GENDER IMPACT ASSESSMENT OF USAID’S PROGRAM FOR STRENGTHENING HOUSEHOLD ACCESS TO RESOURCES (PROSHAR):
PROSHAR’s Effects on Men’s and Women’s Time, Mobility, and Decision Making
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Gender Impact Assessment of USAID’s Program for Strengthening Household Access to Resources (PROSHAR):

PROSHAR’s Effects on Men’s and Women’s Time, Mobility, and Decision Making

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<td>Community-Based Disaster Management Volunteer Group</td>
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EXECUTIVE SUMMARY

This study examines the Program for Strengthening Household Access to Resources (PROSHAR)'s impact on gender issues in southwestern Bangladesh. PROSHAR improves livelihoods (Strategic Objective (SO) 1); builds local knowledge of and access to health and nutrition services (SO2); and strengthens people's capacities to respond to chronic disasters such as cyclones, drought, or flooding (SO3).

PROSHAR has integrated gender considerations throughout each of these SOs to ensure that men and women have equal opportunities to participate in and benefit from project activities. This gender impact assessment examines how PROSHAR’s gender integration efforts have affected men and women’s time allocation, mobility, and decision making. It also studies the most significant changes that occurred because of PROSHAR's work with gender issues. The assessment established the following key findings:

- PROSHAR has paid attention to women’s time burdens, and overall, it has paid off. Although men and women’s total time burdens increased due to PROSHAR, they feel comfortable with greater workloads because they are earning more money. Workload sharing has also increased, and men are helping women more with their domestic tasks. Men and women attribute changes in attitude surrounding women’s work to PROSHAR gender sensitizations.
- PROSHAR’s design, implementation, and follow-up encouraged increases in women’s mobility. Women are not only more able to move freely, but they also feel more comfortable doing so in most spaces, except for agricultural markets, which have a stigma as male-dominated spaces. In these cases, women use collection points as a way to participate in markets. In disaster response situations, women are more comfortable moving, but their mobility has only increased conditionally with advance permission from their husbands.
- Overall, women feel that they have more decision-making power over production, incomes, and small expenditures, but not over decisions involving the larger family network and community, such as those regarding children’s education and marriages. Women are also more involved in consultative processes, such as proposing new ideas in the household. Although women do not have more power to make sole decisions, their increasing participation in consultative processes demonstrates a significant change and shows greater empowerment as a result of PROSHAR.

This gender impact assessment also provides lessons learned and recommendations for future programming. The following recommendations are based on lessons learned during PROSHAR implementation:

Changing Gender Norms in Time, Mobility, and Decision Making:
- Ensure that when a gender analysis is conducted, it translates into a clear and
actionable gender strategy.

- Provide gender sensitization trainings that address women’s work and workload sharing, mobility issues, and household decision making.
- Encourage equitable workload sharing in the household as a time-management strategy.
- Have field staff follow up with households that are preventing women from attending meetings, and address time and mobility constraints with these households.
- Consider community-level sensitizations to address decisions surrounding marriage and education, since these decisions are normally made at a community level rather than a household one.
- Consider whether focusing on joint decision making will be a more effective first step in building women’s decision-making power rather than emphasizing sole decision making. In some contexts, joint decision making may be a more realistic first step in engaging both men and women in decision-making processes in the household. Once projects have successfully encouraged joint decision making processes, they might then begin to emphasize women’s sole decision making in certain areas, such as emergency response activities.
- Ensure that gender sensitizations, trainings, and program activities show households the benefits of increasing women’s mobility, time allocation, and decision-making power; also provide messaging to convey that increases in women’s mobility, workload sharing, and decision making should not be dependent upon their abilities to earn income.

Emergency Response:

- Pay attention to women’s specific needs in emergency shelters, such as security, menstrual hygiene and sanitation, private spaces for pregnant and lactating women, and women’s prayer rooms.
- Promote women’s sole decision-making power during emergency response scenarios, particularly for decisions involving evacuation and household asset removal in emergencies. While working with households and communities to boost women’s decision-making power, ensure that community support systems are in place that would help women to move in an emergency if a husband is not present; for example, identify rickshaw drivers who are willing to help women move, as one community did.

Recommendations for Staffing and Administration:

- Increase female technical staff in regional and field offices.
- Provide and improve sex-specific spaces in the ACDI/VOCA regional and field offices. These include single-sex bathrooms, prayer rooms, and lactation spaces. In more remote field offices, single-sex office spaces might also be appropriate.
INTRODUCTION

In May 2010, USAID’s Office of Food for Peace awarded ACDI/VOCA a five-year, Title II program aimed at reducing food insecurity in vulnerable households in southwestern Bangladesh. PROSHAR is “an integrated initiative that improves livelihoods, improves local knowledge of, and access to, health and nutrition services, and strengthens the capacity of institutions and households to respond effectively to shocks caused by rapid onset and chronic disasters.”

PROSHAR is implemented in collaboration with Project Concern International (PCI) and directly serves 70,868 households.

PROSHAR’s three SOs — to improve income and access to food for poor and ultra-poor households; to improve the health of pregnant and lactating women and children under five; and to prepare institutions and households to respond effectively to shocks — all prioritized women’s empowerment as a key factor in achieving household food security. The project subsequently attempted to ensure that it gave men and women equal opportunity to participate in and benefit from project activities. To that end, PROSHAR established a gender strategy; extended trainings and inputs to improve female beneficiaries’ agricultural production and livelihoods; provided gender-sensitive health trainings and services; and created gender-sensitive community emergency response plans.

While the 2015 Quantitative Endline Evaluation examined some of PROSHAR’s gender impacts, the study was unable to fully demonstrate the impact that PROSHAR has had on gender norms in the targeted upazillas. For instance, the endline assessment found that women’s decision-making power had in some cases decreased during PROSHAR and suggested the need for further research on this topic. The endline also did not examine many of the more nuanced qualitative questions surrounding women’s mobility, particularly in disaster response events. Finally, the assessment did not examine the impact that PROSHAR activities have had on men and women’s time, workload, and allocation of household responsibilities and duties. The endline suggested the need for further qualitative research on women’s empowerment indicators; this study is a response to that suggestion.

This Gender Impact Assessment examines how PROSHAR has changed or affected men and women’s time constraints, women’s mobility, and household decision making in the three upazillas in which PROSHAR works (see box 1). The study did not delve into the effects of SO2 activities, since a concurrent assessment of SO2 looked at the effects of the TRIOS model on gender issues. It also did not closely examine issues of women’s roles in market governance; a 2014 study conducted by Helen Keller International (HKI) and International Development Enterprises (iDE) examined these issues in more detail.

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Box 1: Assessment Guiding Questions

• How have SO1 and SO3 activities increased women’s decision-making power in the household?
  o How has women’s decision-making power changed in relation to decisions over:
    o Production
    o Large and small expenditures
    o Selling major household assets
    o Emergency preparation, including making decisions about whether to move to shelter
  o Were any of these changes accompanied by negative forces or backlash, and what can we learn for future interventions?

• Have SO1 and SO3 activities impacted women and men’s time allocation?
  o Has adoption of new technologies and practices as well as participation in project activities affected women’s and men’s relative time spent in productive work, household duties, and leisure time? If so, how?

• Have SO3 activities impacted women’s abilities to respond to disaster events?
  o Has PROSHAR increased women’s awareness and knowledge of disaster response practices?
  o What barriers prevent women from adopting these practices?
  o How do issues of mobility (including underlying nuances that limit women’s willingness to move beyond the household) contribute to women’s disaster preparedness?

