



Final Report

Specialist Evaluation of Global Innovation Fund's Innovating for Gender Equality Initiative



**GLOBAL
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FUND**



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Acronyms

Acronyms	Definition
ADTS	Age-Disparate Transactional Sex
AG	Altamont Group
AVPN	Asian Venture Philanthropy Network
BLAST	Bangladesh Legal Aid Support Trust
CAFIID	Canada Forum for Impact Investment and Development
CBOs	Community-Based Organizations
CGIAR	Consortium of International Agricultural Research Centers
CHWs	Community Health Workers
DALY	Disability Adjusted Life Year
DFAT	Australian Department of Foreign Affairs and Trade
DIKSHA	Digital Infrastructure for Knowledge Sharing
DIV	Development Innovation Ventures
FGD	Focus Group Discussion
FID	Fund for Innovation in Development
GAC	Global Affairs Canada
GCC	Grand Challenges Canada
GEEA	Gender Equity and Equality Action
GIF	Global Innovation Fund
GLI	Gender-Lens Investing
HDI	Human Development Index
IFPRI	International Food Policy Research Institute
IGEI	Innovating for Gender Equality Initiative
IPT-G	Group Interpersonal Therapy
IPV	Intimate Partner Violence
J-PAL	Abdul Latif Jameel Poverty Action Lab
KIIs	Key Informant Interviews
KPI	Key Performance Indicator
LINEA	Learning Initiative on Norms, Exploitation and Abuse
MBW	My Better World
MGNREGS	Mahatma Gandhi Rural Employment Guarantee Scheme
MTV SAF	MTV Staying Alive Foundation
NAATSS	Norms and Attitudes on Age Disparate Transactional Sex Scale
N-MAP	Nawiri Mentorship Accelerator Programme
NMNW	No Means No Worldwide
NORAD	Norwegian Agency for Development Cooperation
PI	Practical Impact
PYI	Person Year of Income-equivalent
RBC	Rwanda Biomedical Centre
RCT	Randomised Controlled Trial
RWAMREC	Rwanda Men's Resource Center
SDG	Sustainable Development Goal

SIDA	Swedish International Development Cooperation Agency
TAP	Talent Accelerator Program
TKT	Taaron ki Toli
USAID	United States Agency for International Development
V4W	Value for Women
VAWG	Violence Against Women and Girls

Executive summary

This report presents the findings and conclusions derived from a specialist evaluation conducted during the second phase of the Innovating for Gender Equality Initiative (IGEI), a collaborative effort launched in 2018 between the Global Innovation Fund (GIF) and Global Affairs Canada (GAC).

The specialist evaluation, conducted by Altamont Group (AG) between October and November 2023, focused on the second phase of the GIF-GAC partnership initiated in March 2022. The main objectives of this evaluation are as follows:

- To assess the origination and development of GIF's Innovating for Gender Equality Sub-Fund and its portfolio;
- To assess the viability and effectiveness of the Sub-Fund initiative;
- To assess the quality of partnerships and types of influences resulting from these partnerships on both partners and the Sub-Fund initiative.

During the course of this evaluation, Altamont Group (AG) utilised a mix of qualitative and quantitative data collection methods. These included a comprehensive review of documents, ten Key Informant Interviews (KIIs), one Focus Group Discussion (FGD), and a survey involving responses from ten staff members.

The IGEI was established as a partnership between GIF and GAC to specifically and exclusively focus on finding and funding scalable innovations to transform unequal gender relations and empower the world's poorest women and girls.

The IGEI is managed by GIF and is mainly funded by GAC, as well as the UK and Swedish governments. This Sub-Fund allowed GIF in sourcing and funding inspiring innovators who were chosen for their potential to achieve real transformative impact and directly improve the lives and livelihoods of women and girls while tackling societal gender norms changes.

The portfolio results from a combination of direct sourcing and GIF's online open window. It comprises ten grants and innovators, with five considered during the initial implementation phase that commenced in November 2018, and the remaining five forming part of the second implementation phase of the Sub-Fund, initiated in March 2022.

Grants from the first implementation phase include:

- No Means No Worldwide (NMNW) is addressing gender-based violence by training girls and boys with a novel combination of self-defence and rights;
- StrongMinds is tackling the prevalence of depression among women in Africa through the delivery of group interpersonal therapy;
- Breakthrough is enhancing educational opportunities for girls living in poverty and driving positive changes in gender attitudes and behaviours;
- MTV Staying Alive Foundation (MTV SAF) is producing MTV Shuga, their flagship TV series and multimedia to address gender-based violence and wider gender issues and accelerate progress towards "gender-sensitive" media through its talent building model for local, women-led creative companies;

- Buildher is advancing gender inclusivity in the construction sector in Kenya.

Grants from the second implementation phase include:

- Impact (Ed), focusing on improving adolescent girls' life skills, agency, and social-emotional well-being in Kenya through the Nawiri Mentorship Accelerator Programme;
- Bangladesh Legal Aid Support Trust (BLAST), empowering youth groups through leadership, negotiation, and legal training. This includes mentoring and supervision by experienced paralegals to deliver activities and legal support in communities, aiming to reduce female early marriage; paralegals, to deliver activities and legal support in communities to reduce female early marriage;
- Bandebereho, utilizing fatherhood as an entry point to engage men and their female partners in maternal and newborn health, violence prevention, and unpaid care work. This is achieved through participatory, structured sessions with community role models;
- Amani Girls Home (initiated in December 2023), working to prevent and reduce Age-Disparate Transactional Sex (ADTS) between adolescent girls aged 13-15 and men at least 10 years older in Tanzania;
- Inclusion Economics (initiated in December 2023), focusing on increasing market force participation and contributing to agency outcomes by ensuring women can access and manage wages from the Mahatma Gandhi Rural Employment Guarantee Scheme (MGNREGS) work program at scale.

Findings

Investment and shared results

The Gender Equality Sub-Fund portfolio has achieved shared results through a meticulous, collaborative, and results-oriented process employed by GIF. This highlights the intentional focus and alignment within the applied process, especially in planning for impact, scale, advocacy, and research. While innovators are at varying stages of their implementations, they are making significant strides toward their planned evidence-based results. All innovators have accomplished notable achievements in de-risking and scaling models in accordance with the collaboratively planned pathways with GIF.

Impact measurement methodology: Practical Impact (PI)

GIF has developed an innovative impact measurement methodology known as "Practical Impact (PI)." The PI methodology plays a crucial role in guiding GIF's investment decisions and identifying innovative ideas that exhibit significant potential for social impact at scale.

The GIF team diligently evaluates the extrapolation of PI figures through a thoughtful process. The inquiry at GIF centers on assessing the breadth of impact, incorporating a variety of assumptions based on both internal and external evidence. This iterative approach is applied to enhance the precision of projected intervention outcomes and ascertain the actual number of people benefiting from the initiative.

The PI methodology received widespread acclaim from all external stakeholders interviewed, encompassing investees, donors, and partners. One stakeholder eloquently described and expressed appreciation for its effectiveness and value:

"The model is focused on depth, breadth, and probability. GIF is an open innovation funder within the concept of gender equality and what is beneath that. The tool of practical impact is good at analyzing different types of potential investments

and then making value-based judgments between them ... the tool allows tracking and measuring what was predicted versus what was achieved. The model of practical impact tracks and has a rigorous approach to tracking impact."

