valued FNSP interventions which earn money, but also placed value on interventions which improve household wellbeing, thus allowing them to feed and care for their children and households and meet their "practical needs" of being a good mother and having a good home.

⁴⁶ March, C., Smyth, I., & Mukhopadhyay, M. (1999) "A Guide to Gender Analysis Frameworks" Oxfam Publications

	Nutrition	Gender	Livestock	Madimba	Ukhondo	Ulimi	Ziweto	VSL
Nutrition								
Cluster leader	Nutrition							
Gender	= Nutrition	Gender						
Livestock	Ziweto	Ziweto	Ziweto					
Madimba	Nutrition	Madimba	Madimba	Ziweto				
Ukhondo	Ukhondo	Ukhondo	Ukhondo	Ukhondo	Ukhondo			
Ulimi	Ulimi	Ulimi	Ulimi	Ulimi	Ulimi	Ulimi		
Ziweto (rearing)	Ziweto (r)	Ziweto (r)	Ziweto (r)	Ziweto (r)	Ziweto (r)	Ziweto (r)	Ulimi	
Banki Nkhondo	Banki	Banki	Banki	Ziweto	Banki	Banki	Banki	Ziweto (r)

Figure 9: Table showing to what extent women value different FNSP interventions, Salima, TA Pemba

	Forestry	Nutrition	Madimba	Ukhondo	VSL	Breast feeding	Livestock	Ulimi	Gender
Forestry									
Nutrition	Nutrition								
Madimba	Forestry	Madimba							
Ukhondo	Ukhondo	Ukhondo	Ukhondo						
VSL	VSL	Nutrition	VSL	Ukhondo					
Breast feeding	Breast feeding	Breast feeding	Breast feeding	Breast feeding	VSL				
Livestock	Ziweto	Ziweto	Ziweto	Ziweto	Ziweto	Ziweto			
Crops Ulimi	Ulimi	Ulimi	Madimba	Ulimi	Ulimi	Ulimi	Ziweto		
Gender	Gender	Nutrition	Madimba	Ukhondo	VSL	Breast feeding	Ziweto	Ulimi	

Figure 10: Table comparing to what extent men value different FNSP interventions, Salima, TA Pemba

Both women and men understand the importance of ‘later pay-off’ interventions like gender and tree-planting, but cannot prioritise them, until their practical needs are met. This could be seen in the intervention ranking exercise in Salima where women reported the importance of forestry activities; “Forestry is very important. It protects us from disaster and strong winds” and still ranked forestry (along with gender interventions) as the FNSP intervention they least value.

FNSP currently helps women to meet their practical needs; providing them with advice and support in ensuring that their children and they themselves are well nourished and that their houses are clean. Men, however, recognise that there is benefit to less financially focussed interventions such as trainings, but are too focussed on meeting their immediate practical needs of sourcing income to ‘provide’ for the families, and be considered ‘real men’, that they do not engage in activities that do not provide financial benefit now, but provide community or household benefits in the long-term.

A strategy for engaging more men, therefore, would be by combining immediate needs (financial/livelihood incentives) with longer term household or community benefits will allow men to fulfil their traditional roles, while also contributing to gender transformation by changing norms about men’s involvement in child nutrition. This approach is already taken by projects such as public works programmes (implemented by WFP, and currently through the World Bank Climate Smart Public Works Programme) by providing community members identified as ultra-poor with a stipend (immediate benefit) to engage in watershed management or DRR activities (tree-planting or maintenance, building of swales or dykes etc) which have medium to long-term community benefits (in flood or drought prevention etc).

Specific Recommendation

Org responsible

Consider combining immediate needs (financial/livelihood incentives) with longer term household or community benefits will allow men to fulfil their traditional roles, while also contributing to gender transformation by changing norms about men’s involvement in child nutrition.

CARE and UP

4.1.4 GENDERED USE AND CONTROL OF MONEY

Money is highly gendered with men controlling household income. Any decisions relating to income or money in the household tend to be made by men;

“Women can make decisions regarding usage of money that’s already available [which has already been given to them by husband]- which vegetable to buy, and how to prepare it - women can make them”

Male participant, Salima

Men make decisions around how much harvest to sell and how much to retain for consumption: Often the issue is discussed, but generally men have the final say. Women reported that at times they feel forced to accept their husband’s decision to retain or to sell crops harvested, even if they don’t agree with it;

“Even though women don’t usually make decisions about food on their own, but women should be the one. The women will go along with husband’s decisions [e.g. to sell] even if they knew they need to keep it [the maize]”.

Female participant, Dedza

In terms of income through VSLA activities, participants spoke of using dividends for larger planned expenditure, such as paying school fees, an spoke of using loans for both business activities as well as consumption, mentioning that using loans to generate income through business is preferable;

“Sometimes use VSL money to buy food for consumption. In December, January, February, when people have food, it’s easier to pay back. If you take the loan with the intention of doing business, it’s easier”.

Female participant, Salima

Distrust exists between men and women about use of money, with both men and women believing that the other gender wastes money. Men believe that women waste money on trivial things such as snacks or chitenje, while women reported the belief that men waste money on alcohol, gambling or ‘womanising’.

“Women are more wasteful with money - If someone was selling chitumbuwa, they would exchange maize for that. Men are less wasteful because they are not here [at home] so they are not going to be trading maize for trivial things”.

Male participant, Salima

“In terms of budgeting, if there's a salary - he will make a budget, because he's a man - but he doesn't know the needs at home. A man might drink, and then budget with the little he has left”.

Female participant, Salima

Gender transformative dialogues conducted by father-to-father groups or gender champions could work with couples to explore and attempt to resolve some of this distrust, creating more opportunities for meaningful dialogue around money and household decision making.

<i>Specific Recommendation</i>	<i>Org responsible</i>
<i>Use gender transformative dialogues or ‘family visioning’ sessions to address the distrust between men and women about the use of money and encourage joint planning and decision making around expenditure.</i>	<i>CARE and UP</i>

4.1.5 DECISION MAKING

This gender analysis used an adapted version of the ‘Decision Tree’ gender analysis tool to explore how food and nutrition related decisions are made in the household. Through discussions with men and women in Dedza and Salima, it was clear that men dominate in household decision making. Smaller decisions such as deciding what time to eat, or how to prepare food, while generally made by women, tend to be made with ‘men in mind’, with women considering what their husbands will want when making choices.

In terms of food allocation, there was little evidence of men and women receiving different sized portions, mainly because participants reported that husbands and wives generally eat from the same plate. In lean season, when portions served are smaller, women in Dedza reported serving each family member an equal portion on their own individual plate to avoid conflicts over unequal portions.



Figure 11: A Decision Tree illustrated by women in TA Ndindi, Salima showing sources of food including from fishing, 'madimba' gardens, receiving from relatives, farming, and collecting from the forest, April 2023

Men and women often spoke of “joint decisiona”, but it was found that men and women perceive ‘joint decision making’ differently, with women often considering a decision ‘joint’ if a discussion takes place, even if the man has the ultimate say in what will be done.

“Women will have opportunity to share thoughts, but sometimes men will use their power to do whatever they want”.

Female participant, Salima

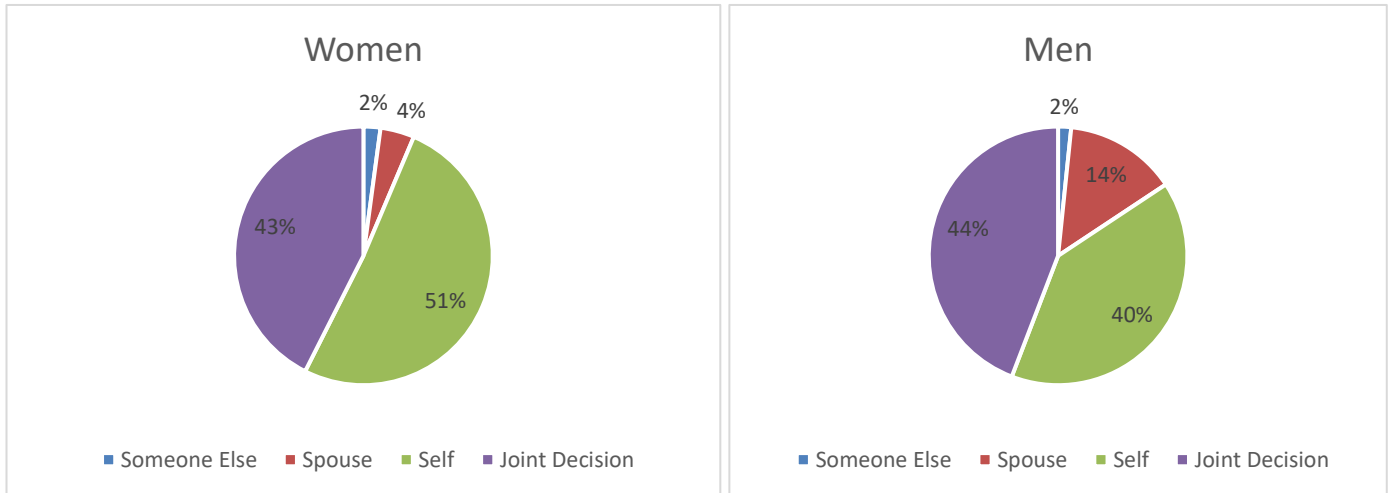
Both male and female participants spoke of ‘agreement’ or ‘co-operation’ when referring to the requirement that women agree to the status quo of men making decisions.

“There is proper cooperation between husband and wife. It's not like she's going to be a leader [in the community], and then come home and try to be a leader. It all works out properly.”

Male participant, Salima

In terms of decisions about the purchase of food, both men and women who participated in the survey reported that both husband and wife participate in joint decision making to buy maize in just under half of cases.

Who usually makes the decision to buy maize?



However, when asked about higher value food purchases such as meat or eggs, men reported that they alone make the decision in a higher proportion of cases, then that of the staple, maize. Men reported that they alone make the decision to buy maize in 46% of cases, while men alone reported making the decision to buy meat or eggs in 60% of cases. Men reported that their wives make the decision to buy maize in 16% of cases, but only make the decision to buy meat or eggs in 2% of cases.

Who usually makes the decision to buy proteins like meat and eggs?



This is likely due to maize being considered a necessity, so the decision to buy is automatic, as long as resources allow, while meat or eggs are considered more of a discretionary purchase, requiring a decision to be made. This aligns with the rationale for engaging men in nutrition activities as the family member who makes the decisions about purchases of nutritious foods.

Specific Recommendation

Org responsible

Use household visioning or couples gender dialogue sessions to explore strategies for women and men to both put forward ideas and contribute to decisions that impact the household.

4.1.6 NORMS AND PRACTICES AROUND FOOD AND EATING

Decisions around food choices and diet tend to be made by default, due to lack of options. The communities in which FNSP operates have a high proportion of ultra-poor people. Participants described coping mechanisms for dealing with lack of access to food during lean season such as reducing the number of meals the family would eat daily to just a single meal. This was described as a ‘decision’ made jointly by husband and wife, but is not actually a decision, as there is no actual choice in the matter. Participants also indicated that ‘decisions’ about how to prepare food are extremely limited due to limited access to additional ingredients. Recipes tend to be simple, and generally involve boiling or roasting without many additional flavourings. There was much laughter and incredulity expressed by participants at the idea that a wife would waste oil cooking chips, or that two chickens would ever be cooked in one household.



Figure 12: Women in TA Biwi James, Dedza describe which FNSP interventions are most important to them, May 2023

The use of alcohol was raised as a significant gender issue in both Salima and Dedza. Generally, participants referred to men drinking. No participant spoke of women drinking⁴⁷. Concerns raised about men’s drinking included impacts on nutrition involving the misuse of family income, wastage of food, increase in GBV, as well as concerns about men’s health.