2. Methodology

This study employed a qualitative methodology drawing on three main sources of data: a desktop review of project documents and relevant research; a series of semi-structured focus group discussions (FGD) with PROSHAR beneficiaries; and key informant interviews (KII) with staff.

2.1.1. Tools

Interview and FGD questionnaires were developed by ACDI/VOCA headquarters (HQ) staff after an initial desktop literature review. While Khulna-based PROSHAR staff was given the opportunity to provide input on the tools, HQ staff reviewed and finalized the questionnaires to control for bias. Two PROSHAR Khulna staff members, the HQ specialist, and an independent translator then held a session to ensure that the tools were properly translated into Bengali.

Tools focused primarily on men and women’s time, mobility, and decision making, although they also gave respondents the opportunity to discuss other gender-related changes that they had observed as a result of PROSHAR. To understand how PROSHAR activities may have negatively affected men and women, the tools specifically asked respondents to discuss negative or unintended consequences of their participation in PROSHAR. They also asked respondents about areas in which PROSHAR might have done better for each of the three
In each of these FGDs and KIIIs, questions pertaining to Most Significant Change (MSC) methodologies were included, although strict MSC methodologies were not followed; the study used MSC questions to both examine any trends in significant changes and to enrich the data with respondents’ stories and anecdotes. (See annex 1 for Tools.)

2.1.2. The Research Team

The research team consisted of five members: one ACDI/VOCA specialist from HQ, two Khulna-based PROSHAR staff from ACDI/VOCA, and one Khulna-based PROSHAR staff from PCI. The team used an independent notetaker/translator from Khulna University to ensure that notes were comprehensive and to minimize bias.

2.1.3. Sampling

Focus group discussions (FGD) and key informant interviews (KII) were conducted in Sarankhola, Bhotiagata, and Lohagara, the three upazillas in which PROSHAR operates (figure 1). FGDs and KIIIs in Khulna with project staff were also conducted (for a full list of FGDs and KIIIs in each upazilla, see annex 2).

This study used two different sampling methods. The first method employed random sampling to select FGDs and household KIIIs. To identify FGDs, the research team drafted a list of different groups operating within PROSHAR, such as producer groups, disaster-response groups, and leadership networks. The research team then evaluated which types of groups were most relevant to this study; that list generated four types of focus groups, including men’s objectives.3

In some cases, respondents expressed extreme satisfaction with being given the opportunity to provide their input; one man noted that “no one has ever asked my opinion before.” Focus groups, in particular, put much time and thought into providing recommendations for the project.4

Khulna-based staff assisting with the research included the M&E and the gender specialist.
and women’s multisectoral producer groups, community-based disaster management volunteer groups (CBDMVG), and farm business associations. Field staff randomly selected one of each of these groups in each upazilla. The team randomly selected households for KIIIs from a list of participating households in each upazilla.

The second method, purposive snowballing, identified staff KIIIs with insight on how PROSHAR activities have affected gender issues. Following a consultation with the field team, the research team conducted an initial set of interviews; from there, additional relevant staff were identified and interviewed.

Overall, the findings draw on 10 interviews and 11 focus groups. While this sample is not intended to be representative, it was designed to capture a variety of different stakeholder opinions on how PROSHAR has impacted gender issues.

### 2.1.4. DATA COLLECTION AND ANALYSIS

Data for the desktop review included internal project files, which were recommended by project staff, as well as more general resources on gender issues in Bangladesh. This data was used to triangulate many of the findings collected through FGDs and KIIIs. Much of the desktop review occurred prior to fieldwork, although staff also identified some valuable resources following the fieldwork as well.

After the identification of FGDs and KIIIs, field work took place over the course of 10 days in the three upazillas. Following each focus group or interview session, the team participated in a session debriefing to ensure that the notes were comprehensive and complete. Data collection continued throughout the end of the scheduled fieldwork, and data was then coded and analyzed using a constant comparison method. Data was triangulated using focus groups, interview discussions, and desktop review and research.

### 2.1.5. LIMITATIONS

While the research team is confident in the integrity of the findings presented below, the study was subject to limitations. The first was time: due to time constraints, the sample size in each of the upazillas was small. Ideally, there would have been two focus groups for each topic in each upazilla, rather than one; and the sample would have included collection point management committees (CPMC). Although the sample was not intended to be representative, a larger sample might have provided even more information to support the study’s findings.

An additional limitation was that, in non-longitudinal studies, documenting changes in time use

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5 Multisectoral groups included randomly selected members of homestead gardening, fisheries, livestock and poultry, and various other crop agriculture groups.
is challenging because it is difficult for people to recall how they used to spend their time. In this assessment, it was hard for respondents to determine how PROSHAR activities had changed their time burdens in the last three years. While respondents were able to give a general response, which is outlined below, this type of question would have been much better suited to a longitudinal study.

Finally, the team recognizes that, in many cases, the results from the FGDs and KIIs were overwhelmingly positive. Respondents were consistently and repeatedly questioned about any negative effects of PROSHAR on their lives; however, people were generally unable or unwilling to discuss any negative effects of the program. To account for a lack of critical responses, the research team continued to probe for negative effects but also asked respondents what their recommendations were for the program. This allowed FGD and KII participants to highlight what they thought could have been done better or differently.

### 3. Gender Integration in PROSHAR Activities

PROSHAR planning and design considered gender issues from the project’s inception. The 2010 technical proposal narrative highlighted women’s specific constraints in Bangladesh and noted that PROSHAR would “integrate these considerations into each project phase and component, beginning with a gender assessment in the target geographic areas in the first year of the program to feed into project design and implementation.” Despite the gender considerations in the proposal, however, PROSHAR struggled to adequately address gender issues in its first year. By all accounts, project implementation was bogged down with other issues, which prevented the project from paying adequate attention to gender concerns. Current staff suggest that PROSHAR leadership was not as concerned with gender issues as it should have been during this time.

In 2011, a change in leadership and a subsequent restructuring of the program occurred. One element of PROSHAR’s change was to re-consider the project’s gender approach. In 2012, a gender analysis and strategy was conducted; however, it was not found to be useful and was barely used in any of the project planning. Staff note that the findings of the analysis did not translate easily into a clear project gender strategy, and the strategy provided in the study was neither clear nor easily implementable. PROSHAR’s case is a reminder that gender analyses are only helpful when they help staff understand how gender considerations can be implemented throughout the project.

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**Box 2: Partnerships and Stakeholder Coordination**

PROSHAR leveraged partnerships with PCI, iDE, and HKI to integrate gender issues across all strategic objectives. PCI led implementation of SOs 2 and 3, and in some cases participated in ACDI/VOCA’s gender sensitization trainings and workshops. HKI also conducted many of the gender sensitization trainings and designed materials for the Nurturing Connections program, which supports behavior change and transformation of gender norms.
Despite problems with the gender analysis, however, the project began to more actively engage women under all of the SOs. PROSHAR leadership championed gender integration and pushed for more gender-transformative activities. As a result, in 2012, the project conducted a gender training for partner nongovernmental organization (NGO) staff and organized orientations to develop women’s leadership capacity for women leaders across all SOs. The project trained female master farmers, and conducted social and behavior change research dealing with gender roles under SO1 and SO2.