(KII)

Similarly, grantees expressed their appreciation for the approach and process of contracting, acknowledging their gratitude for GIF's support during the grant refinement phase. They emphasize the valuable opportunity provided to define and set their targets.

Achievements and reach of innovators under the Gender Equality Sub-Fund

The accomplishments of the innovators within the Gender Equality Sub-Fund portfolio demonstrate a noteworthy reach of direct beneficiaries, surpassing the initially planned targets and baseline. To enhance transparency and facilitate effective comparisons, it is recommended that GIF includes these figures in its reporting for every grant and the overall portfolio. This approach will address donors' challenges, providing a standardized measurement system that empowers them to make meaningful comparisons with other reporting funds. Additionally, it enables donors to narrate more specific success stories and facilitates comparisons as needed.

GIF Partnerships under the sub-fund since October 2021

All interviewees valued the partnerships established within the GAC-GIF IGEI, with different aspects of partnerships being presented by external and internal stakeholders. External stakeholders spoke about partnerships within their agreements with GIF and with other innovators in GIF's Sub-Fund portfolio. Innovators considered GIF as their partner, as affirmed by one investee:

"They are a thought partner as they've asked a lot of clarifying questions along the way."

(KII, Grant initiated in December 2023)

GIF staff discussed three distinct types of partnerships:

- Internal learning, exemplified by the partnership with "Value for Women (V4W)," led to the refinement of GIF's Gender Marker, initially created during the first phase of the GIF-GAC partnership. This refinement made it more applicable to risk capital innovations, functioning as both a screening tool for investors and a tool to establish Gender Action Plans;
- Portfolio learning, involving the establishment of a community of practice for all portfolio grantees, facilitating the cross-sharing of learnings and best practices among different innovators;
- Increasing visibility in the field and influence, exemplified by partnerships with actors who can facilitate and promote the dissemination of material produced by GIF, as well as raising GIF's visibility among the "GenderSmart-2X Collaborative" community and the Asia Venture Philanthropy Network (AVPN).

GIF's objective for 2022 and 2023 was to exert external influence in the gender space by disseminating the learnings derived from the IGEI. The organization has already shared its gender framework through various platforms, including with GIF donors such as SIDA and FCDO, as well as with academics. Additionally, GIF actively engages with other platforms with the intent of mapping or sourcing innovation landscapes targeting gender inequality.

The evaluation suggests that GIF is adopting and implementing a scaling model akin to the one integrated within its grants with innovators. This scaling model enables them to expand and gain recognition in the field of gender equality investment. Simultaneously, GIF generously contributes to sharing learnings, research, and tools with various actors in the gender equality sector.

GIF efforts to share and advance lessons learned

GIF has undertaken various initiatives to share and advance lessons learned among diverse target groups. These include GIF's grantees and investees, peer Gender Lens Investors (GLI)¹, grant funders, as well as other actors in the field. Key efforts encompass:

- Partnerships;
- Produced materials, including:
 - Developed a Gender toolkit, encompassing the measurement methodology of Practical Impact along with all related tools, the Gender Marker produced in collaboration with V4W, and the Gender Equality-Framework along with associated tools;
 - Generated papers such as GIF's publication on incorporating gender into Practical Impact by Nag Chowdhuri (2021);
 - Integrated process evaluation into contract agreements with innovators;
 - Integrated Randomized Controlled Trials (RCTs) into contract agreements with innovators;
- Presentations during conferences;
- Orchestrated a series of events, including participation in Women Deliver, providing valuable opportunities to share insights and lessons learned from GIF and the portfolio's impactful work;
- Published blogs, as highlighted by numerous interviewees and in GIF's Impact Reports. Noteworthy grants such as Breakthrough², MTV³ and Impact (Ed)⁴ have been extensively covered. GIF has also synthesized learnings through blogs, shedding light on topics like five lessons learned from the Gender Sub-Fund and effective approaches to measuring gender outcomes.

Nevertheless, it is pertinent to highlight that both GIF staff and external stakeholders encountered difficulties in readily identifying the produced materials. Consequently, there is a necessity to allocate additional efforts to ensure the effective dissemination of both existing and newly released materials to internal and external stakeholders.

Lessons learned

GIF's lessons learned are mostly shared through cross-learning events such as arranging for Breakthrough to speak about their scaling journey at the Scaling Community of Practice Working Group, and the two events which took place during Women Deliver Conference 2023: the fringe event organised to celebrate the successes of GIF's work, and the donor roundtable in collaboration with RWAMREC. These cross-learning events initiated constructive dialogues and facilitated meaningful reflection among innovators, transcending

¹ Although the GLI approach could infer that investors seek to channel debt and equity to businesses that create positive gender outcomes through various strategies. such as supporting women as entrepreneurs, the evaluation report is using a broad definition encompassing all actors that provide funding for gender equality. In particular, listing examples of GLIs that were provided by interviewees even if the cited one may not be considered as GLIs but rather donors or grant making entities.

² Global Innovation Fund (GIF) News (Mar 24, 2021). Gender in Practical Impact - Case Study.. GIF website: <https://www.globalinnovation.fund/news/gender-equality/gender-in-practical-impact-case-study>

³ Global Innovation Fund (GIF) News (No 11, 2023). MTV Shuga shows that 'edu-tainment' changes lives. GIF website: <https://www.globalinnovation.fund/news/our-innovations/mtv-shuga-shows-that-edu-tainment-changes-lives>

⁴ Global Innovation Fund (GIF) News (Jun 30, 2023). How television can change lives: insights from GIF investees. GIF website: <https://www.globalinnovation.fund/news/our-innovations/how-television-can-change-lives-insights-from-gif-investees>

conventional reporting practices. These events have been instrumental in enabling GIF to gather concrete proof points on enhancing its efforts as an evidence-informed investor.

GIF's key insights, featured and detailed in a blog post on the GIF website⁵ include:

- It is important to understand the context – and account for the difference;
- You may encounter conflicting values on standardisation – try and strike a balance;
- Prioritise the gender metrics you wish to collect;
- Ensure gender data measurement is not compromised during rapid scale-up;
- Don't lose sight of the long-term outcomes.

Interviewees shared the following lessons learned:

- Effective strategies for scaling gender-transformative innovations;
- Optimal approaches to structuring grant agreements to ensure alignment with and achievement of objectives.

The influence of the IGEI and GAC on GIF's work

GAC's influence is evident in various evolving aspects of GIF's approach, encompassing the adoption of new methodologies and processes for development sectors, the establishment of new thematic funding opportunities, the evaluation of investments for funding, and, notably, the integration of a gender lens across every facet of GIF's work.

GIF was equipped with solid expertise in impact measurement when they embarked on the pilot phase of the partnership with GAC. The pilot however was not without its risks, including identifying the right innovations, as well as, accelerating outcomes towards gender transformative impact by investing in innovations with a potential for high impact and scale. From their end, GAC equipped GIF with the feminist principles and financial tools to operationalise these and the pathways to achieving gender transformative changes through selected innovations.

GAC has acted as a catalyst for shaping GIF's institutional perspective on gender, notably influencing the following areas:

- Mainstreamed Gender lens in GIF's investment processes, starting with early diligence of all investments;
- Shaped GIF's investment thesis and themes, including the initiation of its first gender and climate transformative equity investment;
- Influenced GIF's overall strategy and capacity to create thematic Sub-Funds, leading to the launch of the Climate Sub-Fund modelled on the IGEI.