“Because a lot of men drink alcohol, they do not eat a lot of food; they just eat a little and drink more. It’s not a good thing, because we start worrying about the health of the spouse. Drinking leads to wastage - We will leave two lumps of nsima for the husband and they won’t eat it, so it’s wasted”.

Female participant, Dedza

There was little evidence of specific gendered norms or cultural beliefs around food that should be eaten by men/women. However, it’s expected that women will not cook high value food (meat or food which uses a lot of oil like chips) when their husband is away.

⁴⁷ The lack of reports of women drinking alcohol does not mean that it does not happen, but rather that it is a behaviour that is frowned upon in the target communities, and so communities avoid mentioning it. CARE’s IFNS Gender and Power Analysis (2018) conducted within target communities in Salima found that drinking alcohol is perceived as an activity that an ‘ideal women’ should not engage in.

Include messages around the negative consequences of alcohol use on household nutrition when delivering nutrition messaging CARE and UP

4.1.7 GENDER-BASED VIOLENCE

Gender based Violence is sadly all too common in the target districts. For example, Dedza district recorded 3,762 reported cases of GBV over the last 3 – 5 years⁴⁸.

Both male and female participants felt that the gender interventions had led to a reduction in gender-based violence;

“There are some things that were violence [that were happening in this community] When going to the fields, men would leave women to carry everything - but now we share. If their wife is sick or tired, they would force her to cook, but now we can cook, and even serve our wives”.

Male participant, Salima

“Before male champions, there used to be more abuse in families, but now, we can work together”.

Female participant, Dedza

However, when pressed, men and women were unable to point to the precise ways the programme caused this reduction, with men mainly referring to their increased awareness of the need to share in women’s care work burden.

Men spoke about needing to be more aware of how they exercise their power, following recent increases in women’s awareness of their rights and understandings of violence;

“[You must be] providing guidance to your wife. [But] you must be mindful of her rights. The man has a responsibility to protect. There's a certain line that you're not supposed to pass. There'd be violence of a different kind, maybe not physical, might be raising voice. Now you have to be more mindful. You cannot just exert that power. Women are more free to express their views. They are coming from learning about rights, from organisations. Different ways they have been able to learn. NGOs are teaching about women's rights and responsibilities”

Male participant Dedza

Women in Dedza spoke of the community structures that work on raising awareness and responding to cases of gender-based violence, giving examples of when these committees responded to specific cases of GBV;

“Young Women's Forum (Group from Action Aid) under the Office of the Ombudsman. [There were] high cases of abuse and violence in the community [so the young women’s forum] was formed. [It is] helpful in allowing people to know how they can access support and speak out.

Community policing community is very powerful because it has done a lot of work for protecting people and catching criminals. There have been cases of ppl being raped or stealing. The ppl in this committee work despite the risk of losing life. There was an incidence of child rape. [The] Young women's forum and community policing group went to find the perpetrator to find he had escaped. The community policing forum were able to bring him back [to the police].”

Female participant, Dedza

Alcohol was cited as an issue which exacerbates the risk of gender-based violence.

⁴⁸“Dedza District Gender in Brief” document provided by Dedza District Gender Officer.

“There are some men who would beat their wives especially if they had alcohol to drink”.

Male participant, Salima

Formative research conducted in 2019 by the FCDO Tithetse Nkhanza programme acknowledged the use of alcohol as an “important trigger and catalyst of violence”⁴⁹. However, the report also noted that the violence usually stems from disagreements and that these “disagreements generally appeared to involve men resisting a woman’s expression of opinion or desire, particularly when it contradicts men’s views or desires”⁵⁰ with alcohol being an exacerbating factor rather than the primary cause. This was evident in discussions with women in Dedza, who reported that a wife contradicting her husband’s view on how money or resources should be used, when fuelled by alcohol, can lead to violence;

“Usually verbal disagreements [happen], there would be conflict. More times the woman will say that food should be kept [rather than sold]. In this area, men drink a lot but women will be thinking that the children need to eat.... Men would rather sell produce and buy alcohol. Woman would like to keep the maize. If the woman has to go to borehole or market, they might find the husband has taken a bag of maize (to sell) and get angry. Violence then happens in some households; physical fights. If the husband doesn’t accept he was wrong, he will say he is the household head and decides what to do”

Female participant, Dedza

Women reported that there are channels available to women for reporting violence, with the Ankhoswe (traditional marriage counsellors from the husband and wife’s extended family assigned when the marriage occurs to advise the couple during disputes) considered the first port of call;

“If violence happens, [you can] go to Ankhoswe, to marriage advisors, some report to the police. With Ankhoswe, they would call the people together, and listen to story and guide the couple. With police, they invite the couple and relatives from both sides. No one has ever been arrested, but they will call on the Husband to get money and replace the maize”.

Female participant, Dedza

In the survey, both men and women demonstrated a low tolerance for violence, with 11% of women and 0% of men agreeing with the statement “A woman should tolerate violence in order to keep her family together”, as well as espousing low tolerance for violence when asked whether violence against women is justified in a specific situations (including going out without telling her husband, neglecting her children, arguing with her husband, or refusing to have sex with her husband).

However, as the above quote demonstrates, the usual approach of both Ankhoswe and police when responding to cases of Intimate Partner Violence (IPV) between husband and wife is to call the couple together, mediate, and to recommend continuing with the marriage. This usually results in the woman being forced to make allowances and tolerate violence ‘for the sake of the marriage’ and acts contrary to the participant’s espoused view that women should not have to ‘tolerate violence for the sake of her family’. This is another example⁵¹ of where community members ‘espoused beliefs’ and ‘actual beliefs’ differ; they state that women should not tolerate violence, while engaging in practices that encourage women to do just that. This further demonstrates that FNSP has made great strides in raising awareness of key gender messages, but has not yet managed to deeply dent the traditional cultural practices that allow GBV to occur.

Specific Recommendations

Org responsible

⁴⁹ Tithetse Nkhanza (2019) “Formative Research on Violence against women and girls”

⁵⁰ Tithetse Nkhanza (2019) “Formative Research on Violence against women and girls”

⁵¹ The other example cited in this gender analysis is that of men reporting that they disagree with the statement “When women get rights they are taking rights away from men” when asked explicitly in the survey, yet demonstrated contrary views when probed in the FGDs.

Continue to use dialogue sessions to explore issues of gender-based violence. Delve deeper into the expectations on a woman to tolerate violence for the sake of her family, and engage in discussions around the consequences and risks for women (and their children) who remain in violent marriages. CARE and UP

4.1.8 WOMEN'S LEADERSHIP

This gender analysis used the PRA Leadership Venn Diagrams tool to explore the gender dynamics at play within community leadership structures. It was found that women engage in community committees and leadership. Many committees, particularly statutory committees such as the Village Development Committees (VDCs) have quotas under the Gender Equality Act (2013) to have gender balance within the committee.

Committees with more resources and power, such as the Village Development Committees (VDC), the Village Natural Resource Management Committees (VNRMCs) (when active) and Community-based Organisations (CBOs) (when they receive external funding) tend to be dominated by men. Committees that require more time input, such as FNSP supported Care groups, tend to be dominated by women.



Figure 13: Women in TA Juma, Salima rank community committees in order of their level of power and influence, April 2023

Women were reported as sometimes taking middle management positions within those committees (secretary/treasurer), but rarely taking the role of committee chairperson. When women participate in community leadership, they often struggle to speak out and have their voices heard on committees. Both

community members and key informants cited both intrinsic and extrinsic barriers to female participation. Intrinsic barriers described by participants included women having lower levels of literacy, having low self-confidence and internalised stereotypes that men make better leaders, as well as cultural factors around whether it is acceptable for women to speak in front of men⁵².

“VDC is equal on purpose. It’s deliberately balanced because of the power [that the VDC has]. There is less power among the women; even if they are given positions, they do not contribute. Men are able to speak up and that’s why they have more control over the bigger committees. The main thing is the level of education. Most women have not gone for school so they cannot speak. A boy of the same age will be able to speak. Women are just shy in nature. Some women do not want to take ownerships of the groups, they think it’s a man’s job to do this”.

Male participant, Salima

Men in Dedza also discussed the external barriers that inhibit women participation. They began by describing how women tend to be more involved in community activities than men;

“[There are] more women in leadership of committees. Less participation from men. Most men don’t value these committees. In most cases men won’t even show up to committees, they don’t value them. While women are eager.

[Researcher: Are women better leaders?]

Yes, women are better leaders”.

Male participant, Dedza

Here we can see a recognition that women tend to be more active and engaged in community activities, and in some cases are better leaders, yet participants went on to report that men are the ones who should lead, because a man will ‘get things done’, acknowledging that a woman ‘will not be listened to’ by men in the community;

“For VDC Chair, when choosing, we choose a man to do things because he is quicker to do things and will get things done. Men are usually busy with different things. Women: Even though they are able, they are afraid to lead. There is fear in them. They know that men are supposed to lead, so they are just pulled along by men - we cannot choose a woman as VDC chair because she will not be listened to”.

Male participant, Dedza

“Without male cluster leaders, many men won’t listen. Many women cannot deliver messages in a way that the men will take it”.

Male participant, Salima

⁵² This cultural issue was particularly evident during FGDs in a Yao community in TA Juma, Salima.



Figure 14: Women in TA Juma identify which committees have more female participation, and which have more male participation, April 2023

Women reported that men who engage in Community leadership and FNSP activities are already a self-selecting group of more progressive men, as men who are less progressive will not join such committees or activities in the first place.

“The ones who do not accept [women in leadership], do not join [the committee] - They say they don’t want to be told by women what to do”.

Female participant, Salima

Women who do engage in community leadership activities, may lead in the public sphere, gaining skills in public speaking, planning, and decision making, but are still expected to be submissive in the private sphere.

“With development activities, whatever power we have is within that setting. We cannot bring it home. It has already been settled that men are the head of the household”.

Female participant, Salima

When asked about the potential consequences if a woman did try to act as a leader at home, after acting as a leader in the community, women spoke of the risk of losing their marriages;

“Your marriage would be destroyed because there are rules in a marriage. You cannot take outside powers and influence and bring them home. It happens in some cases. The man would ask ‘Do you want to be the man? Do you want to wear the trousers?’”

Female participant, Salima

Following from the discussion in the GBV section above about how women are generally expected to tolerate violence in order to keep their families together, it can be seen that a woman who tries to ‘act as a leader’ at home, would be strongly disapproved of.

Specific Recommendation

Org responsible

Explore the possibility of providing opportunities for women to gain skills that would support their meaningful participation in community leadership; literacy skills, public speaking skills, decision-making and negotiation skills

All FNSP partners

Use men's forums such as father-to-father groups and Male Champions to explore men's attitudes to women in leadership CARE and UP

Conduct community advocacy sessions promoting women's engagement in community leadership CARE and UP

Leverage CLANs and ACLANs as community leaders to provide women with opportunities to speak up and raise issues with community leaders CARE and UP

4.1.9 MALE ENGAGEMENT

It is recognised by FNSP that as the major decision makers in the household, it is essential to engage men in nutrition activities to better achieve the programme's nutrition outcomes. In recent years, FNSP has made great efforts to increase the number of men involved with the programme.

Care Groups continue to be dominated by women.

"Women have more power (in the CARE group) women play a major role in making development. Women are at the forefront of development in the community. Men think it's a waste of time, would rather make money".