Following the changes made in 2011 and 2012, the project continued to integrate and address gender considerations across activities. Gender sensitizations ultimately accompanied all production-oriented trainings, as well as trainings on disaster relief and emergency response. Staff also continued to monitor surveys and reports to ensure that the project stayed on track. When one semi-annual survey suggested that women’s control over their own income was not as high as it should have been, the team boosted gender sensitizations and improved messaging on women’s use of income. Overall, because the project continued to pay active attention to gender issues and made adjustments to address poor outcomes throughout implementation, PROSHAR was ultimately able to achieve many of the positive impacts outlined below.

### 4. Key Findings

#### 4.1. PROSHAR’s Impact on Women’s Time Constraints

In order for women to actively participate in and benefit from project activities, projects must ensure that trainings and promoted practices do not contribute to women’s time burdens. As women in Bangladesh are already responsible for the majority of unpaid domestic work, activities that require significant time commitments might be so time-intensive that women cannot participate. If women are able to attend trainings or adopt promoted practices, these changes may significantly decrease women’s leisure time.

While PROSHAR activities and practices were time-intensive — under SO1, SO2, and SO3, PROSHAR beneficiaries and trainers participated in weekly or monthly trainings, and were

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encouraged to adopt time-consuming practices — PROSHAR considered women’s time constraints in its design. The technical proposal acknowledges women’s responsibilities “so as not to overburden them,” while the SO1 implementation strategy highlights women’s significant time constraints. All activities were planned to not exceed 90 minutes, so that meetings were not too time-intensive. PROSHAR staff also included information on women’s time constraints when planning gender sensitization sessions for staff and beneficiaries.

Paying such specific attention to women’s time has paid off for PROSHAR. The findings below indicate that overall, although PROSHAR activities have increased workloads, they have not placed undue burdens or time constraints on women or men; and in many cases, activities have changed time management within the household in a way that has made women happy.

4.1.1. Finding 1: Participating in PROSHAR activities and adopting PROSHAR-promoted practices has decreased men and women’s leisure time.

Although the PROSHAR strategy attempted to mitigate the effect of project activities on women’s time, findings suggest that activities under SO1 and SO3 have increased men and women’s workloads and decreased leisure time. Men and women both report that they spent time attending meetings, such as farmer field schools or CBDMVG sessions. Focus groups related to both SO1 and SO3 also noted that, in many cases, adopting PROSHAR-promoted practices increases workload; this was true for both men and women.

While both men and women’s groups reported that their workloads had increased, it was difficult for respondents to quantify the increase or qualify which specific practices increased their work time the most. Many of the groups have been participating in PROSHAR for three years and do not recall their exact schedules before PROSHAR. For SO1 groups, many respondents also adopted a suite of practices simultaneously, making it difficult for them to attribute a specific number of hours to one particular task. Most agricultural work is also seasonal: as a result, people’s work increased significantly during certain times of year due to PROSHAR, while at other times of the year, it decreased or stayed the same.

It was also difficult to get a sense of how PROSHAR activities affected women’s time relative to men’s. Respondents were not able to recall the change in hours per day for each task, and so this analysis could not determine whether the increase in workload had a disproportionate effect on women. In the future, quantitative studies comparing time expenditures at baseline and endline might be able to reveal such information better than a qualitative study of this nature.

Despite these limitations, it was clear that certain PROSHAR activities, namely seed spacing, weeding, and field preparation, increased men and women’s workloads. On average over the

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whole year, groups roughly estimated that their workload had increased by approximately two days per month, or 1.6 hours a day, as a result of meeting participation and adoption of practices.  

4.1.2. **Finding 2: Although time burdens increased as a result of participating in PROSHAR activities, women and men were comfortable with the increases in workloads.**

“Adopting new technologies has increased our time [spent working]; though it takes time, we get almost 50% higher returns, so the time is worth it.”

- Female farmer business group member

Although decreases in leisure time are usually associated with a decline in women’s empowerment, this is not necessarily the case in PROSHAR. Findings from the assessment suggest that women are comfortable with and, in many cases, happy about their increased workloads. Men and women’s SO1 focus groups reported that although they are spending more time on PROSHAR activities, they are also making more money as a result. Women’s groups unanimously agreed that they are happy to sacrifice leisure time for income, suggesting that a decrease in leisure time should not necessarily be seen as a decrease in women’s empowerment in this case.

4.1.3. **Finding 3: PROSHAR has caused an increase in workload sharing within the household, which has mitigated the effects of women’s time burdens.**

Although PROSHAR increased the amount of work that men and women have, the program also encouraged more equitable distribution of work among household members. Men are helping women more with domestic tasks, such as cooking and watching children, and also on productive farm tasks, such as building chicken coops. All men’s producer groups surveyed noted that they help their wives more with domestic and agricultural tasks as a result of PROSHAR, particularly if it helps their wives attend PROSHAR trainings. One respondent noted, “If my wife is spreading rice [to dry] in the sun and she needs to attend a training, then I step in to help her with the rice [so that she can go].” Women’s groups agreed that men have increasingly stepped in to help them with household responsibilities.

Of the respondents who said that work is now distributed more equitably, all said that this was a direct result of PROSHAR. Most of these respondents highlighted the gender sensitization trainings, which encouraged men to help their wives with domestic work. PROSHAR’s emphasis on equitable workload sharing, particularly in the sensitization trainings, resulted in a program that allowed women to participate in time-intensive meetings and practices without overburdening them.

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8 Groups gave a two-day-per-month estimate. When averaged over the course of a month, work increased by approximately 1.6 hours per day.
4.1.4. Finding 4: Men are more understanding of women’s PROSHAR-related time constraints.

FGDs reported that because of what they learned in gender sensitization, men are less demanding of their wives regarding cooking and other chores when wives are participating in PROSHAR-related work; this was true of both SO1 and SO3 activities. As a result, women have more freedom to spend time in PROSHAR activities without causing household conflict.

Although PROSHAR did an admirable job of encouraging husbands to be supportive of their wives’ participation in PROSHAR activities, it is unclear whether men will continue to share workloads and be more sensitive of women’s activities if they are no longer related to PROSHAR. Men’s groups suggested that they were more attentive to women’s PROSHAR-related time constraints; however, they did not indicate that they were also more accepting of women’s non-PROSHAR related constraints. To create more sustainable behavior change, future programs should encourage men to support wives’ and daughters’ workloads not only for the sake of program participation or increased incomes but as a matter of women’s empowerment.

4.1.5. Finding 5: Men and women both have improved time management.

Focus groups with farm business advisors (FBA); men and women’s producer groups; CBDMVGs; and households all noted that they are using what would once have been idle time to adopt PROSHAR-promoted practices. For example, women reported waking up earlier to start work on many of the agricultural practices promoted by PROSHAR, such as monitoring ponds or weeding. One woman noted that she used to wake up at 8:30 a.m., but now wakes up an hour earlier to work in her vegetable garden. Respondents in SO3 activities noted that they carefully schedule their monthly meetings at convenient times, so that everyone can plan to attend. Respondents repeatedly highlighted the importance of planning their time wisely.

Social time has changed too: women’s and men’s groups suggested that they spend less time conversing and more energy working or discussing ways to make money. Two groups suggested that there was less conflict in their communities because both men and women were working more and gossiping less.
Men and women reported being satisfied with their new time management methods. This was particularly true among women’s focus groups. Even after heavy probing, respondents noted that they feel more productive and purposeful when they plan their time. While women’s leisure time decreased under PROSHAR, respondents felt that their increased workloads were very manageable due to new time management approaches.