Notably, a minority of survey respondents expressed strong agreement regarding the influence of the Sub-Fund initiative on the fundraising strategy, with 30% adopting a neutral stance. Conversely, the survey results indicate a more favourable inclination towards acknowledging the IGEI's impact on GIF's operations

⁵ Global Innovation Fund (GIF) (10 August 2022. Measure smarter not harder: five ways. GIF website: <https://www.globalinnovationfund/news/gender-equality/measure-smarter-not-harder-five-ways-innovators-can-rise-to-the-challenge-of-measuring-gender-equality-and-empowerment>

and risk capital work. This divergence could be attributed to the perception that the funding mechanisms alone may not carry significant influence; rather, it is the individuals and entities involved, as underscored by the opinions shared above regarding the influence of GAC.

Influence of GIF in the field of innovation for gender equality

GIF's greatest influence in the field of gender equality is represented by the drive for innovation and impact. The desired innovation's impact is to challenge gender norms and increase the agency of women and girls towards transforming gender norms. The main areas of influence are:

- The establishment of diverse de-risking and scale pathways, enhancing the potential of supported innovations. This encompasses:
 - Engagement of governments' scale pathways;
 - Social franchise initiatives;
 - Mass media strategies;
- Serving as a catalyst for funding opportunities;
- Proficiency in measuring and inputting metrics for gauging norm change;
- Assistance in empowering grantees to establish robust metrics for measuring agency, decision-making over assets and earnings, and autonomy over the body.

GIF's support and guidance for innovators, coupled with the diverse influences on gender equality mentioned above, represent unique achievements for the organisation in the field. The strong rigour and deep due diligence applied by GIF prove to be mutually beneficial for both the organisation and the innovators involved. Furthermore, the most evident influence of GIF in the field of innovation for gender equality is reflected through the strong synergy between GIF and IGEI's innovators, as shown by the various benefits of their partnerships.

GIF's influence on gender equality investment

GIF's impact on the Gender-Lens Investing (GLI) community primarily manifests in the development of GIF's gender toolkit which could be beneficial to the GLI sector, holding the potential to shape the measurement systems employed by these actors. Substantiating these influences, GIF has accumulated evidence of achievements in both areas.

The influence on gender equality funding exhibits numerous multiplying factors, as demonstrated by GIF's successful endeavours in securing additional funding for their grants from various donors. This demonstrates the multiple factors at play, with donors expressing confidence in GIF's decisions and systems, while being drawn to the innovative projects selected by GIF.

Similarities and differences between GIF and other Gender Lens Investors (GLIs) and donors, as identified by interviewees

Interviewees identified the following government agencies as having synergies with GIF:

- GAC;
- FCDO;
- DFAT;
- SIDA.

Interviewees identified several donor agencies that are linked to the governments of their respective countries and are recognized to have synergies with GIF.

Fund for Innovation in Development (FID);

- Development Innovation Ventures (DIV);

- Bill and Melinda Gates Foundation;
- Spring Impact;
- Oak Foundation;
- Grand Challenges Canada (GCC);
- Beacon Fund;
- Sweef;
- Vilgro;
- Wellspring;
- African Women's Development Fund.

GIF staff assert that GAC and FCDO stand as close and supportive partners and funders among donors, significantly influencing their operational landscape. Within the realm of GLIs, Oak, Wellspring, and GCC emerge as close peer funder partners and co-funders on multiple GIF investments. These three GLIs demonstrate a robust alignment on the imperative of evidence generation and scaling for gender-transformative innovations. GIF actively engages in ongoing exchanges with these partners, involving discussions on pipeline, due diligence, and learning approaches.

GIF staff further affirm that two GLIs, namely FID and Development Innovation Ventures (DIV), consistently draw inspiration from the type of innovations selected by GIF.

Survey respondents outlined the primary differences between GIF and other GLIs and donors as follows:

- GIF is more focused on evidence generation and evidence of impact;
- GIF tends to come in at a slightly later stage T&T than these funders (e.g. Oak) and provide more catalytical capital (e.g. seeding RWAMREC's T&T of USD4.5m);
- GIF institutionalises gender in its assessment criteria through the Gender Working Group.

Recommendations from previous evaluation

Recommendations from the previous evaluation, as conveyed by interviewees and surveyed staff, have predominantly centered on streamlining and improving the screening process for both innovators and investors. Another notable recommendation pertains to the rotation of membership in the Gender Working Group.

It is notable that none of the interviewees mentioned any unimplemented recommendations from the previous evaluation. External stakeholders, however, were unable to comment on the current status of the implementation of these recommendations.

Recommendations

- Maintain the intentional and integrated approach encompassing impact, scale, partnership, advocacy, and research models consistently applied in interactions with both potential and actual innovators. Operationalize this approach through the grant agreement and various accompaniment and monitoring;
- Enhance reporting with a specific focus on achievements, particularly in terms of indicator values;
- Encourage GIF, as a learning organization, to reflect on macro-level insights gained from investments made over the past four or five years—identifying successes, challenges, and their underlying reasons.

- Increase investments in risk capital within the gender equality sector;
- Intensify localization efforts;
- Integrate learnings into the future GIF investment strategy;
- Expand internal portfolio learning opportunities for staff members working on different GIF's Sub-Funds and within the same Sub-Fund;
- Share evaluation recommendations and updates on their implementation with all GIF stakeholders.

Overall, GIF is lauded for its high performance across all evaluation dimensions. The organisation not only excels in discovering and funding innovations that contribute to advancing gender equality at scale, but also stands out as an innovator in its applied processes, approaches, and measurement systems. These elements collectively drive selected innovators towards shared achievements.

Introduction

This report presents the findings of the analysis and conclusions derived from the specialist evaluation conducted during the second phase of the Innovating for Gender Equality Initiative. Launched in 2018, this initiative is a collaborative effort between the Global Innovation Fund (GIF) and Global Affairs Canada (GAC).

The specialist evaluation focused on the second phase of GIF-GAC partnership that started in October 2021. The evaluation was conducted by Altamont Group (AG) between October and November 2023. The main objectives of this evaluation are:

- To assess the origination and development of GIF's Innovating for Gender Equality Sub-Fund and its portfolio;
- To assess the viability and effectiveness of the Sub-Fund initiative;
- To assess the quality of partnerships and types of influences resulting from these partnerships on both partners and the Sub-Fund initiative.

Throughout this evaluation, AG employed a combination of qualitative and quantitative data collection methods, encompassing document review, Key Informant Interviews (KIIs), Focus Group Discussions (FGDs), and a survey. The outcomes of these data collection methods are delineated across various sections of this report, organised under two primary evaluation areas and eight dimensions.

The report will enclose the following main sections:

- A description of the investments made under the IGEL, including phase 1;
- Evaluation methodology;
- Evaluation findings for two primary areas, as detailed below.

The evaluation examines the progress of the program, focusing on Sub-Fund performance during phase two, and assesses investment quality across three of the eight evaluation dimensions:

- Achievements in investments made under the Sub-Fund since October 2021;
- The nature and contributions of partnerships that GIF has engaged in under the Sub-Fund since October 2021;
- The sharing of insights and knowledge gained.