Female participant, Dedza

Some participants explained that Care Groups were originally formed of groups of 8 pregnant and/or lactating women, with men encouraged to join the groups some time afterwards. While few men engage directly as care group members, there are proportionally more at promoter level. Participants reported that this was likely due to the greater level of incentives at this level.

"There are incentives attached to this. They will take a man to do a training, so there are those things that attract men to be fully involved".

KII with National Level Stakeholder

KII participants also mentioned that men are more likely to take leadership positions because of the confidence they have in their ability to lead, even though it is women implementing nutrition messaging at household level;

"There are different factors that limit women, [and cause them] not to stand up to volunteer themselves. [A man will say] in this committee I can be the chair, they [men] have the knowledge, and they are looking forward to the incentives that come, [so] men are found in those top top positions, yet at household level women are the ones implementing nutrition activities".

KII with National level stakeholder

When men engage with FNSP, they tend to be proportionately over-represented within leadership positions. This leads to the risk that by engaging more men in the programme, FNSP is reducing opportunities for women to take leadership positions in the community.

This risk was made clear when men in Dedza discussed their role in FNSP not as equal partners and parents, but as 'advisors' to women in how women can fulfil their traditional roles, entrenching the outdated view that men are the more knowledgeable sex, while women are the passive receivers of information.

"We are advisors (cluster leaders & lead farmers of backyard gardens) providing support to women on how best they can feed their children".

Male participant, Dedza.

District and National level stakeholders spoke of the importance of considering the roles of men when engaging them;

"When including men, we include gender knowledge and [information about] gender balance and nutrition. They get it, that they are there to support the women and not to dictate".

CARE’s gender advisor spoke of CARE’s approach of considering male engagement in three ways;

“No. 1: Men as clients, for example, in the health sector, family planning, there is engagement men to [increase] uptake [of] family planning. No. 2: Men as supportive spouses: engagement of men to support spouses to advance what they [their wives] are doing, such as in VSL, family planning, and nutrition. No. 3. Men as agents of change. Using men who have exhibited transformative practices/masculinities to engage other men”.

KII with CARE Gender Advisor

It was noted that in FNSP, men should be engaged as supportive spouses, and agents of change, but not as clients, as men are not the direct target group of the programme. Currently within FNSP, men tend to be engaged intentionally as agents of change in some activities, for example in their roles as Male Champions, and as supportive spouses in activities such as father-to-father group members⁵³, but without explicit consideration to the purpose of engaging them in other activities e.g. when engaging them in cooking demonstrations. By considering why and when men should be engaged, the risk of displacing women in positions of influence and power can be reduced.

Specific Recommendations	Org responsible
When planning, be explicit about the role that men will take when they are engaged, and consider the FNSP’s purpose in engaging them, to minimise the risk of displacing women in positions of influence and power.	CARE and UP

4.2 GENDER WITHIN FNSP

4.2.1 GOVERNANCE OF FNSP INTERVENTIONS

FNSP follows the established nutrition structures within communities, areas, and districts, with care groups at village level supported by cluster leaders, who are in turn supported by promoters, who in turn are supported by the government front line extension workers; the Health Surveillance Assistants. At GVH level, there are Village Nutrition Coordinating Committees (VNCC), overseen by Area Nutrition Coordinating Committees (ANCCs) and at district level by the DNCC (District Nutrition Coordinating Committee).

⁵³ As father-to-father group members, the programme should be more explicit about the specific activities that intend to engage men as ‘supportive spouses’ such as when working on sharing care work responsibilities with their wives, and when they aim to engage men as ‘agents of change’ such as when they are acting as role models for other men, as male participants were sometimes unclear of their roles.



Figure 15: Men in TA Kusumbu, Dedza discuss how to rank committees in their community, May 2023

As discussed in previous sections, while few men engage directly as care group members, there are proportionally more at promotor level, meaning that there is a higher proportion of men the higher you go in FNSP’s governance structure, for all the reasons discussed previously.

In term of oversight and accountability CLANs (Community Leaders Action Group in Nutrition) and ACLANs (Area Community Leaders Action Group in Nutrition) provide oversight and a mechanism for ensuring that volunteers and frontline workers fulfil their roles appropriately.

“CLAN is comprised of chiefs. [it’s the] monitoring committee within CARE structure. It follows up on those people who are not compliant”.

Male participant, Salima

CLANs and ACLANs appear to serve their function well. An example was given by an IP staff member of a CLAN dealing with a frontline worker who engaged in nepotistic behaviour⁵⁴. Due to the gendered nature of community leadership, CLANs and ACLANs tend to be male dominated.

⁵⁴ KII with UP staff member, Dedza, 4th May 2023

4.2.2 COORDINATION WITH GOVERNMENT

FNSP aligns with Government Policies and Strategies. By supporting existing structures development under the national Nutrition Policies, FNSP has built in strong coordination mechanisms, and inbuilt sustainability systems; allowing opportunities for other development partners to continue work with Care Groups and VNCCs after project exit.



Figure 16: Men in TA Pemba, Salima rank FNSP interventions in terms of how much they value them, April 2023

FNSP has strong relations with both Nutrition and Gender sectors at District level. District Nutrition Officers and District Gender Officers in both districts felt that there was strong relationships between IPs and district officers, and could provide many recent examples of their direct involvement in programme activities. District level committees, in particular the DNCC, as well as the District Gender Technical Working Group, were seen as forums which allowed for joint planning, information sharing, and connection building. District officers have been engaged in delivering trainings to FNSP volunteers, including in the use of the GALS (Gender Action Learning Systems) approach. The involvement of the Salima District Gender Officer in FNSP’s gender learning and action planning event in August 2022, demonstrates the strong coordination between IPs and their district government counterparts.

The DNCC is viewed as a strong coordination body; IPs are expected to both report on activities completed, as well as sharing future planning;

“Before going to implement, [organisations] report to the DNCC. Show the budget, show the workplan. Each month IPs make updates to the DNCC, what they did, what they are planning”.

KII with District level stakeholder, Dedza

The DNCC was described as a forum in which nutrition issues can be discussed at length, and gender issues influencing nutrition outcomes are raised. KII participants mentioned that gender issues discussed at DNCC in recent months include gendered decision making around food and nutrition, and GBV risks that may be triggered by food or nutrition issues.

“We are talking about livestock and who is involved in decision making e.g. if a family wants to eat a chicken. If they have a garden, who is too much involved in taking care of the farm, taking care of the garden... Sometimes these issues bring in GBV, a lady cooks chicken, the man wants to how it has been shared”.

KII with district level stakeholder, Dedza

However, as gender issues within nutrition are considered to be adequately covered by the DNCC, nutrition issues tend not to be raised at the District Gender Technical Working Group.

“Nutrition issues are much discussed at DNCC. There has never been a point talking about nutrition at gender TWG”.

KII with district level stakeholder, Dedza

While it is wonderful that gender issues in nutrition are considered to be adequately covered in the DNCC, providing the gender TWG with a brief summary of the gender issues raised and resolved at the DNCC, might provide opportunities to identify areas of overlap or to glean technical insight from other gender actors working in the district.

At national level, there are avenues for cross-pollination between Ministry of Gender and DNHA. For example, the placing of a DNHA nutritionist within the Ministry of Gender, Community development and Social Welfare, aims to ensure that nutrition messaging is mainstreamed throughout MoGCDSW activities. However, participants felt that more could be done to optimise linkages and learning between the two sectors;

“We observed that gender is not well integrated in nutrition policy, and vice versa, nutrition issues haven’t found their way into gender policy”.

KII with national level stakeholder

There are opportunities for the coordination between DNHA and MoGCDSW to be strengthened through the drafting and consultation process around the MoGCDSW’s upcoming ‘Engaging Men’ strategy.

As CARE is currently in a process of building internal capacity in approaches to engaging men, there are also opportunities for FNSP IP’s to contribute meaningfully to the development of the national strategy and ensure that issues of engaging men in the nutrition sector are included.

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>Continue to collaborate strongly with district level government in nutrition and gender</i>	<i>CARE and UP</i>
<i>Continue to provide gender expertise to nutrition planning and policy development</i>	<i>GIZ</i>
<i>Leverage on the lessons learned through CARE’s work on engaging men to contribute to the development of the National Male Engagement Strategy</i>	<i>CARE</i>



Figure 17: Women in TA Kamenyagwaza, Dedza take part in a Decision Tree activity, May 2023

4.2.3 SUSTAINABILITY AND RESPONSIBLE EXIT STRATEGY

As mentioned in earlier sections, FNSP’s use of established structures including, DNCC, ANCC, VNCC, Care groups, Cluster Leaders, Promoters etc., embeds sustainability into the programme, as it is building the capacity and reach of established structures that existed prior to the coming of the programme, and will continue to exist (in some form) after the programme closes.

Both UP and CARE have strong relationships and work closely with district officers, which also contributes to sustainability, as district officers already feel ownership over programme activities, putting them in a strong position to continue after FNSP’s exit.

The work done with the CLANs and ACLANS was also seen as a mechanism for sustainability, as CLANs and ACLANS include the traditional leaders who are highly influential in communities.

“When we involve the community leaders, people take more from them than [from] the extension workers”.

KII with district level stakeholder, Dedza

It was felt that through the work FNSP does with CLANs, traditional leaders could be encouraged to advocate for nutrition. This advocacy in turn could be leveraged to lobby central government for greater funding for nutrition activities in the district;

“Apart from the technical side, [FNSP] should also focus on the political. Leaders, the political arms, Councillors can also be involved. The ACLAN can help on nutrition advocacy. With ACLANS, when developing the Village Action Plans, they [leaders involved in ACLANS] can be putting in nutrition issues.

The Village Action Plans are taken up into the DDP [District Development Plan] [If nutrition issues are included in the DDP] when requesting for Government budgets, we can advocate for nutrition funds”.

KII with District level Stakeholder, Salima

Unfortunately, in both districts, there was evidence that nutrition interventions ‘fade’ without the resources and engagement of an implementing partner;

“There are differences between non-FNSP and FNSP TAs. Most Cluster leaders and Care groups [are not active in non-FNSP TAs] only promoters are working in non-FNSP [TAs]”

KII with district level stakeholder, Dedza

This indicates that many FNSP activities are likely to stop once the financial and human resources provided by the project are no longer available. FNSP’s exit strategy should include full inventory of FNSP interventions to identify those activities which require minimal resources and could feasibly continue after programme close. Activities which would need to stop, but which could be picked up by other development partners should also be identified, and steps taken to make any potential handover as smooth as possible⁵⁵.

The engagement of district gender officers in FNSP activities is also a way to further embed FNSP gender interventions; Gender Transformative Approaches, Father-to-Father Groups, Gender Champions into regular district activities.

“To the district, [ask them] what capacity or training do you need to continue? What are the interventions that you can comfortably continue without resources? Also, if there are certain interventions that require resources, is there another partner who can come in to sustain?”

KII with National level stakeholder

KII participants discussed how the exit Strategy needs to start early, and needs to involve district officers in identifying what interventions can continue, and what are their capacity needs to do so.

“To have proper exit strategies involves time as well as work. When projects closed people are surprised. It’s important to develop a robust exit strategy, [with] 6 – 10 months of just implementing that [exit] plan”.

KII with National Level stakeholder

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>At least a year before programme close, in collaboration with district government partners, develop a comprehensive exit strategy which includes full inventory of FNSP interventions to identify those activities which require minimal resources and could feasibly continue after programme close, as well as activities that could feasibly be picked up by other development partners at a later date.</i>	<i>GIZ, CARE and UP</i>
<i>Leverage FNSP’s work with traditional leaders through CLANS and ACLANS to advocate for nutrition issues to be included in village planning (and subsequently in district planning)</i>	<i>CARE and UP</i>
<i>Train district gender officers in gender methodologies used (such as gender transformative tools etc) to embed FNSP gender interventions in district activities.</i>	<i>CARE and UP</i>

⁵⁵ A workshop with FNSP IPs on June 8th 2023 suggested providing districts with up to date, accessible contact details of participants, and M&E data in the form of a simple data base which could be then shared with development partners who may take on certain interventions.