4.1.7. **Finding 6: Men and women attribute changes in attitude surrounding women’s work to PROSHAR activities.**

The majority of respondents noted that they think about women’s work differently due to PROSHAR gender sensitization trainings. These trainings highlighted the importance of sharing work within the household, particularly domestic work. Sessions also noted that in order for women to earn income, they need time to engage in productive work. The trainings did not explicitly teach time management techniques, but many respondents reported that trainings helped them think about different ways to spend their time. Respondents reported that, in many cases, it was these trainings that directly encouraged them to think about the way that they and
Box 5: Lessons Learned for Future Projects on Lessening Women’s Time Constraints:

1. Include trainings on women’s time burdens in gender sensitization trainings
2. Ensure that messaging on time constraints encourages men not only to be supportive of women’s participation in project-specific activities but other activities, both income-generating and non-income generating, as well.
3. Encourage equitable workload sharing in the household
4. Hold meetings at times that are appropriate for women; limit the length of the meeting; and consider the impact of distance and travel time for meetings and activities on male/female time burdens
5. Consider that women and men may be willing to sacrifice leisure time for income; if this is the case, ensure that when women spend time earning income, they are also seeing increased control of that income

4.2. PROSHAR’S IMPACT ON WOMEN’S MOBILITY

Women’s mobility in Bangladesh is historically low. Limited mobility decreases women’s participation in project trainings and meetings when they are held outside of the home. It also restricts their participation in markets and, as a result, can inhibit their ability to earn incomes. In some cases, inability to move beyond the home can prevent women from holding community leadership positions if community groups meet outside of the household. Issues of mobility can prevent women from seeking healthcare for themselves and their families, even if they or their children need emergency care. In the event of a disaster, norms surrounding women’s mobility can prevent them from leaving their homes and moving to shelters, even when an evacuation is necessary.

While the endline survey suggested that women have more power to move freely to, from, and in small goods markets, community events, and mosques, it did not capture whether women felt more comfortable doing these things nor did it capture changes in men’s attitudes about mobility. The findings below suggest that, in most cases, PROSHAR has increased women’s ability to leave their homes in the targeted areas, and in most cases women were comfortable doing so.

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9 The study defined “women’s comfort with mobility” based on whether they felt safe and free from harassment when moving beyond the home, and whether they felt that they would be objects of ridicule or scorn for leaving the house.
4.2.1. FINDING 7: PROSHAR’S DESIGN, IMPLEMENTATION, AND FOLLOW-UP ENCOURAGED INCREASES IN WOMEN’S MOBILITY.

PROSHAR’s structure encouraged households to see the benefits of women’s participation in activities outside of the house. SO1 activities stipulated that only one member of the household could attend PROSHAR activities and receive training in production techniques. As a result, men’s and women’s groups both responded that men felt that they had to permit women to leave the household to attend trainings, or else the household as a whole would lose out on that knowledge. SO2 activities used the same mechanism, in addition to building support for mobility through father leader and grandmother leader groups, while SO3 activities encouraged women to participate in CBDMVG meetings and Cash for Work activities.

PROSHAR also included mobility messaging in its gender sensitization trainings; respondents noted that these trainings made them think about women’s mobility as it related both to PROSHAR activities and movement in the larger community. For example, in SO3 activities, discussions surrounding what to do in an emergency gave households clearly defined directions about leaving the house during an emergency. These directions ensured that men were willing to support women’s ability to leave the house and make a decision about leaving the house if the event arose.

Finally, in individual cases in which men still would not allow their wives or daughters to leave the household, project staff followed up with families and worked with community leaders to encourage family members to let their wives move. For example, one woman was not permitted to leave the household to attend PROSHAR trainings. The woman was able to alert PROSHAR staff, who gathered community leaders and repeatedly visited the woman’s husband to discuss the benefits of allowing his wife to participate in PROSHAR. In the end, the husband permitted his wife to attend PROSHAR trainings and activities. When he saw the benefit to the family, he ultimately allowed her to leave the house more and more often, both for PROSHAR-associated causes and for other reasons. Today, the woman is able to move freely and has become a leader in her community as a successful farm business advisor and collection point manager. PROSHAR field staff’s commitment to removing barriers to women’s participation even on a household level was a key factor in increasing women’s mobility in the larger community (box 6).

PROSHAR’s approach to encouraging women’s participation, conducting sensitizations on
mobility, and following up with certain households all helped increase women’s mobility in the project areas. Future programming should consider whether PROSHAR’s structure might also be appropriate. These projects should follow PROSHAR’s example by including mobility messaging in sensitization trainings and following up with households that prohibit women’s movement.

### 4.2.2. Finding 8: Women are not only more able to move freely because of PROSHAR, but they also feel more comfortable doing so in most public spaces...

Under SO1, women reported being completely able to move within small goods markets, community events, and mosques. These findings would suggest, in agreement with the endline data, that women’s ability to move outside of the house has increased as a result of PROSHAR. FGD and KII respondents noted almost unanimously that women’s mobility has increased as a result of PROSHAR activities or, in some cases, as a combination of PROSHAR activities and the work of other NGOs.¹⁰

Women’s producer groups and members of FBAs also reported that, in addition to having more mobility, they feel comfortable being out in the aforementioned spaces. The findings indicate that women may be more comfortable because men’s attitudes about women’s mobility have changed. Interviews show that men are, generally, more supportive of women’s mobility. At the household level, husbands are more supportive of women’s movement outside the home, so women feel that they can move freely without risking their husbands’ anger. At the community level, there is more widespread acceptance of women’s movement; as a result, women can move within the aforementioned public spaces without fear of harassment or ostracism.

### 4.2.3. Finding 9: …except for agricultural markets.

While PROSHAR has been effective overall in increasing women’s mobility in most public areas, it has not been able to significantly change norms surrounding women’s ability to move within male-dominated agricultural markets. Focus groups noted that these spaces are still highly male dominated, and although it is not expressly forbidden or taboo for a woman to travel there, it would be unusual. Women said that they are much more comfortable going to other markets, such as markets for small goods and furniture, rather than agricultural ones. A 2014 study of PROSHAR suggested that women still “face great obstacles entering into the market and selling goods,” especially due to restricted female mobility (HKI and iDE 2014).

¹⁰ When prompted, respondents were also asked whether women’s increased ability to move outside the house might also be a result of shifting cultural norms in Bangladesh; only one group agreed that this could be a possibility.
One reason that women are not comfortable going to agricultural markets is that transportation is a barrier: women are less likely than men to transport their own goods to an agricultural market. KIIs also revealed that harassment in market spaces is still a concern for most women. As a result, women’s participation and visibility in these spaces is low. Engaging men in supporting women’s presence at and participation in agricultural markets can address some of these issues in the long term.

Lack of access to agricultural markets, in turn, can have a negative effect on women’s control over income, which limits women’s decision-making power. PROSHAR established collection points as a way of mitigating women’s lack of access to agricultural markets; this activity was a helpful way of providing women with an entry point into the market (box 7).