The evaluation further focuses on gauging the viability and effectiveness of the Innovating for Gender Equality Sub-Fund, encompassing five of eight evaluation dimensions:

- GAC's influence on GIF's work;
- Influence of GIF in the field of innovation for gender equality;
- Added value of GIF's Innovating for Gender Equality Initiative;
- Differences and similarities with other actors in the field (investors (GLIs) and gender equity grant-makers) with similar activities;
- Recommendations from previous evaluation.

Additionally, this report includes two case studies. These case studies will exemplify instances from grantees that showcase GIF's overarching process and approach across their entire portfolio. The first case study will specifically delve into the experience of one innovator in the gender equality portfolio, "Bandeberheo," focusing on the adopted public sector scaling model by GIF. Meanwhile, the second case study will provide insight into the collective experience of all innovators in the gender equality portfolio, encompassing those made prior to October 2021. It will shed light on GIF's funding model, including the adopted approach and process, and highlight the value that GIF brings to its innovators.

Overview of GIF-GAC partnership

The Innovating for Gender Equality Initiative (IGEI) was created within a partnership between GIF and Global Affairs Canada (GAC) with the aim to specifically and exclusively focus on finding and funding scalable innovations to transform unequal gender relations and empower the world's poorest women and girls.

On 8 March 2022, International Women's Day, GIF announced the continuation of its partnership with Global Affairs Canada (GAC) for its IGEI. The IGEI is managed by GIF and is mainly funded by GAC, as well as the UK and Swedish governments.

Innovations, as per the definition outlined in the GIF Impact Report for the year 2022, are identified as ideas that effectively address development problems better than existing approaches. The report states:

"We define innovation broadly to include new business models, policy practices, technologies, behavioural insights, or ways of delivering products and services that benefit the poor in developing countries. In fact, we are interested in any idea with the potential to address an important development problem more effectively than existing approaches."

(Impact report 2022, P30)⁶

The IGEI served GIF in sourcing and funding inspiring innovators who were chosen for achieving real transformative impact and directly improving the lives and livelihoods of women and girls while tackling societal gender norms.

⁶ GIF, Impact report 2022, P30

GIF meticulously and diligently curated the current portfolio, consisting of ten grants/innovators. Among these, five were included in the initial implementation phase of the IGEl Sub-Fund, and the remaining five are now part of the second implementation phase. It is important to note that this evaluation specifically centres on the grants and initiatives associated with the second phase of the Sub-Fund. A list of first phase and second phase implementation grants are listed below.

First implementation phase grants include:

- No Means No Worldwide, who are tackling gender-based violence by training girls and boys with a novel combination of self-defence and rights;
- StrongMinds, who are addressing the prevalence of depression among women in Africa through the delivery of group interpersonal therapy;
- Breakthrough, who are enhancing educational opportunities for girls living in poverty and driving positive changes in gender attitudes and behaviours;
- MTV Staying Alive Foundation, who are producing MTV Shuga, their flagship TV series, multimedia to address gender-based violence and wider gender issues and accelerate progress towards “gender-sensitive” media through its talent building model for local, women-led creative companies;
- Buildher, who are advancing gender inclusivity in the construction sector in Kenya.

Second implementation phase grants include:

- Impact (Ed), who are improving adolescent girls’ life skills, agency, and social-emotional wellbeing in Kenya through the Nawiri Mentorship Accelerator Programme;
- Bangladesh Legal Aid Support Trust (BLAST), who are empowering youth groups through leadership, negotiation and legal training, with mentoring and supervision by experienced paralegals, to deliver activities and legal support in communities to reduce female early marriage;
- Bandebereho, who are using fatherhood as an entry-point to engage men and their female partners in maternal and newborn health, violence prevention, and unpaid care work via participatory, structured sessions with community role models;
- Amani Girls Home (Grant initiated in December 2023), who are working to prevent and reduce Age-Disparate Transactional Sex (ADTS) between adolescent girls 13-15 years old and men at least 10 years older in Tanzania;
- Inclusion Economics (Grant initiated in December 2023), who are working to increase market force participation and contribute to agency outcomes by ensuring women can access and manage wages from the Mahatma Gandhi Rural Employment Guarantee Scheme (MGNREGS) work programme at scale.

The currently deployed grants mentioned above are outcomes of sourcing initiatives implemented by GIF, which include both direct sourcing and an “open window for gender equality-focused applications”.⁷ It is worth noting that BLAST was sourced via the open window. These grants were chosen from a pool of one hundred thirty-five gender equality-focused applications, as reported in the GIF Annual Report for 2021 (Page 17).⁸ The selection process involved a thorough pipeline of innovations, subject to interactive deliberation by the GIF investment team. This meticulous consideration aimed to ensure that each grant aligns with the fund’s priorities and holds the potential for gender-transformative impact.

⁷ A method of grant sourcing created and applied by GIF

⁸ GIF Annual Report for 2021



The substantial number of received applications, with 1617 received and reviewed, 13 taken through GIF’s pipeline and 10 ultimately signed, underscores the considerable potential for growth within the gender equality portfolio of GIF. The data suggests that the portfolio has the capacity to incorporate additional innovators, provided there are sufficient financial and human resources available within the requisite timeframe.

GIF channels significant efforts through IGEI to identify innovations with the potential for transformative change. The organization collaborates with these innovations, working towards realizing their full potential at scale. This commitment has resulted in the evolution of the initial partnership between GIF and GAC into a burgeoning evidence-based transformative influence, benefiting not only the targeted women and girls but also their broader communities. Further details about the innovators within the IGEI along with their main features are illustrated in Table 1 below.

Table 1: Main features of investments under sub-fund

Innovator (location)	Funding amount (USD allocated to GAC)	Funding stage	Impact area	Type of intervention	Measurement of impact/success
Phase one grants					
StrongMinds ⁹ (Uganda and Zambia)	\$1,600,000 (\$600,000)	Test & Transition	Reduce depression among the most vulnerable women in Uganda and Zambia, including testing new techniques of teletherapy	Mental healthcare through Group Interpersonal Therapy (IPT-G)	<ul style="list-style-type: none"> Integrating gender lens in organisation strategy, program implementation, and M&E; Improved understanding of the interplay between IPT-G and gender outcomes; Toolkit for partner replication developed, tested and refined to include gender lens; Local partners/NGOs trained to identify, screen, and treat depression; Individuals educated about mental health and depression; Individuals treated for depression and efficacy of treatment.
BuildHer (Kenya)	\$230,000 (\$115,000)	Pilot	Advance gender inclusivity in the construction sector in Kenya Improve the livelihoods of low-income women	A holistic training and work placement programme designed to equip women to take up skilled employment in the Kenyan construction sector and overcome gendered barriers which may impede achievement of this	<ul style="list-style-type: none"> Number of women supported by Buildher who are employed in a skilled role in the construction industry 6 months after their participation in their Buildher programme is completed; Average income for women employed in skilled roles in the construction sector 6 months after completing the 8-month placement; Number of firms making (any of) the following changes following Buildher's capacity building engagement:

⁹ StrongMinds received two grants from GIF, one from GIF core and one from the Sub-Fund, which are complimentary

				goal. The programme comprises four-month workshop-based training and eight-month workplace placement	<ul style="list-style-type: none"> • Enactment of sexual harassment policies; • Changes to H&S policies; • Provision of dignified pay; • Provision of separate facilities for women; • Recruiting female employees independently of Buildher programme; • Formalise partnership with the NCA on improving gender equality in the sector through securing an MoU (to include specific provisions on objectives, areas of collaboration and roles and responsibilities) and implement work plans to support NCA to implement measures to mainstream gender equality in its work.
No Means No Worldwide - NMNW (Botswana, Nigeria, South Africa, Uganda, Ethiopia, Zambia, Zimbabwe, Mexico)	\$225,000 ¹⁰ + \$1,900,000 (\$1,000,000) (Follow-On)	Scale	Reduce sexual violence in Sub-Saharan Africa by delivering a curriculum which empowers young boys and girls with skills to prevent sexual assault.	Dual-gender sexual violence prevention to boys and girls aged between 10 and 20 in schools and community safe spaces. Their violence prevention approach utilises the IMpower methodology, which is backed by extensive published	<ul style="list-style-type: none"> • Develop organisational capacity, structure, and systems to support growth and long-term sustainability of their partnerships model for scale, including establishing local presence in South Africa Innovation Hub; • Reduction in the incidence of sexual assault in communities where the programme is delivered.

¹⁰ A pilot grant with NMNW preceded the partnership with GAC

				research from Kenya and Malawi	
Breakthrough and J-PAL South Asia (India: States of Punjab and Odisha)	\$890,000 (\$450,950)	Test & Transition	Shift community and societal gender norms encompassing various dimensions such as girls' agency in non-economic decision-making, boys' overall agency, girls' agency in economic decision-making, violence against women and girls, girls' education, and gender norms	Working with adolescents in government schools. Integration of Taaron ki Toli (TKT; life skills-based curriculum embedding gender equality principles) in existing curriculum of government schools	<ul style="list-style-type: none"> Schools delivering TKT curriculum; Master trainers and cascading of teacher training; Students receiving the TKT curriculum; Measuring change in student and teacher attitudes and behaviours; Scale-up handbook and publicly available paper on learning from the scale-up with government in Odisha and Punjab.
MTV Staying Alive Foundation-MTV SAF (Kenya and Nigeria)	\$336,397 (\$167,647)	Test & Transition	Promotes behavioural choices and increases awareness that encourages youth empowerment and agency on GBV and gender issues and their intersection with broader issues such as HIV	Educational entertainment ("edutainment") A television drama to address gender issues through edutainment. "MTV Shuga", a multimedia campaign, centred around a multi-award-winning television drama	<ul style="list-style-type: none"> Capacity of local creative partners (specifically women-led production houses) developed for creation of gender transformative media; Learning outputs covering learning about what works to build the capacity of local creative partners and the sustainability of these efforts; Number of people reached by two gender transformative mass media campaigns; Change in knowledge, attitudes, and behaviours related to GBV and gender issues.

				series. In addition, the campaign includes approaches such as a graphic novel, radio drama, social media, digital media, as well as a peer education programme designed for delivery in schools, community centres, and other safe spaces. Within Nigeria the budget allowed for a new TV series and social media engagement	
Phase two grants					
Impact (Ed) (Kenya, specifically in two counties: Kajiado and Wajir)	\$2,000,000 (\$700,000)	Test & Transition	Enhances girls' self-efficacy, serving as a proxy for agency, for success in both school and life. Moreover, it boosts girls' educational and life aspirations, acting as a proxy for additional	<p>Educational entertainment ("edutainment"): A life skills education and mentorship model</p> <p>A unique in-school mentorship and life skills programme for children aged 10-15, entitled "the Nawiri</p>	<ul style="list-style-type: none"> • Change in girls' self-efficacy measured in a previous evaluation that demonstrated significant impacts of the programme into a proxy for girls' agency; • Change in the number of girls demonstrating increased aspirations; • Cost per child reached by the model recommended to government for scale-up;

			years of schooling	Mentorship Accelerator Programme (N-MAP)", a model that is based on an International Emmy-Award winning edutainment series, "My Better World." The programme includes engagement of girls and boys through school clubs, parents, school leadership and communities to enable an environment for girls to exercise agency and develop the skills they need to succeed in school and in life.	<ul style="list-style-type: none"> • Dept of integration of one or more components of Nawiri with government policy implementation plans and materials.
Bandebereho (Rwanda)	\$1,800,000 (\$1,080,000)	Test & Transition	Transform norms around masculinity and parental relations that in turn decrease intimate partner violence and violence against children; improve attendance at	Bandebereho ('role model' in Kinyarwanda) is using fatherhood as an entry-point to engage men and their female partners in maternal and newborn health, violence prevention, and unpaid care	<ul style="list-style-type: none"> • Reduction in regressive gender attitudes towards partner violence (as a proxy for reduction in IPV); • Community health workers implement Bandebereho and are trained and supervised by district and health authorities; • Depth of government integration of Bandebereho in policy implementation.

			antenatal care appointments and male accompaniment; improve men's mental health and promote sharing of care responsibilities in the household.	work via participatory, structured sessions with community role models	
Bangladesh Legal Aid Trust - BLAST (Bangladesh)	\$805,000 (\$520,000)	Test & Transition	Reduce early female marriage by leveraging legal infrastructure to reduce child marriage	A community-based youth leadership, legal training and paralegal model, as part of BLAST innovation called "SafePlus", which empowers grassroots youth network groups through leadership, negotiation and legal training, with mentoring and supervision by experienced paralegals, to deliver activities and legal support in communities to reduce female early	<ul style="list-style-type: none"> • Child marriage averted; • Girls' school drop-out reduced; • Girls' aspirations increased; • Access to justice and ability to exercise rights including through activated child restraint committees; • Partners integrate youth paralegal programming; • "Top-down" norm change experienced at scale, for example, through marriage officiants stopping early marriage.

				marriage through youth who will be on the receiving end of legal knowledge, advocacy campaigns, and peer support from youth group	
Amani Girls Home (Grant initiated in December 2023) (Tanzania)	\$230,000 (\$230,000)	Pilot	Prevents age-disparate transactional sex (ADTS) between adolescent girls 13-15 years old and men at least 10 years older in Tanzania	A gender and social norms intervention to tackle ADTS through a radio drama and concurrent educational curricula sessions with both girls and men. Centred around the radio drama entitled 'Msichana wa Kati' or 'The Girl in the Middle', that seeks to engage listeners to critically reflect on the drivers of ADTS and what the community can do to support girls and men to avoid ADTS, thus working towards shifting gender norms.	<ul style="list-style-type: none"> • Results from an ongoing randomised controlled trial shared; • Reduction in the number of girls engaging in ADTS; • Decrease in negative community norms that enable ADTS and restrict girls' agency as measured by girls' responses to the Norms and Attitudes on Age Disparate Transactional Sex Scale (NAATSS); • Formalisation of partnerships with government; • Development of a scale-readiness plan.