4.2.4 MONITORING AND EVALUATION

4.2.4.1 M&E WITHIN FNPS

FNPS has a clear and well laid out M&E framework with clear indicators at both objective and output level. Baseline and target values for each indicator are included.

At objective level, FNPS's indicators focus on the dietary diversity, and minimum acceptable diet of the target groups; Women of reproductive age and children under 2 years, as well as reduction in levels of food insecurity of target households. In terms of coordination, the objective level indicator aims to improve nutrition governance at district and national level (based on 6 specific criteria). Gender transformation or sensitively is not explicitly addressed in M&E planning at objective level.

At output level, efforts have been made to make indicators more gender sensitive through the inclusion of gender disaggregated targets (e.g. Output 1, Indicator 1.1. which placed a target that 40% of frontline workers trained be women) as well as the inclusion of 'additional men' under Output 1, Indicator 1.2 (recognising that men reached would need to be 'in addition to' the original target group of 40,000 women).

M&E approaches laid out in CARE and UP's Phase IV proposals are quite vague, making it difficult to ascertain the existence of gendered targets and indicators. While FNPS has been implementing gender transformative activities through CARE's father-to-father groups in Salima, and UP's gender champions in Dedza, this is not reflected within the M&E framework. As it is often found in development projects that 'what gets measured, gets done', this lack of a specific reporting requirement on levels of engagement in gender transformative dialogues etc, may result in gender transformative activities being seen as a 'nice to have' rather than a necessity. IPs appear to be collecting sex disaggregated data, but its unclear whether IPs are systematically collecting any data on gendered unintended consequences or possible protection issues.

FNPS held a gender learning event in August 2022 which provided GIZ and IPs with an opportunity to reflect on their gender interventions and to develop a gender action plan going forward.

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>Include an indicator to measure engagement in gender specific activities</i>	<i>GIZ, CARE and UP</i>
<i>Identify ways to identify and communicate any potential unintended gendered consequences</i>	<i>CARE and UP</i>
<i>Continue to provide opportunities for FNPS team members to reflect on gender issues within the programme and to plan for greater gender sensitivity and transformation</i>	<i>GIZ</i>

4.2.4.2 M&E AT DISTRICT AND NATIONAL LEVELS

The NNIS (National Nutrition Information System) collects data from cluster level, which is reported by promoters to ANCCs, who in turn report to the district office, where it is recorded centrally. The DNHA collects disaggregated data on who attends specific trainings at promoter level, so it's possible to gain a sense of the number of men and women active in nutrition activities at the promotor level. However, there are not specific indicators measuring levels of male engagement in nutrition activities;

"[Data moves] from cluster leader to promoter. Promoter compiles, and gives to front line workers, where we have committee [when it is] sent to district office. The information is entered into the NNIS. Two people

[in the district] are given responsibility to enter the information. [On the] form, I don't think there is something specific on male engagement".

KII with district level stakeholder, Dedza

FNSP has a specific indicator measuring the extent to which “DMECCs in the districts of Dedza and Salima revise the data of the National Nutrition Information System (NNIS) on a quarterly basis” (Output 3, Indicator 3.5) with a target of quarterly revisions.

District Gender Offices regularly send data centrally to the MoGCDSW. However, they do not report against standard indicators but rather report on whatever activities occurred that month. Data reported mainly relates to engagement with Women’s Economic Empowerment Activities. Examples of the kind of data that District Gender Offices report include;

- Number of male champions selected in nutrition interventions.
- Number of male champions trained.
- Number of women participating in VSLA.
- Number of women trained in financial literacy.
- Total number of male champions.
- Number of households trained in household methodology⁵⁶.

The District Gender Offices do not regularly collect any nutrition specific M&E data, but as mentioned above will occasionally report on male engagement in nutrition interventions on an ad hoc basis. It is not clear how this data is recorded or collated within the MoGCDSW.

In terms of gender data relating to cases of GBV (which influences family wellbeing and nutrition outcomes), it is difficult to have a true sense of prevalence of GBV in FNSP’s intervention areas due to challenges in combining data on GBV cases reported from multiple sources;

“Now the challenge that we have, [is that] gender as an office, we are supposed to report on issues of GBV for whole district. On the other hand, we have the police, DSWO (District Social Welfare Office), and Community VSUs [all receiving reports from different sources]. As a district, we don't have a harmonised system for capturing that data”.

District level Stakeholder, Dedza

Efforts have been made to harmonise the recording of GBV cases through the district M&E officer, but it was noted that it not only requires the development of a system, but also training for all the officers from different departments and agencies who would be required to use it properly to avoid double counting cases reported to more than one agency.

<i>Specific Recommendations</i>	<i>Org responsible</i>
<i>Advocate for the inclusion of indicators relating to male engagement in the NNIS</i>	<i>GIZ</i>
<i>Explore the possibility of providing district offices with M&E technical support to standardise and harmonise gender data collection and reporting</i>	<i>GIZ</i>

⁵⁶ Email correspondence with Dedza District Gender Officer, 27th June 2023.

5 CONCLUSIONS

Malawi ranks as having a 'serious' problem of malnutrition, as well as ranking poorly in terms of gender equality. FNSP recognises that gender inequality is an underlying cause of malnutrition and food and nutrition insecurity, and that incorporating gender sensitive and specific interventions into FNSP is essential to improve the diets of women and children and achieve the programme's goals. FNSP currently has a gender marker of GG1, in that gender equality is a significant objective but it is not the principal purpose of the programme. However, the programme is making efforts to integrate gender transformation into its programming, address inequitable gender norms, through activities such as gender transformative dialogues and father-to-father groups in Salima, and Male Champions in Dedza.

The analysis found that rigid gender roles exist in FNSP intervention areas, with men are expected to provide food and household requirements, while women are expected to utilise what men have provided for them. Women have a high burden of care work, and are financially dependent on men. Men involved in FNSP activities in Dedza and Salima have heard and are aware of positive gender messaging promoted by the programme's gender activities, but in many cases have not yet internalised them or changed their behaviour based on these messages. Some men also expressed resistance to gender activities, feeling threatened by a change in the status quo. Both men and women are influenced by their perceptions of community approval.

Both women and men prioritise their practical needs over their strategic interests. Both women and men understand importance of 'later pay-off' interventions like gender and tree-planting, but cannot prioritise them, until their practical needs are met. While FNSP currently helps women to meet their practical gender needs, it doesn't help men to meet their practical gender needs, which may contribute to men's lower level of engagement with FNSP activities.

Money is highly gendered with men controlling household income. Distrust exists between men and women about use of money, with both men and women believing that the other gender wastes money. In terms of decision making, men dominate. In terms of food and nutrition, men report high level of control over decisions relating to higher value foods. Smaller decisions made by women, tend to be made with 'men in mind'. Men and women perceive 'joint decision making' differently, with women often considering a decision 'joint' if a discussion takes place, even if the man has the ultimate say in what will be done.

The use of alcohol was flagged as a significant issue in both Salima and Dedza, resulting in reduced income, lowered health and nutrition outcomes, and gender-based violence.

While women participate in FNSPs in much greater numbers than men, men are proportionately more represented in leadership positions. Reasons provided were men's preference for activities which provide incentives as well as intrinsic and extrinsic barriers to women's participation. Intrinsic barriers included women having low self-confidences and being fearful to speak out, as well as extrinsic barriers; including the perception that men will not listen to women, and cultural norms which claim that men are better leaders. There is a risk that by engaging more men in leadership positions, FNSP is reducing opportunities for women to take leadership positions in the community.

FNSP aligns with Government Policies and Strategies, following the established nutrition structures of Care Groups, Cluster leaders, Promoters, VNCCs, ANCCs, DNCCs. CLANs and ACLANs appear to serve their function of providing oversight and accountability well. By supporting existing structures development under the national Nutrition Policies, FNSP has built in strong coordination mechanisms, and inbuilt sustainability systems. FNSP has strong relations with both Nutrition and Gender sectors at District level and supports Salima and Dedza DNCCs' role as a strong coordination body, in which gender issues affect nutrition can be discussed.

At national level, there are avenues for cross-pollination between Ministry of Gender and DNHA, which have not yet been fully utilised. The drafting of the MoGCDSW's new 'Engaging Men' strategy provides an opportunity to strengthen cross-sectoral learning between the two MDAs.

With two years remaining in the current programme cycle, FNSP has time to develop a detailed exit strategy and further embed their activities (where feasible) into district and community level structures. While in terms of M&E, the development of gender specific output level indicators could nudge FNSP into ensuring that gender transformative interventions become fully embedded in the programme.

Overall, FNSP is a gender-sensitive programme that has made great strides in better integrating gender responsiveness into its programming while taking opportunities to implement some gender transformative interventions. The remainder of the project cycle provides opportunities to make small alterations to the programme design to increase gender sensitivity and better respond to women and men's practical needs, while also furthering their strategic interests by expanding and deepening their gender transformative approaches.

6 RECOMMENDATIONS

This section provides broad overarching recommendations for the programme at intervention level, project level, GIZ portfolio level, and national level. Each section collates and summaries the specific recommendations relating to each topic discussed in the ‘Background and Approaches’ and ‘Findings and Analysis’ sections.

6.1 INTERVENTION LEVEL

6.1.1.1 BROAD RECOMMENDATIONS

Consider combining interventions to better support men to meet their practical gender needs

As discussed in this analysis, men gravitate to activities that have a monetary benefit not out of ‘greediness’ but from a desire to fulfil their ‘traditional gender role’ of provider. Combining activities such as livestock pass-on, ‘cash for work’, or VSL with activities such as nutrition or hygiene messaging may result in greater male engagement with such essential messages.

Expand Gender Transformative Dialogues

The programme has had great success in raising awareness among men of women’s labour burden, and the need to share household responsibilities. Gender transformative Dialogues could be expanded to explore topics such as addressing men and women’s mistrust of each other’s spending, discussing the impacts of alcohol on family life, and providing strategies for more meaningful joint decision making. Gender facilitators and male champions require deeper training to give them the skills to delve deeper and move beyond ‘talking the talk’ (the expression of gender positive attitudes) to ‘walking the walk’ (the internalisation of these expressions and subsequent changes in gendered behaviours).

Consider when and how to engage men

Engaging men is essential to the success of FNSP. However, indiscriminate engagement can result in reducing opportunities for women to engage in leadership and to safely share information in women-only spaces. When engaging men, consideration should be given to the role that such men will take in the programme, whether as supportive spouses or as change agents.