**4.2.3. Finding 10: In disaster response situations, women are more comfortable moving, but their mobility has only increased conditionally.**

**Box 7: Using Collection Points to Address Women’s Mobility in Agricultural Markets**

PROSHAR collection points are a “suitable location (which is near farmers’ fields/farms/homes) where many farmers can come together and aggregate their low-volume surplus produce and then sell their produce to local and larger output buyers.” (HKI and iDE, 2014)

If women are not able to move within agricultural markets but are able to access and move within collection point spots, this is one way of increasing women’s access to markets given mobility constraints. PROSHAR’s collection points have grown women’s social networks and given them more market access; however, it is unclear whether these collection points will be sustainable after the program ends.

**Box 8: Household Emergency Planning**

PROSHAR SO3 activities involved household emergency planning, which explained emergency preparation and response activities and then required each member of the household to take responsibility for activities. Households reported that working through the planning process made women much more comfortable with responding to an emergency; it also made men more sensitive to women’s specific constraints in a disaster event. In most cases, men’s “advance permission” for their wives to move occurred during this household planning session.

Women who participated in SO3 activities felt more knowledgeable about when and how to move in an emergency, based on information presented in PROSHAR trainings (box 8). Women expressed confidence that they knew what to do in an emergency and that this made them more comfortable leaving the house if a disaster struck. Respondents credited PROSHAR with this increased level of comfort, saying that in disasters prior to PROSHAR, they would not have felt comfortable traveling by themselves to shelter. They have since used and moved to shelters many times in disaster events during the project period (box 9).
Although women do feel more comfortable evacuating to shelters, findings suggest that they can only do so under certain conditions. Most required express permission from a husband or father prior to evacuation. Men’s groups corroborated this, saying that they had told their wives that they were free to leave as necessary in the event of an emergency, even if they themselves were not present in the household at the time of the event. Even women who now have increased mobility in public spaces noted that their ability to move in an emergency is more conditional. The stakes of leaving the home during an emergency are high. For example, women might be in danger when moving to shelter. They also might have the added responsibility of removing assets or, in a worst case scenario, leaving the home behind to be destroyed by a flood or cyclone. Because these decisions to move are so fraught with responsibility, women’s conditional mobility is more prevalent in emergency response scenarios than in day-to-day decisions to leave the home.

On a practical level, increases in conditional mobility are preferable to no increases in any mobility at all; after all, most women did report that they were able to move to shelter in the event of an emergency, even when their husbands were absent. Conditional mobility, however, still means that women must rely on men’s permission to move, and, therefore, does not point to a real change in social norms and behaviors surrounding mobility in emergencies.

4.2.4. Finding 11: Women’s participation in PROSHAR IGAs gives men a reason to support women’s mobility.

PROSHAR has changed the way that men think about women’s mobility. Men’s groups noted that prior to PROSHAR, they did not want women to move outside of the household for a number of reasons; they were worried about women’s safety and did not trust them. PROSHAR extended more opportunities to women to earn income by participating in income-generating activities (IGA) that take place outside of the household. Ultimately for many men, the benefits of having a second income earner in the household eclipsed concerns surrounding their wives’

11 It is worth noting that a majority of husbands noted that they trust their wives to make a decision to leave for shelter in the event of an emergency. They also felt confident that wives could perform other important disaster preparation tasks, such as letting livestock roam free and hiding important documents when necessary. They felt that it was important to give wives express permission to leave so that they would know they could go if the time came.
and daughters’ mobility; men were happy to share this responsibility and reported feeling a sense of relief when their wives began to make more money.

Similarly, women who left the house for PROSHAR activities brought new production techniques or knowledge back to the household. Men recognized that women would need to leave the household in order to acquire new knowledge. Many men’s focus groups noted that they now encourage their wives to attend SO1 and SO3 meetings. Simultaneously, as PROSHAR continued to conduct activities, more women in the community were moving about more freely. It subsequently became more acceptable for men to permit wives and daughters to leave the house for PROSHAR and non-PROSHAR activities alike, indicating a significant transformation of gender norms. Men’s and women’s groups noted that they have seen a widespread change in their communities, and they feel that this change will be sustainable after PROSHAR leaves.

For projects that encounter mobility issues, PROSHAR can offer significant insight (box 10). The project’s structure and commitment to working with households has led to a transformation of gender norms surrounding mobility. In agricultural markets, the use of collection points may help increase women’s mobility and access, although the sustainability of these collection points is a remaining question.

4.3. PROSHAR’S IMPACT ON WOMEN’S DECISION-MAKING POWER

In Bangladesh, women’s decision-making power is limited, particularly in terms of decision making regarding income and other household resources (Women’s Empowerment Agriculture Box 10: PROSHAR Lessons Learned on Women’s Mobility

1. Encourage more than one member per household to participate in the program, with a required percentage of female participants. In order to provide incentives for women’s mobility, consider having meeting spaces that are only open to women, so that men see the benefit in allowing women to travel to those meetings. Simultaneously provide sensitization for why these meetings or trainings are important and how women’s attendance can benefit the household so that men do not feel neglected or threatened.

2. If women are unable to move within agricultural market spaces, build collection points into the program as a mitigation strategy.

3. Help households to see and experience the benefits of allowing women to move outside the household by encouraging women to participate in IGAs.

4. At the same time, include messaging and sensitization to prevent mobility from being exclusively tied to a woman’s ability to generate income.

5. Prior to and throughout the course of a program, work with households, community members, and leaders to address potential resistance to women’s mobility before it occurs. Encourage field staff to follow up with households that do not permit women’s movement, and give recognition to those staff who do. Encourage community leaders and other family members to support women’s mobility in the community.

6. Remember that conditional mobility is a worthwhile step in improving women’s overall mobility, particularly in emergency response situations, but that full and unconditional mobility should be the end goal.
Index, Bangladesh). Women’s influence over sole or joint decisions within the household is linked to food security outcomes. If left unaddressed, limited decision-making power has the potential to severely constrain household nutritional outcomes in food security projects.

Women’s limited decision-making power posed a major obstacle to PROSHAR’s objectives in the first two years of project implementation. Staff KIIIs revealed that prior to intensive gender sensitization trainings, women involved in PROSHAR had limited say in large family decisions such as children’s marriages or education. While women were technically earning money in PROSHAR activities, they had little control over the income that they themselves earned and hardly any power over spending or production decisions. Due to gender sensitization trainings, a renewed focus on improving decision making, and restructuring of some PROSHAR activities in 2012, women have seen increased power in some—although not all—household decisions.

4.3.1. FINDING 12: OVERALL, WOMEN FEEL THAT THEY HAVE MORE DECISION-MAKING POWER OVER PRODUCTION, INCOMES, AND SMALL EXPENDITURES...

This finding conflicts with the endline study, which suggested that women’s decision-making power had decreased during participation in the PROSHAR project. The endline’s finding was mainly due to methodological issues surrounding questions that respondents felt were not applicable to them: when respondents answered “does not apply,” their responses skewed the overall empowerment index and caused the score to fall between baseline and endline.\(^\text{12}\) Results from this study, however, indicate that overall women’s decision-making power has increased in a number of key areas.

Women in focus groups noted that one of the most significant changes to emerge from their participation in PROSHAR was an increased ability to make decisions in the household, particularly surrounding agricultural production and use of income (both household income and income that women earned themselves). Moreover, FGDs with men’s groups and KIIIs with community leaders revealed that men have increasingly involved their wives and female family members in decision-making processes.\(^\text{13}\)

4.3.2. FINDING 13: ... BUT NOT IN DECISIONS INVOLVING LARGER EXTENDED FAMILY AND COMMUNITY NETWORKS, SUCH AS THOSE REGARDING CHILDREN’S EDUCATION AND MARRIAGES.