<p>Inclusion Economics (Grant initiated in December 2023)</p> <p>(India: State of Madhya Pradesh)</p>	<p>\$800,000 (\$604,437)</p>	<p>Test and Transition</p>	<p>Increase market force participation and contribute to agency outcomes by ensuring women can access and manage wages from the MGNREGS work programme at scale</p>	<p>The intervention includes supporting government initiatives to facilitate the opening of individual bank accounts for women, particularly those not currently involved in MGNREGS. It ensures that MGNREGS wages are directed to individual accounts by linking them to the Aadhar payment system. Additionally, the intervention involves providing training to women to enhance their comfort in using and accessing wages through individual accounts</p>	<ul style="list-style-type: none"> • Number of women supported to have account linked; • Number of women trained on account use; • Impact on Labour Market Participation (as measured through randomised evaluation); • Impact on earnings (as measured through randomised evaluation); • Impact on women's empowerment (as measured through randomised evaluation); • Cost effectiveness (cost per R1000/year earned); • Government adoption of policy and process improvements for gender equality; • Government commitment to scale (allocation of budget and implementation of scale plans).
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Methodology

Approach and Methodology

AG employed a participatory and collaborative approach in this specialist evaluation, utilizing a combination of qualitative and quantitative data collection methods and analysis. The emphasis on data triangulation and validation aimed to prioritize the reliability and credibility of the findings.

Our comprehensive evaluation approach is designed to address key evaluation questions centred around the progress of IGEI Performance and investment quality, as well as the viability and effectiveness of the IGEI. Additionally, AG applied a gender and intersectionality lens to the evaluation, aiming to comprehend how the initiative's interventions address the specific needs and challenges faced by different groups of women and girls, particularly those from marginalized communities.

The evaluation assessed the topics of interest of GIF as outlined in the evaluation questions, which were refined and validated by the GIF team on October 10, 2023. These validated questions centered around two primary areas of interest, each comprising eight dimensions, as detailed below.

Table 2: Areas of evaluation and dimensions

Area of interest	Evaluation dimension
Examining the progress of the programme focusing on IGEI performance and investment quality	<ul style="list-style-type: none"> • Achievements in investments made under the IGEI since October 2021; • The nature and contributions of partnerships that GIF has engaged in under the Sub-Fund since October 2021; • The sharing of insights and knowledge gained.
Gauging the viability and effectiveness of IGEI	<ul style="list-style-type: none"> • GAC's influence on GIF's work; • Influence of GIF in the field of innovation for gender equality; • Added value of GIF's IGEI; • Differences and similarities with other actors in the field (investors (GLIs) and gender equity grant-makers) with similar activities; • Recommendations from previous evaluation.

The evaluation further highlights two case studies. These case studies will exemplify instances from grantees that showcase GIF's overarching process and approach across their entire portfolio. The first case study will specifically delve into the experience of one innovator in the gender equality portfolio, "Bandeberheo," focusing on the adopted public sector scaling model by GIF. Meanwhile, the second case study will provide insight into the collective experience of all innovators in the gender equality portfolio, encompassing those made prior to October 2021. It will shed light on GIF's funding model, including the adopted approach and process, and highlight the value that GIF brings to its innovators.

Applied data collection methods

AG utilized various data collection methods, including document review, as well as qualitative and quantitative approaches.

Document review

AG conducted a thorough review of a total of ninety-one (91) documents provided by GIF's team for analysis¹¹. These documents included materials relevant to the evaluation, along with the previous evaluation report conducted in October 2021. The aim was to identify key findings, recommendations, and any subsequent changes implemented since the previous evaluation.

Data collection

AG utilised the refined evaluation questions to craft discussion points and conduct interviews with stakeholders and grantees as identified during the inception phase. AG also developed detailed and contextualised protocols that describe the approach, tone, and process to be utilised, in order to ensure that the data is collected in an ethical and credible manner. The AG protocol was tailored to each mode of engagement with participants, including tips and best practices.

The qualitative data collection method applied included ten key informant interviews (KIIs), one focus group discussions (FGD) and a survey. The breakdown is as follows:

- Five KIIs with grantees;
- Two KIIs with donors;
- One KII with a partner;
- One KII with a staff member;
- One FGD with four staff members;
- A survey with GIF staff (ten out of eighteen staff members responded).

The amalgamation of these data collection methods facilitated triangulation, ensuring robust evidence-based findings and actionable recommendations for potential future phases of the IGEI and any similar ongoing or future initiatives.

Evaluation findings

Investment achievements under the sub-fund since October 2021

Subsequent to the evaluation conducted during the initial implementation phase of the IGEI in 2021, the portfolio has extended its reach by deploying an additional five grants in addition to the initial portfolio of five grants. The accomplishments of the ten grants will be outlined individually, with each grant presented according to the following categories:

- Women and girl's agency;
- Partnership;
- Scale up;
- Advocacy;

¹¹ Please refer to Annex C. References

- Research.

The meticulous, collaborative, and results-oriented process employed by GIF has enabled the IGEI portfolio to attain shared outcomes. This underscores the deliberate focus and alignment within the applied process, particularly in planning for impact, scale, advocacy, and research. This collaborative refinement of grant design, facilitated by close engagement between the GIF team and relevant stakeholders, extends beyond grant funding. The subsequent tables below, outlines the significant common results and achievements of IGEI's grants.

Table 3: Common achievements of all grants

Areas of achievements	Common achievements by all grants
Increase in the agency of women and girls	<ul style="list-style-type: none"> • The intentionality on measuring impact on major gender equality problems through the portfolio grants, as affirmed by staff: <i>"The greatest achievement is that intentionality on being able to measure the grants' impact."</i> (KII, Staff); • The major expected impact towards gender equality problems through the portfolio involves the following areas: <ul style="list-style-type: none"> ○ Mental healthcare among the most vulnerable women through group interpersonal therapy; ○ Gender inclusivity in the construction sector and the improvements in livelihoods of low-income women; ○ The agency of young boys and girls Sub-Saharan Africa through skills to prevent sexual violence with a novel combination of self-defence and rights; ○ Addressing community and societal gender norms towards gender violence; ○ Behavioural choices and increased awareness that encourage youth empowerment and agency on GBV and broader issues such as HIV; ○ Girls' self-efficacy to succeed in school and in life; ○ Norms around masculinity and parental relations that in turn decrease intimate partner violence and violence against children; ○ Preventing early female marriage by leveraging legal infrastructure to reduce child marriage and empower community paralegals; ○ Age-disparate transactional sex (ADTS) between adolescent girls 13-15 years old and men at least ten years older; ○ Women's access to and management of wages; • While most grantees currently have dual sex targeting programming, some focus solely on girls' programming with the intention to incorporate boys' programming in the future; • One interviewee expressed satisfaction with GIF's investments under the Sub-Fund thus far. However, they noted GIF's tendency to prioritize innovations with a capacity-building component. While each innovation possesses a unique identity, they share a commonality in their emphasis on capacity building. Therefore, the interviewee suggests that GIF should strive to identify innovations that offer unique and innovative initiatives without necessarily incorporating a capacity-building component. • While the major success observed lies in the large-scale impact produced by these grants, most of them have strategies to scale which allows them to

	diversify efforts, seek new markets, and follow-up funding from other sources.
Partnership	<ul style="list-style-type: none"> All grantees consider GIF as their strategic partner and not as their fund manager, as affirmed by one investee: <i>"I think one of the biggest additionalities that GIF granting has brought is its skills building mindset and helping our partners or investors think about how they effectively partner with either government or other NGOs or other organisations in order to be able to scale their innovations."</i> (KII).
Non-profit partnership scaling model and government scaling model	<ul style="list-style-type: none"> Five grants from the first phase and two from the second phase have surpassed the expected scale-up expectations; Five grants succeeded in leveraging funds. Four among the first phase grants: Breakthrough, Buildher, MTV Staying Alive Foundation, and StrongMinds, and one new grant Bandebereho. (GIF, GAC Leveraged Funding 2023).
Advocacy	<ul style="list-style-type: none"> All grants are in advanced stages of integrating their initiatives into government systems through advocacy efforts with ministries and other partners to facilitate scale-up and induce change at the national level.
Research	<ul style="list-style-type: none"> All interviewees concur that the evidence generated by each grant assists innovators and other investors in determining whether the innovation should be scaled up, and if so, how; Collateral is developed to include research from grants, process evaluations, and randomized controlled trials (RCT).