6.1.1.2 SPECIFIC RECOMMENDATIONS

Gender Intervention Recommendations

<i>When planning, be explicit about the role that men will take when they are engaged, and consider the FNSP’s purpose in engaging them, to minimise the risk of displacing women in positions of influence and power.</i>	GIZ, CARE and UP
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<i>Continue to raise awareness on women’s care-work burden and encourage men to share in care work. Avoid disparities in understanding of what ‘sharing tasks equally’ looks like by delving deeper in gender transformative dialogues to break down tasks into steps and exploring what ‘sharing equally’ actually looks like to both men and women</i>	CARE and UP
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<i>Be aware that men and women may espouse gender transformative attitudes while not actually practicing them. Use gender transformative dialogues to explore with women and men how a person’s behaviour would demonstrate a changed attitude, rather than just ‘talking the talk’.</i>	CARE and UP
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<i>Harness participants’ desire for community approval to encourage positive nutrition behaviours</i>	CARE and UP
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<i>Continue to provide a ‘support system’ in the form of father-to-father groups to allow</i>	CARE
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<i>men to withstand community disapproval for engaging in traditionally 'female' activities.</i>	
<i>Explore how to provide a 'support system' in the form of a group of like-minded men to allow men to withstand community disapproval for engaging in traditionally 'female' activities.</i>	UP
<i>Consider combining immediate needs (financial/livelihood incentives) with longer term household or community benefits will allow men to fulfil their traditional roles, while also contributing to gender transformation by changing norms about men's involvement in child nutrition.</i>	CARE and UP
<i>Use gender transformative dialogues or 'family visioning' sessions to address the distrust between men and women about the use of money, and encourage joint planning and decision making around expenditure.</i>	CARE and UP
<i>Use household visioning or couples gender dialogue sessions to explore strategies for women and men to both put forward ideas and contribute to decisions that impact the household without conflict</i>	CARE and UP
<i>Include messages around the negative consequences of alcohol use on household nutrition when delivering nutrition messaging</i>	CARE and UP
<i>Continue to use dialogue sessions to explore issues of gender-based violence. Delve deeper into the expectations on a woman to tolerate violence for the sake of her family, and engage in discussions around the consequences and risks for women (and their children) who remain in violent marriages.</i>	CARE and UP
<i>Explore the possibility of providing opportunities for women to gain skills that would support their meaningful participation in community leadership; literacy skills, public speaking skills, decision-making and negotiation skills</i>	All FNSP partners
<i>Use men's forums such as father-to-father groups and Male Champions to explore men's attitudes to women in leadership</i>	CARE and UP
<i>Conduct community advocacy sessions promoting women's engagement in community leadership</i>	CARE and UP
<i>Leverage CLANs and ACLANs as community leaders to provide women with opportunities to speak up and raise issues with community leaders</i>	CARE and UP

6.2.1.1 BROAD RECOMMENDATIONS

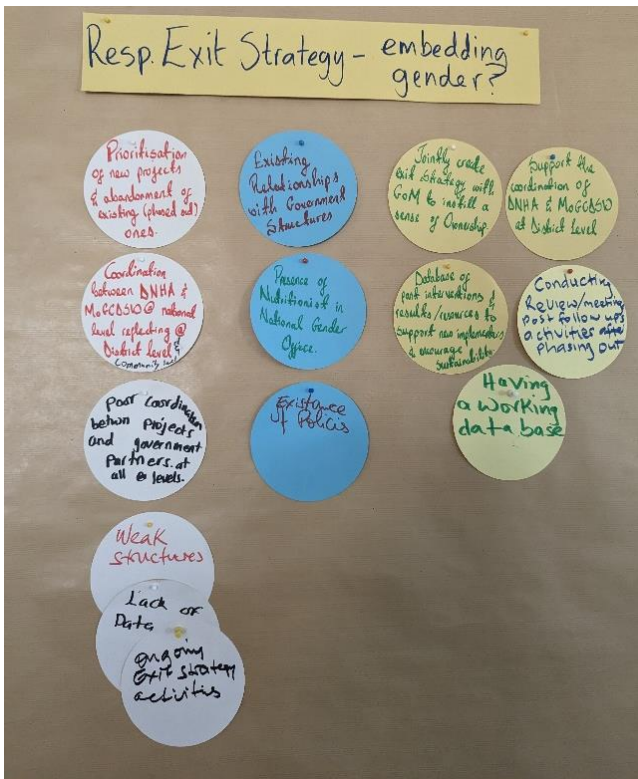


Figure 18: Suggestions made by FNSP team members during a findings workshop on 8th June 2023. White circles are challenges, blue are opportunities, and yellow are suggested actions.

Continue to provide staff with opportunities for gender transformation

During FNSP’s Gender Learning Event in August 2022, the FNSP team discussed the ways in which gender transformative approaches are ‘filtered’ through the existing biases and beliefs of staff and volunteers. This led to the team identifying the need for UP and CARE staff to engage in gender transformative training to ensure that gender messages are transmitted to community members as intended. Some of this training has already occurred (e.g. through UP’s work with Tackle Africa). The benefit of this training could be extended by expanding opportunities for team members of reflect on this sort of training and their own gendered experience and explore the ways in which these reflections can influence their work on FNSP.

Develop a comprehensive exit strategy and begin implementing it early

FNSP is in a very strong position to exit its target districts responsibly given its strong relationships and coordination with existing community and district structures. Developing the exit strategy in collaboration with the DNHA and MoGCDSW at district level will allow for district officers to identify what activities can continue and to begin strategizing on how to access any required resources.

Adapt FNSP’s M&E plan to better capture gender outcomes

Including indicators and targets relating to gender and requiring regular reporting on gender dynamics and any potential unintended consequences and protection issues will build IP’s accountability for integrating gender sensitivity and transformation into programming.

6.2.1.2 SPECIFIC RECOMMENDATIONS

Staff training, development, and reflection recommendations	Org responsible
<i>Provide further training to gender facilitators and male champions to give opportunities to explore their own gender biases and beliefs to ensure that gender dialogue tools are implemented in a progressive and gender transformative way.</i>	CARE
<i>Reflect on the different responses to Male Champions under FNSP and under SPEAR and identify the success factors that lead to participants greatly valuing Male Champions under SPEAR, but not under FNSP.</i>	UP

Reflect on the gender transformative trainings undertaken by UP staff and identify UP learnings that could be applied to FNSP

<i>Organisational recommendations for IPs</i>	<i>Org responsible</i>
<i>Continue to collaborate strongly with district level government in nutrition and gender</i>	<i>CARE and UP</i>
<i>Continue promoting a gender sensitive working environment in FNSP implementing offices</i>	<i>CARE and UP</i>
<i>Align SHA and UP gender policies and approaches to gender</i>	<i>UP</i>

<i>Exit Strategy Recommendations</i>	<i>Org responsible</i>
<i>At least a year before programme close, in collaboration with district government partners, develop a comprehensive exit strategy which includes full inventory of FNSP interventions to identify those activities which require minimal resources and could feasibly continue after programme close, as well as activities that could feasibly be picked up by other development partners at a later date.</i>	<i>GIZ, CARE and UP</i>
<i>Leverage FNSP's work with traditional leaders through CLANs and ACLANS to advocate for nutrition issues to be included in village planning (and subsequently in district planning)</i>	<i>CARE and UP</i>
<i>Train district gender officers in gender methodologies used (such as gender transformative tools etc) to embed FNSP gender interventions in district activities.</i>	<i>CARE and UP</i>

<i>M&E Recommendations</i>	<i>Org responsible</i>
<i>Include an indicator to measure engagement in gender specific activities</i>	<i>GIZ, CARE and UP</i>
<i>Identify ways to identify and communicate any potential unintended gendered consequences</i>	<i>CARE and UP</i>
<i>Continue to provide opportunities for FNSP team members to reflect on gender issues within the programme and to plan for greater gender sensitivity and transformation</i>	<i>GIZ</i>
<i>Advocate for the inclusion of indicators relating to male engagement in the NNIS</i>	<i>GIZ</i>
<i>Explore the possibility of providing district offices with M&E technical support to standardise and harmonise gender data collection and reporting</i>	<i>GIZ</i>

6.3.1.1 BROAD RECOMMENDATIONS

Consider approaches to women's leadership within a GG2 programme

This analysis identifies women's leadership in community structures as an area that requires significant effort. It identifies both intrinsic (self-confidence, low literacy levels, internalised norms about 'men as leaders') as well as extrinsic factors (resistance from men, cultural expectations that women will be submissive) that limit women's opportunities to engage in community leaderships, despite them often being more engaged in community work than men, as seen in CARE group participation. As GIZ integrated the BMZ's Feminist Development Foreign Policy and strives to support a greater number of gender transformative (GG") programmes, promotion of women in community leadership acts as a mechanism for greater meaningful gender integration across the sectors in which GIZ works at community level including Nutrition, Social Protection, Agriculture and Income, and Natural Resource Management.

6.3.1.2 SPECIFIC RECOMMENDATIONS

*Portfolio planning recommendations**Org responsible*

Explore opportunities for GG2 programming relating to nutrition. This may include interventions promoting women's participation in community leadership, or programming focussing on improving communication and genuine collaboration between women and men in target households.

GIZ

6.4 POLICY AND NATIONAL LEVEL

6.4.1.1 BROAD RECOMMENDATIONS

Advocate for the inclusion of gender modules into the DNHA Care Group Curriculum

In their FNSP Phase IV proposal, CARE proposed leveraging GIZ bilateral institutional relationship with DNHA to advocate for government adoption of CARE's supplementary gender activities into the official Care Group curriculum. This would allow for the projects reach to expand beyond its target districts into all districts in which the CARE Group approach is effectively implemented and contribute to FNSP's Outcome 4: Feeding experiences and scalable approaches into national policies, strategies and the SUN framework

Take opportunity to integrate nutrition into MoGCDSW's Engaging Men Strategy

The drafting of the MoGCDSW's Engaging Men strategy provides an opportunity to better align gender and nutrition policies. The nutrition sector has been working on engaging men into nutrition activities for some time and has experience and best practice which can be integrated into this strategy. The process of strategy development would also provide an opportunity to foster stronger bonds and relationships between the two MDAs.

6.4.1.2 SPECIFIC RECOMMENDATIONS

<i>National level Policy and Advocacy Recommendations</i>	<i>Org responsible</i>
<i>Continue advocating for inclusion of gender transformation as a priority area within the revised National Multi-Sector Nutrition policy</i>	<i>GIZ</i>
<i>Advocate for lessons learned through engaging men in nutrition programming to be included in the MoGCDSW's National Male Engagement Strategy</i>	<i>GIZ</i>
<i>Leverage on the lessons learned through CARE's work on integrating gender into nutrition activities to advocate for the inclusion of their materials into the standard government nutrition packages</i>	<i>CARE</i>

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8 ANNEXES

8.1 ANNEX A: STAKEHOLDERS CONSULTED

Stakeholder(s)	Organisation/Designation	Mode of consultation	Date Consulted
Anja Schmidt Kate Mwaungulu Botha	GIZ FNSP	Kick-off meeting	April 12 th 2023
96 FNSP participants (53 women and 43 men)	Community members in Salima and Dedza	FGDs and Attitudinal survey	26 th April – 4 th May
Ezekial Luhanga Cynthia Chukhandwe	GIZ FNSP	Field accompaniment	26 th April – 4 th May
CARE Salima FNSP Team	CARE	Introductory meeting	April 26 th 2023
Fryness Samalia	Salima District Gender Officer	KII	April 28 th 2023
Joanna Chitaya	Salima District Nutrition and HIV and AIDS Officer	KII	April 28 th 2023
Virginia Banda	CARE FNSP Nutrition Coordinator	KII	April 28 th 2023
Martin Ntumpha Tema Nyirenda Gift Mkandawire	CARE FNSP field advisors	KII	April 28 th 2023
UP Dedza Team	UP	Introductory meeting	May 2 nd 2023
Juliet Jinazali	Dedza District Nutrition Officer	KII	May 4 th 2023
Oswald Manda	Desk Officer for Economic Empowerment (Community Development Dept)	KII	May 4 th 2023
Flera Kulemero	UP FNSP project Manager	KII	May 4 th 2023
Moreen Tembo	UP Dedza Field Advisor	KII	May 4 th 2023
Graqce Chinamale	Nutritionist, seconded to MoGCDSW	KII	24 th May 2023
Catherine “Minka” Daraspe	GIZ Senegal, Team Lead “Sports for Development”	KII	June 5 th 2023
Billy Molosoni	CARE Gender Justice and Advocacy Lead	KII	June 6 th 2023
Catherine Tsoka	Department of Nutrition, HIV and AIDs	KII	June 7 th 2023
Anja Schmidt	GIZ FNSP, CARE, UP	Initial Findings	June 8 th 2023