While women’s decision-making power increased in some areas, focus groups and KII discussions suggested that women did not gain significant power regarding major family decisions. As a result, women are unable to weigh in on children’s marriages and girls’

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\(^{12}\) ACDI/VOCA PROSHAR Endline Assessment, 2015.

\(^{13}\) While there has been an increase in joint-decision making, a study of SO1 conducted by HKI discovered that 21 percent of women reported that their spouse decides how to spend lump sums accrued by members of the household for investing in production. In that study, more women than men reported joint decision making, which was not the case in this study, where women and men reported joint decision making equally.
education, two issues which significantly affect gender equality, livelihoods, and health outcomes.

Respondents noted that women’s decision-making power did not increase in this area because these decisions involve larger networks beyond the nuclear family. Extended families and communities are involved in decisions surrounding children’s marriages and education. Women told us that in many cases, these decisions are still dominated by fathers-in-law and community leaders. While some activities did work with members of the larger community who are outside of the immediate family to address women’s decision making, PROSHAR activities did not engage leaders and community members frequently or intensively enough to increase women’s power to make significant family decisions.

4.3.3. Finding 14: Women are more involved in consultative processes, such as proposing new ideas in the household.

Women’s willingness and ability to suggest new ideas to their husbands regarding production and income use, in particular, has increased. Prior to PROSHAR, women felt reluctant to propose new ideas to their husbands, due to social norms that downplayed the value of women’s ideas. Women now suggest new production techniques or income-generating activities to their husbands more often than they did prior to PROSHAR. Husbands then consider these suggestions and either approve or reject the ideas that their partners have proposed. While women’s increasing willingness to propose new ideas is not necessarily the same as a change in decision-making power, as men still have final say, it suggests that women now play a larger role in household consultative processes than they did prior to PROSHAR.

Women indicated that they are more involved in these processes because they are more confident in themselves, thanks to knowledge that they have gained from PROSHAR trainings. They also noted that their husbands are much more receptive to women’s ideas in both private and public forums—a point that many men’s groups confirmed. These changes were linked to PROSHAR technical trainings, which gave women more technical knowledge and leveraged their ability to propose ideas, and also to gender sensitization, which increasingly encouraged men and women to think about the validity of women’s ideas.

4.3.4. Finding 15: Increased income earned through PROSHAR has boosted women’s bargaining power within the household.

The endline suggests that involvement in PROSHAR has increased women’s incomes and that women’s control over income has also increased. As women’s access to and control over income increases through PROSHAR-promoted activities, they have gained greater bargaining power in household decision making.

Yet while women’s greater bargaining and decision-making power is indicative of more empowerment, it is worth noting that these results may not last if and when women’s income
decreases following PROSHAR’s closeout. When a woman’s power to make decisions is tied so closely to income generation, it is possible that her power will decrease if, for example, she is unable to earn income due to health reasons or if there is a drought and her crops suffer. Many men’s comments suggested that they allow their wives to make more decisions because women now contribute economically to the household. These attitudes revolved around increases in income itself, as opposed to a recognition of women’s overall earning potential. For example, one respondent suggested that when his wife is earning more money, he respects her opinions more; another noted that he listens to his wife because she is now earning more. Men’s comments imply that if a woman cannot contribute for some reason, she will see a corresponding decrease in decision-making power. While it is admirable that PROSHAR did manage to boost bargaining power and decision-making ability, the fact that these factors were so closely tied to income generation suggests that changes in decision-making power may not be sustainable in the long run. Building respect for women’s roles as income earners, as opposed to the specific amount of money that they are able to contribute, might help to make increases in decision-making power more sustainable.

### 4.3.5. Finding 16: Sole decision making among women has not increased.

PROSHAR has not increased women’s power to make decisions by themselves. All women reported that they still consult with their husbands on the majority of, if not all, household decisions. Increasing women’s sole decision-making power was not an explicit goal of PROSHAR’s written gender strategy or its approach. In their interviews, several staff suggested that in the context of rural Bangladesh, it was more efficient for the project to encourage joint decision making as an initial first step in improving women’s decision-making power. Staff felt that this approach would be less threatening to many men in the community. While it is commendable that the project did not want to alienate men, PROSHAR missed the opportunity, after increasing joint decision making, to build on this important first step and go further to encourage women’s sole decision making.

### Box 11: PROSHAR Lessons Learned in Women’s Decision Making:

1. Remember that some decisions are not made on the household level but on a community level. Sensitization in the larger community may be needed to increase women’s decision-making power in these cases.
2. Be aware that decision-making power may be linked too closely to income generation. Ensure that sensitizations focus on reasons that women should have more decision-making power, regardless of whether they are earning more money.
3. Consider increasing joint decision-making power but remember that in some cases, sole decision-making power should be the end goal.

### 4.4. Unexpected Outcomes

While this study set out to specifically examine PROSHAR’s effects on gender issues and time, mobility, and decision making, there were also some other valuable findings that emerged from the data collection. These included an increase in women’s leadership and comfort speaking in
public, increased household harmony and understanding, and specific increases in men’s empowerment.

4.4.1. FInding 17: PROSHAR has increased women’s leadership and comfort speaking in public.

Box 12: Women’s Leadership in PROSHAR

“Some leaders from my community asked if I would consider running for the [reserved] women’s spot in my local election. I told them I would run but not in the women’s spot. If I run, I will run in the general spot, against men.”

- Female KII respondent, FBA, and master trainer

In Bangladesh, men typically have better access to education than women and are more likely to hold leadership positions. Due in part to the experience and knowledge that she gained in PROSHAR, this respondent felt that she was as intelligent and qualified as any of her male counterparts. Her response shows the extent to which norms surrounding women’s and men’s roles as leaders have changed during PROSHAR. It also shows the confidence that women have gained in their own abilities and intelligence. Many groups were asked about the most significant change that they have experienced as a result of PROSHAR. The majority of female respondents reported that because of PROSHAR, they feel much more capable of speaking in public, talking to strangers, and assuming leadership roles. Women accredited these changes to PROSHAR meetings, which gave them opportunities to speak publicly for the first time. In other cases, women noted that they have increased technical knowledge and income, which has given them more confidence in themselves. This was particularly true among female FBAs (box 12). Women represent 76 percent of all producer group leadership.

PROSHAR has also created an enabling environment for female leadership. The Women Business Leadership Network (WBLN), a group of women leaders who meet to work with community and government leaders, advocates for women-owned businesses and works with NGOs on how to better address women’s needs. In some cases, these groups have successfully built women’s leadership capacities; in other situations, groups have been less successful and are not expected to be self-sustaining after the program closes. Through HKI’s Nurturing Connections program, PROSHAR is conducting work to engage community leaders to support women in leadership positions, using behavior change communication and techniques.

There are some concerns that after PROSHAR closes out, increases in women’s leadership will not be sustainable. Without direct project support, women leaders, including FBAs and members of the WBLN, “may forgo their roles and revert back to male leadership,” given the many obstacles that female leaders in Bangladesh encounter on a daily basis.

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15 HKI and IDE. 2014.
4.4.2. Finding 18: By changing many of the aforementioned gender constraints and norms, PROSHAR has improved household harmony.