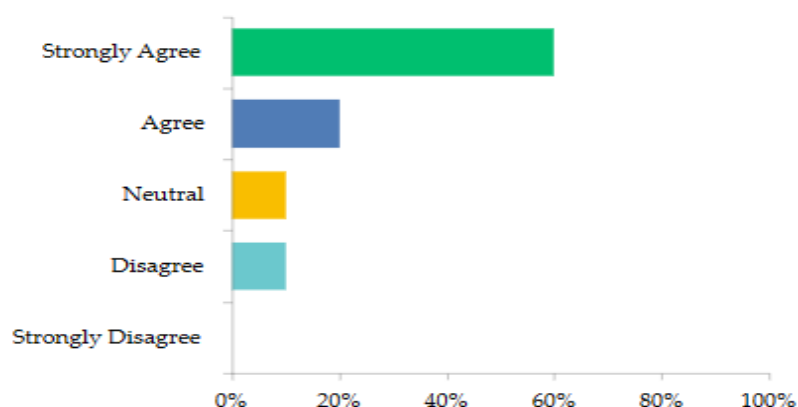
In parallel, the survey results show that sixty percent (60%) of the survey respondents strongly agree with the statement in the GIF 2022 Impact report:

*"Over the next 10 years, 15M women's and girls' agency will be impacted through grants provided under the Gender Equality Initiative"*¹² as illustrated in Figure 1 below.

This percentage is reflective of respondents among the staff directly involved in the Gender Equality Sub-Fund. The remaining respondents are those who are not actively engaged in the Gender Equality Sub-Fund, and this outcome may be attributed to a lack of awareness among staff members who are not working on the Gender Equality Sub-Fund. Their unfamiliarity with the anticipated impact of this Sub-Fund suggests a need for enhanced information-sharing mechanisms between various teams within GIF that focus on different portfolios. Keeping teams informed about the progress made in each portfolio can help bridge knowledge gaps and foster a more comprehensive understanding across the organisation.

¹² GIF (2022) Impact report

Figure 1: Staff perception of long-term impact of grants¹³



In addition, 70% of survey respondents strongly agree that the following innovations in the gender equality portfolio take an innovative approach to tackling gender inequality:

- No Means No Worldwide;
- Buildher;
- BLAST; and
- Bandebereho.

Table 4: Phase one grants achievements on an individual basis

Areas of achievement	Achievement by each grant
No Means No Worldwide (NMNW) , is addressing gender-based violence by providing training to girls and boys in a unique blend of self-defence and rights education. Original grant in 2018, follow-on grant signed in March 2020.	
Increase in women and girls' agency	<ul style="list-style-type: none"> • NMNW increased the number of graduates from No Means No, their flagship evidence-based programme to reduce sexual and gender-based violence, from 25,919 in 2019 to over 763,687 (as of September 2023) in 2023; • NMNW increased the number of active and certified instructors from 145 in 2019, to 1,281 in 2021, as well as master trainers; • Currently, reached 16 active Global Master Trainers (10 women, 6 men) and 52 Trainers of Instructors (26 women and 26 men).
Increased partnership	<ul style="list-style-type: none"> • Over 80 active implementing partners across seven countries; • NMNW increased its partnerships with other NGOs or partners working within this space; • Programming now active in 11 countries: Botswana, Ethiopia, Mexico, Namibia, Nigeria, South Africa, Tanzania, Uganda, Zimbabwe, Zambia and the United States of America.

¹³ Survey Monkey Data

Non-profit partnership scaling model	<ul style="list-style-type: none"> • NMNW scaled up through a non-profit partnership model¹⁴ that trains the trainers with other NGOs that are specifically looking at youth programming and they become the conveners of this curriculum; • NMNW invested significantly in building out its own capacity for scaling, as developing key quality assurance frameworks and tools to support, monitor and evaluate delivery through partners to ensure fidelity as well as developed other partnership processes and tools further e.g; referral network best practices; • NMNW partnered with organisations and dramatically grew their boys' programming with delivery taking place in seven countries. As one respondent stated, <i>"The key success I would say for No Means No is their ability to having had skilled it up across multiple contexts through multiple partnerships as well."</i> (KII); • Countries include: <ul style="list-style-type: none"> ○ Uganda; ○ Nigeria; ○ Zambia; ○ Zimbabwe; ○ Mexico; ○ South Africa; ○ Botswana.
Government scaling model	<ul style="list-style-type: none"> • Not within the grant scope of work as the scale pathway is through a social franchise and partnership model.
Advocacy	<ul style="list-style-type: none"> • Succeeded in attracting a large network of partners across eleven countries.
Research	<ul style="list-style-type: none"> • NMNW have set their scaling pathways through RCTs that showed that their curriculum was impactful, particularly in reducing sexual violence and assault for girls between the ages of 10 to 15 years old in Kenya and Malawi; • NMNW launched a learning network in Q1 2022 to bring its partners together for learning sessions and to provide thought leadership; It has been active with partners sharing best practices, and lessons learned; • NMNW launched an Innovation Hub in South Africa to iterate on the model and continue learning; They launched longitudinal research there on the impacts of No Means No (ongoing); • NMNW undertook, a gender assessment throughout the whole model, as well as with their partners.
<p>StrongMinds, who are addressing the prevalence of depression among women in Africa through the delivery of group interpersonal therapy. Grant signed in December 2019.</p>	

¹⁴ Non-profit partnership model i.e. a social franchise model with agent- scale up