Workshop

Martin Ntumpha

Moreen Tembo

Hazel Kantayeni

Martina Kress

Gift Munthali

Flera Kulemero

Chisomo Mapemba

Amos Tizora

Felista Chulu

Priscilla Chingantila

Helga Becker

GIZ Portfolio Manager

KII

June 13th 2023

Liswnet Kthoye

Dedza District Gender
Officer

KII

June 14th 2023

8.2 ANNEX B: RESULTS OF ATTITUDINAL SURVEY

General Info																		
	Dedza												Other					
	Female			Male			Female			Male			Female			Male		
		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender
Highest Level Of Education																		
Completed Primary School	3	11.54	37.50	5	26.32	62.50	7	25.93	70.00	3	12.50	30.00	10	18.87	55.56	8	18.60	44.44
Completed Secondary School	2	7.69	50.00	2	10.53	50.00	5	18.52	83.33	1	4.17	16.67	7	25.93	70.00	3	12.50	30.00
No schooling	2	7.69	100.00	0	0.00	75.00	1	3.70	14.29	6	25.00	85.71	3	11.11	33.33	6	25.00	66.67
Some Primary School	13	50.00	68.42	6	31.58	31.58	8	29.63	50.00	8	33.33	50.00	21	77.78	60.00	14	58.33	40.00
Some Secondary School	6	23.08	50.00	6	31.58	50.00	6	22.22	50.00	6	25.00	50.00	12	44.44	50.00	12	50.00	50.00
Have you been Married																		
No	2	7.69	100.00	0	0.00	0.00	2	7.41	100.00	0	0.00	0.00	4	14.81	100.00	0	0.00	0.00
Yes	24	92.31	55.81	19	100.00	44.19	25	92.59	51.02	24	100.00	48.98	49	181.48	53.26	43	179.17	46.74
Ethnic Group																		
Chewa	12	46.15	57.14	9	47.37	42.86	16	59.26	55.17	13	54.17	44.83	28	103.70	56.00	22	91.67	44.00
Ngoni	14	53.85	58.33	10	52.63	41.67	0	0.00	N/A	0	0.00	N/A	14	51.85	0.00	10	41.67	0.00
Yao	0	0.00	0.00	0	0.00	0.00	10	37.04	47.62	11	45.83	52.38	10	37.04	47.62	11	45.83	52.38
Other	0	0.00	0.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00

Age of First Marriage																		
16	2	7.69	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	2	7.41	100.00	0	0.00	0.00
17	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00
18	6	23.08	100.00	0	0.00	0.00	4	14.8 1	80.00	1	4.17	20.00	1 0	37.04	90.91	1	4.17	9.09
19	4	15.38	66.67	2	10.53	33.33	4	14.8 1	100.00	0	0.00	0.00	8	29.63	80.00	2	8.33	20.00
20	2	7.69	50.00	2	10.53	50.00	7	25.9 3	53.85	6	25.00	46.15	9	33.33	52.94	8	33.33	47.06
21	2	7.69	100.00	0	0.00	0.00	2	7.41	50.00	2	8.33	50.00	4	14.81	66.67	2	8.33	33.33
22	5	19.23	100.00	0	0.00	0.00	3	11.1 1	42.86	4	16.67	57.14	8	29.63	66.67	4	16.67	33.33
23	0	0.00	0.00	3	15.79	100.00	2	7.41	100.00	0	0.00	0.00	2	7.41	40.00	3	12.50	60.00
24	1	3.85	33.33	2	10.53	66.67	1	3.70	50.00	1	4.17	50.00	2	7.41	40.00	3	12.50	60.00
25	0	0.00	0.00	5	26.32	100.00	2	7.41	50.00	2	8.33	50.00	2	7.41	22.22	7	29.17	77.78
26	0	0.00	0.00	1	5.26	100.00	0	0.00	0.00	2	8.33	100.00	0	0.00	0.00	3	12.50	100.00
27	0	0.00	0.00	1	5.26	100.00	0	0.00	0.00	2	8.33	100.00	0	0.00	0.00	3	12.50	100.00
28	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	1	4.17	100.00	0	0.00	0.00	1	4.17	100.00
29	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00
30	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
31	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
32	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
33	0	0.00	0.00	1	5.26	100.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	1	4.17	100.00
34	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	1	4.17	100.00	0	0.00	0.00	1	4.17	100.00
35	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	1	4.17	100.00	0	0.00	0.00	1	4.17	100.00
36	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
37	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	1	4.17	100.00	0	0.00	0.00	1	4.17	100.00
n/a	2	7.69	100.00	0	0.00	0.00	2	7.41	66.67	1	4.17	33.33	4	14.81	80.00	1	4.17	20.00
Age of Spouse for First Marriage																		
15	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	2	8.33	100.00	0	0.00	0.00	2	8.33	100.00
16	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
17	0	0.00	0.00	2	10.53	100.00	0	0.00	0.00	1	4.17	100.00	0	0.00	0.00	3	12.50	100.00

18	0	0.00	0.00	2	10.53	100.00	3	11.1 1	37.50	5	20.83	62.50	3	11.11	30.00	7	29.17	70.00
19	3	11.54	37.50	5	26.32	62.50	2	7.41	33.33	4	16.67	66.67	5	18.52	35.71	9	37.50	64.29
20	2	7.69	33.33	4	21.05	66.67	1	3.70	16.67	5	20.83	83.33	3	11.11	25.00	9	37.50	75.00
21	4	15.38	66.67	2	10.53	33.33	1	3.70	33.33	2	8.33	66.67	5	18.52	55.56	4	16.67	44.44
22	1	3.85	50.00	1	5.26	50.00	3	11.1 1	75.00	1	4.17	25.00	4	14.81	66.67	2	8.33	33.33
23	2	7.69	100.00	0	0.00	0.00	1	3.70	50.00	1	4.17	50.00	3	11.11	75.00	1	4.17	25.00
24	3	11.54	75.00	1	5.26	25.00	1	3.70	100.00	0	0.00	0.00	4	14.81	80.00	1	4.17	20.00
25	3	11.54	100.00	0	0.00	0.00	4	14.8 1	100.00	0	0.00	0.00	7	25.93	100.00	0	0.00	0.00
26	2	7.69	66.67	1	5.26	33.33	0	0.00	0.00	1	4.17	100.00	2	7.41	50.00	2	8.33	50.00
27	1	3.85	100.00	0	0.00	0.00	2	7.41	66.67	1	4.17	33.33	3	11.11	75.00	1	4.17	25.00
28	0	0.00	0.00	1	5.26	100.00	1	3.70	50.00	1	4.17	50.00	1	3.70	33.33	2	8.33	66.67
29	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
30	2	7.69	100.00	0	0.00	0.00	4	14.8 1	100.00	0	0.00	0.00	6	22.22	100.00	0	0.00	0.00
31	1	3.85	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00	2	7.41	100.00	0	0.00	0.00
32	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
33	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
34	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
35	0	0.00	N/A	0	0.00	N/A	4	14.8 1	100.00	0	0.00	0.00	4	14.81	100.00	0	0.00	0.00
36	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
37	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
38	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
n/a	2	7.69	100.00	0	0.00	0.00	2	7.41	66.67	1	4.17	33.33	4	14.81	80.00	1	4.17	20.00
5. Who Provides the Main Source of Income																		
Other	3	11.54	100.00	0	0.00	0.00	6	22.2 2	100.00	0	0.00	0.00	9	33.33	100.00	0	0.00	0.00
Parents	2	7.69	100.00	0	0.00	0.00	2	7.41	100.00	0	0.00	0.00	4	14.81	100.00	0	0.00	0.00

Partner	16	61.54	100.00	0	0.00	0.00	16	59.26	94.12	1	4.17	5.88	32	118.52	96.97	1	4.17	3.03
Self	5	19.23	20.83	19	100.00	79.17	3	11.11	11.54	23	95.83	88.46	8	29.63	16.00	42	175.00	84.00

Attitudes towards women's rights

	Dedza						Salima						Total					
	Female			Male			Female			Male			Female			Male		
	Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender	

1. When women work they are taking jobs away from men.

Strongly Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	n/a	0	0.00	N/A
Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	n/a	0	0.00	N/A
Disagree	14	53.85	45.16	17	89.47	54.84	14	51.85	48.28	15	62.50	51.72	28	103.70	46.67	32	133.33	53.33
Strongly Disagree	12	46.15	85.71	2	10.53	14.29	13	48.15	59.09	9	37.50	40.91	25	92.59	69.44	11	45.83	30.56

2. When women get rights they are taking rights away from men.

Strongly Agree	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00
Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Disagree	13	50.00	43.33	17	89.47	56.67	14	51.85	46.67	16	66.67	53.33	27	100.00	45.00	33	137.50	55.00
Strongly Disagree	12	46.15	85.71	2	10.53	14.29	13	48.15	61.90	8	33.33	38.10	25	92.59	71.43	10	41.67	28.57

3. Rights for women means that men lose out

Strongly Agree	1	3.85	100.00	0	0.00	0.00	0	0.00	n/a	0	0.00	n/a	1	3.70	100.00	0	0.00	0.00
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															0			
Agree	0	0.00	#DIV/0!	0	0.00	#DIV/0!	0	0.00	n/a	0	0.00	n/a	0	0.00	n/a	0	0.00	n/a
Disagree	13	50.00	43.33	17	89.47	56.67	14	51.85	50.00	14	58.33	50.00	27	100.00	46.55	31	129.17	53.45
Strongly Disagree	14	53.85	87.50	2	10.53	12.50	32	118.52	76.19	10	41.67	23.81	46	170.37	79.31	12	50.00	20.69
4. If a woman works she should give her money to her husband.																		
Strongly Agree	5	19.23	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	5	18.52	100.00	0	0.00	0.00
Agree	4	15.38	100.00	0	0.00	0.00	4	14.81	100.00	0	0.00	0.00	8	29.63	100.00	0	0.00	0.00
Disagree	14	53.85	45.16	17	89.47	54.84	20	74.07	51.28	19	79.17	48.72	34	125.93	48.57	36	150.00	51.43
Strongly Disagree	3	11.54	60.00	2	10.53	40.00	3	11.11	37.50	5	20.83	62.50	6	22.22	46.15	7	29.17	53.85
5. If a man paid a bride price for his wife, he owns her.																		
Strongly Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Disagree	16	61.54	47.06	18	94.74	52.94	16	59.26	64.00	9	37.50	36.00	32	118.52	54.24	27	112.50	45.76
Strongly Disagree	10	38.46	90.91	1	5.26	9.09	10	37.04	40.00	15	62.50	60.00	20	74.07	55.56	16	66.67	44.44
6. Children belong to a man and his family.																		
Strongly Agree	0	0.00	0.00	1	5.26	100.00	0	0.00	0.00	8	33.33	100.00	0	0.00	0.00	9	37.50	100.00
Agree	0	0.00	0.00	18	94.74	100.00	0	0.00	0.00	12	50.00	100.00	0	0.00	0.00	30	125.00	100.00
Disagree	13	50.00	100.00	0	0.00	0.00	17	62.96	89.47	2	8.33	10.53	30	111.11	93.75	2	8.33	6.25