Respondents noted that there is increased household harmony throughout households in the community as a result of PROSHAR. Men and women feel that they understand the other’s specific worries and troubles more: in other words, they share a better understanding of the other’s gender-based constraints. Participants were not able to attribute this directly to a PROSHAR activity but did attribute it to PROSHAR overall. It is most likely that, in changing a number of factors, including increasing men and women’s incomes; conducting gender sensitization trainings that encouraged reflection on and awareness of gender roles, constraints, and opportunities; and boosting both men and women’s feelings of self-efficacy, PROSHAR also decreased many of the larger factors that can lead to household conflict.

4.4.3. Finding 19: PROSHAR has empowered men as well as women.

Men in Bangladesh also face gender-based constraints as they are often the sole income earners and face many of the pressures that come with that responsibility. While PROSHAR did not explicitly set out to address men’s gender-based constraints, many of the women’s empowerment activities also positively affected men.

Men’s focus groups noted that as they have begun to earn more money, they feel less pressure from their wives and children to provide for the household. Men said they are happy to share this role with their wives and noted that when wives were also earning incomes, the household was more peaceful; women were more confident; and men themselves felt less stressed about the future. As a result, many men expressed that they felt happier in their relationships and better about themselves as individuals.

“In the first 10 years of my marriage, there was scarcity in our household. My wife and children were dissatisfied with me, and I felt inferior. Now there is money available, and I can meet their needs, so I feel better about my own ability to provide for them. My family is happier, and there is less conflict.” – Male FGD participant, Sarankhola.

5. Recommendations

Beneficiaries were very positive about PROSHAR’s gender impacts. Despite heavy probing, most were unable to detail any negative effects or unintended consequences that they had experienced from participating in PROSHAR. That said, many beneficiaries had recommendations for any future programming, and discussions with staff and the study team’s own observations revealed a number of other areas for improvement.

16 In this context, greater “household harmony” refers to less domestic violence, less non-violent arguing, and greater satisfaction with personal relationships between husbands and wives within the household.
5.1. Make behavior change and transformation of gender norms more sustainable.

PROSHAR has positively influenced household workload sharing, women’s ability to make more decisions, and women’s mobility in both emergency and non-emergency situations. Yet it is not clear that many of these changes will be sustained after the project closes out. Most of the changes surrounding women’s time constraints and decision making are tied to income generation: when women are engaged in income-generating activities, they have more decision-making power and receive more support with domestic tasks. In the absence of income generation, however, women’s bargaining power will decrease, and husbands may not see the value in workload sharing and joint decision making. Time-sharing, mobility, and decision making should not be tied inherently to income generation; trainings should stress these topics as a fundamental way to empower women and create healthy households and communities, with or without increases in income.

Project reviews and literature also question whether women’s ability to continue in leadership positions, operate collection points, and function as effective FBAs will be possible without project support or guidance.\(^\text{17}\)

In the future, projects should consider establishing a sustainability plan, which would evaluate what communities and households need to make the transformation of gender norms truly sustainable. HKI started this process with PROSHAR through its Nurturing Connections program work by asking community leaders how they plan to support women after the project closes out. Building on this process and drafting a formal sustainability plan would help to ensure that changes are lasting.

5.2. Provide training that addresses topics holistically for all members of the household.

Respondents noted that they want programming that targets both members of the household and provides training in more than just one technical area. Focus groups, especially women’s groups, expressed an interest in increased livestock and non-farm activities training, as well as more advanced fisheries training. While PROSHAR had specific and justified reasons for only extending program support to one member of the household in each technical area, respondents still felt that this limited their opportunities to learn and earn income.

5.3. Pay more attention to women’s specific needs in emergency and shelter situations.

Women have specific needs in emergency situations: shelters must be secure, hygienic, and

\(^{17}\) HKI and iDE. 2014.
safe. SO3 focus groups noted that emergency shelters and planning during Cyclone Mahasen did not have a sex-specific place for women to pray or eat. When there were designated safe spaces for women to go to avoid violence, women did not feel comfortable in these areas; they were either dirty or did not feel safe. Pregnant and lactating women also needed more space to rest and have privacy in these shelters.

Women also noted that they did not have access to appropriate facilities or supplies if they were menstruating at the time of evacuation. Ensuring that women have adequate hygienic facilities at the emergency shelter is a basic component of a gender-sensitive humanitarian response. Programs in the future must plan how to address these needs prior to an evacuation event.

5.4. INCREASE FEMALE STAFF’S INVOLVEMENT IN MORE TECHNICAL AND ADVANCED AREAS.

Having a gender-balanced technical staff is one step that helps make project design and implementation more gender-aware. As with many projects, PROSHAR technical staff is predominantly male. KIIs with field- and Khulna-based staff highlighted the need for additional female technical leads, and suggested that PROSHAR and future projects ensure a better gender balance, particularly among technical staff. In cases where it is difficult to find qualified female staff, it is important to devise active methods of building staff capacity so that there is a gender balance in project planning and implementation.

5.5. PROVIDE AND IMPROVE SEX-SPECIFIC SPACES IN ACDI/VOCA OFFICES.

In KII with PROSHAR staff, men and women alike expressed strong enthusiasm for more gender-specific spaces in district and regional offices. Having sex-specific spaces such as prayer rooms, eating areas, and men’s and women’s restrooms can help men and women feel more comfortable working in the same environment. Providing these spaces might also make positions with ACDI/VOCA more appealing to female technical and advanced staff and less threatening to husbands who are worried about their wives working with other men. Having sex-specific spaces, especially restrooms and prayer rooms, should be a consideration in all country, regional, and field offices.

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18 It was encouraging that all male staff members interviewed highlighted the need for more female staff in technical positions.
ANNEX 1: STUDY TOOLS AND QUESTIONS

ACDI/VOCA developed Study Tools and Questions for Farm Business Groups, Women’s and Men’s Producer Groups, Community Based Disaster Management Volunteer Groups, and KII’s with households, staff, and farm business advisors.

ANNEX 2: STUDY SCHEDULE

<table>
<thead>
<tr>
<th>Proposed Schedule (to be adjusted depending on ACDI/VOCA staff recommendations)</th>
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<tr>
<td><strong>Date</strong></td>
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<td>May 10, 2015</td>
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PROSHAR's Effect on Men's and Women's Time, Mobility, and Decision Making

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<tr>
<th>Date</th>
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<th>Event</th>
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<td>women, multisectoral</td>
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<td>Travel from FGD 1 to FGD 2S</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<td></td>
<td>1:30 p.m. – 3:30 p.m.</td>
<td>FGD 2: Women producer group multisectoral</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
<td></td>
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<td>3:30 p.m. – 4:00 p.m.</td>
<td>Travel from FGD 2S to Interview 1</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
<td></td>
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<td></td>
<td>4:00 p.m. – 5:00 p.m.</td>
<td>Interview 1S: Staff interview</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
<td>KII</td>
</tr>
<tr>
<td></td>
<td>5:00 p.m. – 5:15 p.m.</td>
<td>Return to guesthouse</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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</tr>
<tr>
<td></td>
<td>5:15 p.m. – 6:15 p.m.</td>
<td>Debrief at guesthouse</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<td>Night in Sarankhola</td>
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<tr>
<td>May 18, 2015</td>
<td>8:00 a.m. – 8:30 a.m.</td>
<td>Depart guesthouse, travel to Interview 2</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<tr>
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<td>8:30 a.m. – 9:30 a.m.</td>
<td>Interview 2: FBA</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
<td>KII</td>
</tr>
<tr>
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<td>9:30 a.m. – 9:45 a.m.</td>
<td>Travel from Interview 2 to FGD 3</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<tr>
<td></td>
<td>9:45 a.m. – 11:45 a.m.</td>
<td>FGD 3: CBDMVG</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<tr>
<td></td>
<td>11:45 a.m. –</td>
<td>Travel from FGD3 to</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<tr>
<td>Date</td>
<td>Time</td>
<td>Event</td>
<td>Location</td>
<td>Conducted By:</td>
<td>Notes</td>
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<td></td>
<td>12:15 p.m.</td>
<td>Interview 3 (with quick lunch)</td>
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<td></td>
<td>12:15 p.m. – 2:15 p.m.</td>
<td>Interview 3: Household interview</td>
<td>Sarankhola</td>
<td>Sarah and TBD</td>
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<tr>
<td></td>
<td>2:30 p.m. – 3:30 p.m.</td>
<td>Interview 4: CBDMVG champion</td>
<td>Khulna</td>
<td>Sarah and TBD</td>
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<tr>
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<td>3:30 p.m. – 6:30 p.m.</td>
<td>Travel to Lohagara</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<tr>
<td>May 19</td>
<td>9:00 a.m. – 9:15 a.m.</td>
<td>Household interview</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<tr>
<td></td>
<td>9:15 a.m. – 11:15 a.m.</td>
<td>FGD 1: Men producer group multisectoral</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<tr>
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<td>11:15 a.m. – 12:00 p.m.</td>
<td>Travel from FGD 1L to FGD 2L with quick lunch stop</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<tr>
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<td>12:00 p.m. – 2:00 p.m.</td>
<td>FGD2: Women producer group multisectoral</td>
<td>Lohagara</td>
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<td>2:00 p.m. – 2:15 p.m.</td>
<td>Travel from FGD 2 to FGD 3</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<td>2:15 p.m. – 4:15 p.m.</td>
<td>FGD 3: Farm Business Association</td>
<td>Lohagara</td>
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<td>4:15 p.m. – 4:30 p.m.</td>
<td>Travel from FGD 3L to Interview 1</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<tr>
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<td>4:30 p.m. – 5:30 p.m.</td>
<td>Interview 1: Staff</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<td>Debrief at guesthouse</td>
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<td>Night at guesthouse</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<tr>
<td>May 20</td>
<td>8:00 a.m. – 8:30 a.m.</td>
<td>Travel to FGD 4L</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<td>8:30 a.m. – 10:30 a.m.</td>
<td>FGD 4L: CBDMVG</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<td>10:30 a.m. – 10:45 a.m.</td>
<td>Travel from FGD 4L to Interview 1L</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<td></td>
<td>10:45 a.m. – 12:45 p.m.</td>
<td>Interview 1L</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
<td>Household interview</td>
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<td>12:45 p.m. – 1:15 p.m.</td>
<td>Travel from Interview 1L to Interview 2L with lunch</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
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<td>1:15 p.m. – 2:15 p.m.</td>
<td>Interview 2L</td>
<td>Lohagara</td>
<td>Sarah and TBD</td>
<td>KII</td>
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PROSHAR's Effect on Men's and Women's Time, Mobility, and Decision Making

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Location</th>
<th>Conducted By:</th>
<th>Notes</th>
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<tbody>
<tr>
<td>May 21</td>
<td>2:15 p.m. – 5:15 p.m.</td>
<td>Travel from Interview 2L back to Khulna</td>
<td>Khulna</td>
<td>Sarah and TBD</td>
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<tr>
<td>May 21</td>
<td>5:15 p.m. – 6:15 p.m.</td>
<td>Debrief at ACDI/VOCA office</td>
<td>Khulna</td>
<td>Sarah and TBD</td>
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<tr>
<td>May 21</td>
<td>8:30 a.m. – 9:30 a.m.</td>
<td>Travel to Bhatiaghata</td>
<td>Bhatiaghata</td>
<td>Sarah and TBD</td>
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</tr>
<tr>
<td>May 21</td>
<td>9:30 a.m. – 11:30 a.m.</td>
<td>FGD 3: CBDMVG</td>
<td>Bhatiaghata</td>
<td>Sarah and TBD</td>
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<tr>
<td>May 21</td>
<td>11:30 a.m. – 12:00 p.m.</td>
<td>Travel from FGD 3 to FGD 4, with lunch</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 21</td>
<td>12:00 p.m. – 2:00 p.m.</td>
<td>FGD 4: FBAs (mixed with men and women)</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 21</td>
<td>2:00 p.m. – 2:15 p.m.</td>
<td>Travel from FGD 4 to Interview 3</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 21</td>
<td>2:15 p.m. – 4:15 p.m.</td>
<td>Interview 3: Household interview (1 man, 1 woman)</td>
<td>Bhatiaghata</td>
<td>Household interview</td>
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<tr>
<td>May 21</td>
<td>4:15 p.m. – 4:30 p.m.</td>
<td>Travel interview 4</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 21</td>
<td>4:30 p.m. – 5:30 p.m.</td>
<td>Interview 4: FBA</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 21</td>
<td>5:30 p.m. – 6:30 p.m.</td>
<td>Travel from Interview 2B back to Khulna</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 21</td>
<td>6:30 p.m. – 7:30 p.m.</td>
<td>Debrief in Khulna</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 22 – 24, 2015 (holiday)</td>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Sarah works from Khulna</td>
<td>Khulna</td>
<td>Sarah</td>
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<tr>
<td>May 25, 2015</td>
<td>7:00 a.m. – 9:30 a.m.</td>
<td>Travel to Lohagara for additional interviews</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 25, 2015</td>
<td>9:30 a.m. – 11:30 a.m.</td>
<td>Interview 3L</td>
<td>Bhatiaghata</td>
<td>Household interview</td>
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<tr>
<td>May 25, 2015</td>
<td>11:30 a.m. – 11:45 a.m.</td>
<td>Travel from Interview 3L to Interview 4L</td>
<td>Bhatiaghata</td>
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<tr>
<td>May 25, 2015</td>
<td>11:45 a.m. – 1:45 p.m.</td>
<td>Interview 4L</td>
<td>Bhatiaghata</td>
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<td>KII</td>
</tr>
<tr>
<td>May 25, 2015</td>
<td>1:45 p.m. – 2:15 p.m.</td>
<td>Travel from Interview 4L to Interview 5L, get lunch</td>
<td>Bhatiaghata</td>
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<tr>
<td>Date</td>
<td>Time</td>
<td>Event</td>
<td>Location</td>
<td>Conducted By</td>
<td>Notes</td>
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<td>2:15 p.m. – 3:15 p.m.</td>
<td>Interview 5L</td>
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<td>KII</td>
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<tr>
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<td>3:15 p.m. – 6:15 p.m.</td>
<td>Travel from Lohagara to Khulna</td>
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<td></td>
<td>6:15 p.m. – 7:15 p.m.</td>
<td>Debrief in Khulna</td>
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<td>May 26, 2015</td>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Time for any additional KII s in Khulna</td>
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<td>May 27, 2015</td>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Debrief in Khulna office with staff</td>
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<tr>
<td>May 28, 2015</td>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Travel to Dhaka</td>
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<td>May 29, 2015</td>
<td>9:00 a.m. – 5:00 p.m.</td>
<td>Work with Dhaka office</td>
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<tr>
<td>May 30, 2015</td>
<td></td>
<td>Depart Bangladesh for United States</td>
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