Strongly Disagree	13	50.00	100.00	0	0.00	0.00	1 0	37.04	83.33	2	8.33	16.67	2 3	85.19	92.00	2	8.33	8.00
7. A woman cannot refuse to have sex with her husband.																		
Strongly Agree	10	38.46	100.00	0	0.00	0.00	6	22.22	85.71	1	4.17	14.29	1 6	59.26	94.12	1	4.17	5.88
Agree	5	19.23	100.00	0	0.00	0.00	6	22.22	85.71	1	4.17	14.29	1 1	40.74	91.67	1	4.17	8.33
Disagree	9	34.62	33.33	1 8	94.7 4	66.67	1 2	44.44	44.44	1 5	62.5 0	55.56	2 1	77.78	38.89	3 3	137.5 0	61.11
Strongly Disagree	2	7.69	66.67	1	5.26	33.33	3	11.11	30.00	7	29.1 7	70.00	5	18.52	38.46	8	33.33	61.54
8. If a woman does something wrong her husband has the right to punish her.																		
Strongly Agree	1	3.85	100.00	0	0.00	0.00	4	14.81	100.0 0	0	0.00	0.00	5	18.52	100.0 0	0	0.00	0.00
Agree	3	11.54	100.00	0	0.00	0.00	2	7.41	100.0 0	0	0.00	0.00	5	18.52	100.0 0	0	0.00	0.00
Disagree	12	46.15	42.86	1 6	84.2 1	57.14	1 7	62.96	56.67	1 3	54.1 7	43.33	2 9	107.4 1	50.00	2 9	120.8 3	50.00
Strongly Disagree	10	38.46	76.92	3	15.7 9	23.08	4	14.81	26.67	1 1	45.8 3	73.33	1 4	51.85	50.00	1 4	58.33	50.00

Gender Equitable Men (GEM) Scale

	Dedza				Salima				Total			
	Female		Male		Female		Male		Female		Male	
	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender

9. A woman's most important role is to take care of her family

Totally Agree	10	38.46	58.82	7	36.84	15.40	8	29.6	47.06	9	37.5	52.94	1	66.67	52.94	1	66.67	47.06
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								3		0		8			6			
Partially Agree	4	15.38	25.00	12	63.16	43.82	10	37.04	45.45	12	50.00	54.55	14	51.85	36.84	24	100.00	63.16
Disagree	12	46.15	100.00	0	0.00	0.00	9	33.33	75.00	3	12.50	25.00	21	77.78	87.50	3	12.50	12.50
Strongly Disagree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
10. Men don't just talk about sex, they just do it.																		
Totally Agree	1	3.85	100.00	0	0.00	0.00	1	3.70	50.00	1	4.17	50.00	2	7.41	66.67	1	4.17	33.33
Partially Agree	1	3.85	14.29	6	31.58	60.94	3	11.11	16.67	5	62.50	83.33	4	14.81	16.00	21	87.50	84.00
Disagree	14	53.85	51.85	13	68.42	19.45	19	70.37	73.08	7	29.17	26.92	33	122.22	62.26	20	83.33	37.74
Strongly Disagree	10	38.46	100.00	0	0.00	0.00	4	14.81	80.00	1	4.17	20.00	14	51.85	93.33	1	4.17	6.67
11. Changing diapers, or cloths, giving kids a bath, and feeding kids are a woman's responsibility.																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Partially Agree	1	3.85	100.00	0	0.00	0.00	0	0.00	0.00	1	4.17	100.00	1	3.70	50.00	1	4.17	50.00
Disagree	14	53.85	50.00	14	73.68	20.63	19	70.37	54.29	16	66.67	45.71	33	122.22	52.38	30	125.00	47.62
Strongly Disagree	11	42.31	68.75	5	26.32	10.57	8	29.63	53.33	7	29.17	46.67	19	70.37	61.29	12	50.00	38.71
12. It is a woman's responsibility to avoid getting pregnant.																		
Totally Agree	1	3.85	33.33	2	10.53	34.21	2	7.41	22.22	7	29.17	77.78	3	11.11	25.00	9	37.50	75.00
Partially Agree	4	15.38	19.05	17	89.47	52.49	10	37.04	47.62	11	45.83	52.38	14	51.85	33.33	28	116.67	66.67
Disagree	9	34.62	100.00	0	0.00	0.00	12	44.44	75.00	4	16.67	25.00	21	77.78	84.00	4	16.67	16.00
Strongly Disagree	12	46.15	100.00	0	0.00	0.00	3	11.11	60.00	2	8.33	40.00	3	11.11	60.00	2	8.33	40.00

13. A man should have the final word about decisions in his home.																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.0 0	0	0.00	0.00	1	3.70	100.0 0	0	0.00	0.00
Partially Agree	1	3.85	100.00	0	0.00	0.00	1	3.70	100.0 0	0	0.00	0.00	2	7.41	100.0 0	0	0.00	0.00
Disagree	14	53.85	42.42	19	100.0 0	26.08	1 7	62.9 6	51.52	1 6	66.6 7	48.48	3 1	114.8 1	46.97	3 5	145.8 3	53.03
Strongly Disagree	11	42.31	100.00	0	0.00	0.00	8	29.6 3	50.00	8	33.3 3	50.00	1 9	70.37	70.37	8	33.33	29.63
13a A man should have the final word about what food to buy																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	1	4.17	100.0 0	0	0.00	0.00	1	4.17	100.0 0
Partially Agree	2	7.69	100.00	0	0.00	0.00	1	3.70	100.0 0	0	0.00	0.00	3	11.11	100.0 0	0	0.00	0.00
Disagree	15	57.69	44.12	19	100.0 0	24.77	1 7	62.9 6	51.52	1 6	66.6 7	48.48	3 2	118.5 2	47.76	3 5	145.8 3	52.24
Strongly Disagree	9	34.62	100.00	0	0.00	0.00	9	33.3 3	56.25	7	29.1 7	43.75	1 8	66.67	72.00	7	29.17	28.00
13b A man should have the final word on what should be cooked																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Partially Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	50.00	1	4.17	50.00	1	3.70	50.00	1	4.17	50.00
Disagree	15	57.69	44.12	19	100.0 0	24.77	2 0	74.0 7	55.56	1 6	66.6 7	44.44	3 5	129.6 3	50.00	3 5	145.8 3	50.00
Strongly Disagree	11	42.31	100.00	0	0.00	0.00	6	22.2 2	46.15	7	29.1 7	53.85	1 7	62.96	70.83	7	29.17	29.17
14. Men are always ready to have sex.																		
Totally Agree	7	26.92	100.00	0	0.00	0.00	3	11.1 1	75.00	1	4.17	25.00	1 0	37.04	90.91	1	4.17	9.09
Partially Agree	2	7.69	100.00	0	0.00	0.00	6	22.2 2	75.00	2	8.33	25.00	8	29.63	80.00	2	8.33	20.00

Disagree	11	42.31	45.83	13	68.42	23.50	17	62.96	47.22	19	79.17	52.78	28	103.70	46.67	32	133.33	53.33
Strongly Disagree	6	23.08	50.00	6	31.58	20.63	1	3.70	33.33	2	8.33	66.67	7	25.93	46.67	8	33.33	53.33
15. A woman should tolerate violence in order to keep her family together																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Partially Agree	2	7.69	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00	3	11.11	100.00	0	0.00	0.00
Disagree	11	42.31	61.11	7	36.84	14.20	13	48.15	76.47	4	16.67	23.53	24	88.89	68.57	11	45.83	31.43
Strongly Disagree	13	50.00	52.00	12	63.16	19.35	13	48.15	39.39	20	83.33	60.61	26	96.30	44.83	32	133.33	55.17
16. Men should be embarrassed if they are unable to get an erection during sex.																		
Totally Agree	2	7.69	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	2	7.41	100.00	0	0.00	0.00
Partially Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Disagree	13	50.00	50.00	13	68.42	20.63	18	66.67	54.55	15	62.50	45.45	31	114.81	52.54	28	116.67	47.46
Strongly Disagree	11	42.31	64.71	6	31.58	12.42	8	29.63	47.06	9	37.50	52.94	19	70.37	55.88	15	62.50	44.12
16a When serving food in the household, men should get served first																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Partially Agree	2	7.69	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00	3	11.11	100.00	0	0.00	0.00
Disagree	11	42.31	61.11	7	36.84	14.20	13	48.15	76.47	4	16.67	23.53	24	88.89	68.57	11	45.83	31.43
Strongly Disagree	13	50.00	52.00	12	63.16	19.35	13	48.15	39.39	20	83.33	60.61	26	96.30	44.83	32	133.33	55.17
16b. There is certain food that should not be served if the husband is not at home?																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A

Partially Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Disagree	14	53.85	51.85	13	68.42	19.45	17	62.96	56.67	13	54.17	43.33	31	114.81	54.39	26	108.33	45.61
Strongly Disagree	12	46.15	66.67	6	31.58	11.50	9	33.33	45.00	11	45.83	55.00	21	77.78	55.26	17	70.83	44.74

Attitudes Towards Girl Children

	Dedza					Salima					Total				
	Female		Male			Female		Male			Female		Male		
	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	Sum	Sum of Gender	

17. If there is limited amount of money, it should be spent on sons first.

Totally Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Partially Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Disagree	16	61.54	100.00	0	0.00	0.00	17	62.96	54.84	14	58.33	45.16	33	122.22	70.21	14	58.33	29.79
Strongly Disagree	10	38.46	34.48	19	100.00	33.07	9	33.33	47.37	10	41.67	52.63	19	70.37	39.58	29	120.83	60.42

18. It is more important for a woman to give birth to a boy than a girl.

Totally Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Partially Agree	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00
Disagree	14	53.85	46.67	16	84.21	22.91	13	48.15	43.33	17	70.83	56.67	27	100.00	45.00	33	137.50	55.00
Strongly Disagree	11	42.31	78.57	3	15.79	6.62	13	48.15	65.00	7	29.17	35.00	24	88.89	70.59	10	41.67	29.41

Attitudes Towards Violence Against Women

	Dedza						Salima						Total					
	Female			Male			Female			Male			Female			Male		
		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender
19. Beating a woman is justified if she goes out without telling her husband																		
Totally Agree	1	3.85	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00	2	7.41	100.00	0	0.00	0.00
Partially Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Disagree	16	61.54	72.73	6	31.58	8.88	13	48.15	76.47	4	16.67	23.53	29	107.41	74.36	10	41.67	25.64
Strongly Disagree	9	34.62	40.91	13	68.42	27.30	12	44.44	37.50	20	83.33	62.50	21	77.78	38.89	33	137.50	61.11
20. Beating a woman is justified if she neglects her children																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Partially Agree	2	7.69	100.00	0	0.00	0.00	5	18.52	100.00	0	0.00	0.00	7	25.93	100.00	0	0.00	0.00
Disagree	11	42.31	64.71	6	31.58	12.42	13	48.15	72.22	5	20.83	27.78	24	88.89	68.57	11	45.83	31.43
Strongly Disagree	13	50.00	50.00	13	68.42	20.63	9	33.33	32.14	19	79.17	67.86	22	81.48	40.74	32	133.33	59.26
21. Beating a woman is justified if she argues with her husband																		
Totally Agree	0	0.00	N/A	0	0.00	N/A	1	3.70	100.00	0	0.00	0.00	1	3.70	100.00	0	0.00	0.00
Partially Agree	4	15.38	100.00	0	0.00	0.00	5	18.52	100.00	0	0.00	0.00	9	33.33	100.00	0	0.00	0.00

Disagree	13	50.00	68.42	6	31.58	10.71	1 1	40.7 4	84.62	2	8.33	15.38	2 4	88.89	75.00	8	33.33	25.00
Strongly Disagree	9	34.62	40.91	13	68.42	27.30	1 1	40.7 4	33.33	2 2	91.6 7	66.67	2 0	74.07	36.36	3 5	145.8 3	63.64
22. Beating a woman is justified if she refuses to have sex with her husband.																		
Totally Agree	1	3.85	100.00	0	0.00	0.00	1	3.70	100.0 0	0	0.00	0.00	2	7.41	100.0 0	0	0.00	0.00
Partially Agree	2	7.69	100.00	0	0.00	0.00	1	3.70	100.0 0	0	0.00	0.00	3	11.11	100.0 0	0	0.00	0.00
Disagree	11	42.31	68.75	5	26.32	10.57	1 4	51.8 5	87.50	2	8.33	12.50	2 5	92.59	78.13	7	29.17	21.88
Strongly Disagree	12	46.15	46.15	14	73.68	23.27	1 1	40.7 4	33.33	2 2	91.6 7	66.67	2 3	85.19	38.98	3 6	150.0 0	61.02

Who in your family usually has the final say about the following?

	Dedza						Salima						Total					
	Female			Male			Female			Male			Female			Male		
	Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender	
26. Clothing Purchases																		
Someone Else	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	1.89	100.00	0	0.00	0.00
Spouse or Partner	7	26.92	100.00	0	0.00	0.00	6	22.22	100.00	0	0.00	0.00	13	25.00	100.00	0	0.00	0.00
You	5	19.23	100.00	0	0.00	0.00	7	31.82	87.50	1	4.17	12.50	12	29.27	92.31	1	2.33	7.69
Yourself and your partner / jointly	13	50.00	40.63	19	100.00	59.38	14	66.67	37.84	23	100.00	62.16	27	71.05	39.13	42	100.00	60.87
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	#DIV/0!	N/A	0	0.00	0.00	0	0.00	0.00
27. Purchases of Maize																		

Someone Else	1	3.85	100.00	0	0.00	0.00	1	3.70	N/A	0	0.00	N/A	2	3.77	100.00	0	0.00	0.00
Spouse or Partner	3	11.54	100.00	0	0.00	0.00	6	23.08	100.00	0	0.00	0.00	9	17.65	100.00	0	0.00	0.00
You	4	15.38	80.00	1	5.26	20.00	8	40.00	100.00	0	0.00	0.00	12	27.91	92.31	1	2.33	7.69
Yourself and your partner / jointly	18	69.23	50.00	18	94.74	50.00	12	100.00	33.33	24	77.42	66.67	30	96.77	41.67	42	82.35	58.33
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	0	0.00	0.00
28. When to Mill Maize																		
Someone Else	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	1.89	100.00	0	0.00	0.00
Spouse or Partner	0	0.00	N/A	2	10.53	N/A	0	0.00	0.00	7	29.17	100.00	0	0.00	0.00	9	20.93	100.00
You	19	73.08	100.00	0	0.00	0.00	24	88.89	96.00	1	5.88	4.00	43	79.63	97.73	1	2.94	2.27
Yourself and your partner / jointly	6	23.08	26.09	17	89.47	73.91	3	42.86	15.79	16	88.89	84.21	9	56.25	21.43	33	94.29	78.57
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	0	0.00	0.00
29. Purchase of vegetables and relish ingredients																		
Someone Else	2	7.69	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	2	3.77	100.00	0	0.00	0.00
Spouse or Partner	1	3.85	100.00	0	0.00	0.00	4	14.81	66.67	2	8.33	33.33	5	9.80	71.43	2	4.65	28.57
You	10	38.46	100.00	0	0.00	0.00	10	43.48	83.33	2	9.09	16.67	20	42.55	90.91	2	4.88	9.09
Yourself and your partner / jointly	13	50.00	40.63	19	100.00	59.38	13	76.47	39.39	20	90.91	60.61	26	72.22	40.00	39	95.12	60.00
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	0	0.00	N/A
30. Purchase of beans and groundnuts																		

Someone Else	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	1.89	100.00	0	0.00	0.00
Spouse or Partner	5	19.23	100.00	0	0.00	0.00	4	14.81	66.67	2	8.33	33.33	9	17.31	81.82	2	4.65	18.18
You	7	26.92	100.00	0	0.00	0.00	12	52.17	85.71	2	9.09	14.29	19	43.18	90.48	2	4.88	9.52
Yourself and your partner / jointly	13	50.00	40.63	19	100.00	59.38	11	61.11	35.48	20	95.24	64.52	24	60.00	38.10	39	97.50	61.90
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	0	0.00	0.00

31. Purchase of proteins like meat and eggs

Someone Else	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	1.89	100.00	0	0.00	0.00
Spouse or Partner	8	30.77	100.00	0	0.00	0.00	7	25.93	87.50	1	4.17	12.50	15	28.85	93.75	1	2.33	6.25
You	5	19.23	20.83	19	100.00	79.17	10	50.00	58.82	7	30.43	41.18	15	39.47	36.59	26	61.90	63.41
Yourself and your partner / jointly	12	46.15	100.00	0	0.00	0.00	10	45.45	38.46	16	100.00	61.54	22	55.00	57.89	16	100.00	42.11
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	0	0.00	0.00

32. Large Investments such as Purchasing household appliances

Someone Else	1	3.85	100.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	1	1.89	100.00	0	0.00	0.00
Spouse or Partner	5	19.23	100.00	0	0.00	0.00	12	44.44	100.00	0	0.00	0.00	17	32.69	100.00	0	0.00	0.00
You	3	11.54	100.00	0	0.00	0.00	3	20.00	60.00	2	8.33	40.00	6	16.67	75.00	2	4.65	25.00
Yourself and your partner / jointly	17	65.38	47.22	19	100.00	52.78	12	75.00	35.29	22	95.65	64.71	29	82.86	41.43	41	97.62	58.57
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00	0	0.00	0.00

33. Regarding Spending time with Family and Friends

Someone Else	1	3.85	100.00	0	0.00	0.00	0	0.00	#DIV/0!	0	0.00	N/A	1	1.89	100.00	0	0.00	0.00
Spouse or Partner	1	3.85	100.00	0	0.00	0.00	4	14.81	80.00	1	4.00	20.00	5	9.62	83.33	1	2.27	16.67
You	3	11.54	100.00	0	0.00	0.00	5	21.74	83.33	1	4.17	16.67	8	17.02	88.89	1	2.33	11.11
Yourself and your partner / jointly	21	80.77	52.50	19	100.00	47.50	18	100.00	43.90	23	100.00	56.10	39	100.00	48.15	42	100.00	51.85
You & Someone Else Jointly	0	0.00	0.00	0	0.00	0.00	0	#DIV/0!	N/A	0	#DIV/0!	N/A	0	#DIV/0!	0.00	0	#DIV/0!	N/A

Forgetting any outside help you may have in your home, how do you and your spouse/partner divide the following tasks?

	Balaka						Salima						Total					
	Female			Male									Female			Male		
		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender		Sum	Sum of Gender
34. Washing clothes																		
Shared Equally or Done Together	3	11.54	18.75	13	68.42	81.25	7	25.93	28.00	18	75.00	72.00	10	18.87	24.39	31	72.09	75.61
I Do Everything	13	50.00	100.00	0	0.00	0.00	7	35.00	100.00	0	0.00	0.00	20	46.51	100.00	0	0.00	0.00
Usually Me	10	38.46	100.00	0	0.00	0.00	13	72.22	100.00	0	0.00	0.00	23	76.67	100.00	0	0.00	0.00
Partner Does Everything	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Usually Partner	0	0.00	0.00	6	31.58	100.00	0	0.00	0.00	6	25.00	100.00	0	0.00	0.00	12	28.57	100.00
35. Cleaning the house																		
Shared Equally or	2	7.69	14.29	12	63.16	85.71	5	18.52	21.74	18	75.00	78.26	7	13.21	18.92	30	69.77	81.08

Done Together																		
I Do Everything	15	57.69	100.00	0	0.00	0.00	8	36.36	100.00	0	0.00	0.00	23	50.00	100.00	0	0.00	0.00
Usually Me	9	34.62	100.00	0	0.00	0.00	14	60.87	100.00	0	0.00	0.00	23	45.10	100.00	0	0.00	0.00
Partner Does Everything	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	0.00
Usually Partner	0	0.00	0.00	7	36.84	100.00	0	0.00	0.00	6	31.58	100.00	0	0.00	0.00	13	28.89	100.00
36. Buying Food																		
Shared Equally or Done Together	19	73.08	52.78	17	89.47	47.22	9	33.33	40.91	13	54.17	59.09	28	52.83	48.28	30	69.77	51.72
I Do Everything	3	11.54	100.00	0	0.00	0.00	2	11.11	100.00	0	0.00	0.00	5	20.00	100.00	0	0.00	0.00
Usually Me	2	7.69	50.00	2	10.53	50.00	9	40.91	100.00	0	0.00	0.00	11	36.67	84.62	2	5.26	15.38
Partner Does Everything	0	0.00	N/A	0	0.00	N/A	0	0.00	#DIV/0!	0	0.00	#DIV/0!	0	0.00	#DIV/0!	0	0.00	#DIV/0!
Usually Partner	2	7.69	0.00	0	0.00	0.00	7	21.21	38.89	11	47.83	61.11	9	14.75	0.00	11	30.56	55.00
37. Preparing food																		
Shared Equally or Done Together	4	15.38	23.53	13	68.42	76.47	6	22.22	33.33	12	50.00	66.67	10	18.87	28.57	25	58.14	71.43
I Do Everything	12	46.15	100.00	0	0.00	0.00	5	23.81	100.00	0	0.00	0.00	17	39.53	100.00	0	0.00	0.00
Usually Me	10	38.46	100.00	0	0.00	0.00	15	78.95	100.00	0	0.00	0.00	25	75.76	100.00	0	0.00	0.00
Partner Does Everything	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Usually Partner	0	0.00	0.00	6	31.58	100.00	1	3.57	7.69	12	42.86	92.31	1	1.85	0.00	18	36.73	94.74

38. Feeding Small Children																		
Shared Equally or Done Together	4	15.38	21.05	15	78.95	78.95	3	11.11	15.79	16	66.67	84.21	7	13.21	18.42	31	72.09	81.58
I Do Everything	10	38.46	100.00	0	0.00	0.00	11	45.83	100.00	0	0.00	0.00	21	45.65	100.00	0	0.00	0.00
Usually Me	12	46.15	100.00	0	0.00	0.00	13	76.47	100.00	0	0.00	0.00	25	75.76	100.00	0	0.00	0.00
Partner Does Everything	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A	0	0.00	N/A
Usually Partner	0	0.00	0.00	4	21.05	0.00	0	0.00	0.00	8	29.63	100.00	0	0.00	0.00	12	26.67	100.00
39. Preparing food																		
Shared Equally or Done Together	4	15.38	22.22	14	73.68	77.78	4	14.81	17.39	19	79.17	82.61	8	15.09	19.51	33	76.74	80.49
I Do Everything	10	38.46	100.00	0	0.00	0.00	10	43.48	100.00	0	0.00	0.00	20	44.44	100.00	0	0.00	0.00
Usually Me	12	46.15	100.00	0	0.00	0.00	13	100.00	100.00	0	0.00	0.00	25	100.00	100.00	0	0.00	0.00
Partner Does Everything	0	0.00	N/A	0	0.00	N/A	0	#DIV/0!	N/A	0	0.00	N/A	0	#DIV/0!	N/A	0	0.00	N/A
Usually Partner	0	0.00	0.00	5	26.32	100.00	0	#DIV/0!	0.00	5	100.00	100.00	0	#DIV/0!	0.00	10	100.00	100.00