Increase in women and girls' agency	<ul style="list-style-type: none"> Increased the number of women who are able to combat issues such as depression from 22,943 in 2019 to 133,238 (as of end of September 2023);
Increased partnership	<ul style="list-style-type: none"> StrongMinds succeeded in leveraging funding as affirmed by GIF staff and built over eight new partnerships since 2020 with various NGOs and government agencies. Particular successes include partnerships with government, through Ministries of Education and Health in Zambia and Uganda: <ul style="list-style-type: none"> In 2022, StrongMinds supervised and supported over 1,000 government community health workers in Uganda with running IPT-G; StrongMinds increased the percentage of IPT-G clients serviced by partners from 26% in 2019 to over 71% by the end of September 2023.
Non-profit partnership scaling model	<ul style="list-style-type: none"> With support from SpringImpact, StrongMinds developed a toolkit and technical assistance approach for collaborating with partners. This approach was tested and refined over time with multiple partners; A donor interviewed considers that StrongMinds has a good strategy to scale and <i>"effectively manage a large-scale initiative pretty well and pretty rigorously."</i> (KII); StrongMinds expansion symbolizes their success. The following quote gathered from a KII affirms this: <p><i>"Over our grant period, though not directly envisaged by our grant agreement, but with the help of the partnership tools and model developed with our funding, StrongMinds expanded to Ethiopia, Kenya and South Africa in 2023"</i> (GIF staff).</p>
Government scaling model	<ul style="list-style-type: none"> With GIF's grant, StrongMinds both deepened its gender focus and significantly increased its scale through partnerships with the Ugandan, and Zambian governments; StrongMinds tested the scaling-up model and has been successfully able to test and succeed in both government scaling modality as well as non-profits scaling modality. For example, a respondent stated: <i>"StrongMinds scale up was more hybrid and they've been able to successfully demonstrate both."</i> (KII); Their partnership with the government of Uganda is their strongest one. The Ugandan government was able to develop a new policy for mental health in school systems and signed an MoU with StrongMinds as the implementing partner for this policy. <ul style="list-style-type: none"> StrongMinds has initiated the implementation of IPTG training within schools, conducting one-hour sessions for mental health training, basic counseling, and psychosocial support for children.
Advocacy	<ul style="list-style-type: none"> StrongMinds is currently a very strong partner and working hand in hand with the government to be able to scale across Uganda.
Research	<ul style="list-style-type: none"> With support from an external research team, StrongMinds conducted a pre-post and qualitative evaluation to generate evidence and learning on the gender outcomes of StrongMinds' s programme and developed evidence-informed strategies to mitigate safety and GBV risks and improve outcomes;

	<ul style="list-style-type: none"> StrongMinds has reviewed its manual, key guidance materials for their implementers, and its monitoring and evaluation in line with the review recommendations. These changes are attested by KIIs as shown in the following quote: <i>“A big piece that has emerged from StrongMinds, with few researchers through, is a very interesting qualitative insights” (KII).</i>
<p>Breakthrough are promoting gender-transformative educational opportunities for girls and driving positive changes in gender attitudes and behaviours of girls and boys. Grant signed in December 2020.</p>	
Increase in women and girls’ agency	<ul style="list-style-type: none"> Gender curriculum rolled out in all 6,250 public schools in Punjab, already reaching over 334,000 adolescents with evidence-based content to shift gender attitude behaviours; The initiative is already at scale and in the future will reach 3 million adolescents; In Punjab, trained 90 Master trainers at state level and 1,468 Master trainers at district level, who in turn trained over 11,000 teachers.
Increased partnership	<ul style="list-style-type: none"> Breakthrough partnered with the government to incorporate their curriculum within the official curriculum of schools and train teachers on its delivery leveraging existing Trainer of Trainers models within government structures; Interstate partnership to scale the innovation to other states.
Non-profit partnership scaling model	<ul style="list-style-type: none"> Breakthrough succeeded in leveraging funding as affirmed by GIF staff during data collection; Breakthrough is considered a success story in scaling, elevating their role as key players in gender matters in India, and de-risking as affirmed by a KII: <i>“Breakthrough elevated their role in India to be seen as the key player for gender in education...and GIF catalysed this kind of push for them to become this key player to be looking at gender outcomes within the Ministry of Education and larger agenda in education as well... a key success story in terms of how GIF funding has really been able to unlock scaling pathways and the right kind of risk to be taken” (FGD, GIF staff).</i>
Government scaling model	<ul style="list-style-type: none"> Due to the progress in Punjab, the government of the state of Odisha increased the scope from a pilot model of delivery to expansion of the curriculum state-wide to 23,000 schools in the state; Successfully embedded their gender curriculum in government education systems across all public schools in two large states in India, namely Odisha and Punjab; Breakthrough outperformed scaling expectations and delivery across the board; Recently, in Punjab Breakthrough are reaching youth across all schools, but work in Odisha is in earlier stages and certainly not yet scaled completely;

	<ul style="list-style-type: none"> GIF reached this innovation when it needed donor to take the risk and support them to scale as affirmed by the following quote: <i>“Before the grant Breakthrough had done an initial study in one state in India and they were looking for a donor to take a risk to give them funding to be able to scale this up and replicate in two states... The scaling for Breakthrough is completely through the public sector”</i> (KII, staff); Breakthrough and J-PAL fast-tracked the pathway to scale for the gender equity curriculum in India, which is estimated to reach 3 million students across both states; Currently, they're implementing the gender curriculum across all public schools in the state of Punjab.
Advocacy	<ul style="list-style-type: none"> Materials have been integrated into DIKSHA, and the Department of Education is integrating one page on “gender just schools” in the main teacher manual; Wider systems change has also been promoted to support gender-transformative schooling practices including development and roll-out of child safeguarding policy guideline for teachers in Punjab and a more intensive kit for schools.
Research	<ul style="list-style-type: none"> A RCT conducted by the Abdul Latif Jameel Poverty Action Lab (J-PAL) in the state of Haryana found that Taaron ki Toli (TKT), a school-based gender-equality innovative curriculum for adolescent girls and boys, aged 11 to 14, leads to significant improvements in gender attitudes for girls and boys, as well as positive changes in boys behaviour; J-PAL has been conducting process evaluations of both programmes in Punjab and Odisha; Breakthrough will create a publicly available reproduction manual that will make learning from this investment accessible to others; J-PAL and Breakthrough are also planning an operational RCT to test various interventions targeting teachers’ own gender attitudes.
<p>MTV Staying Alive Foundation (MTV SAF) produces MTV Shuga, their flagship multimedia campaign addressing gender-based violence and broader gender issues. They aim to establish a pathway for future gender-transformative, high-quality content production by developing and testing their innovative capacity-building model with at least one local creative partner.</p> <p>Grant signed in October 2021.</p>	
Increase in women and girls’ agency	<ul style="list-style-type: none"> Reach audiences with gender-transformative, evidence-based media content to shift gender attitudes and behaviours towards more progressive ones; Produce change at two levels: <ul style="list-style-type: none"> A. Transform the ecosystem of women in production companies, especially in the manner the TAP was conceptualized. The goal is to empower women to narrate their own stories and incorporate gender not only at the program messaging level but also at the level of storytellers; B. Changes at the level of production companies themselves being empowered to produce more gender-positive content beyond this collaboration;

Increased partnership	<ul style="list-style-type: none"> MTV SAF have onboarded a local female-led production partner, OnePod Productions, to lead the production of the Nigeria MTV Shuga TV series.
Non-profit scaling model	<ul style="list-style-type: none"> Conceptualised and delivered a Talent Accelerator Programme (TAP) that seeks to advance women's involvement in the media industry and in creation of gender-transformative content; Achieved scale through mass media that is considered as MTV SAF 's own unique, separate channel for scale; Completed and aired a season of MTV Naija (TV series) in Nigeria.
Government scaling model	<ul style="list-style-type: none"> Not planned.
Advocacy	<ul style="list-style-type: none"> Creating a pathway for future gender-transformative, high-quality content production by developing and testing its innovative capacity-building model with at least six local creative partners.
Research	<ul style="list-style-type: none"> Hired an M&E lead to take charge; A learning plan has been developed encompassing a qualitative evaluation of the TAP that aims to explore MTV SAF's approach to building the capacity of women in the sector and progressed on implementation.
<p>Buildher, who are advancing gender inclusivity by upskilling young disadvantaged women to secure employment in the traditionally male dominated construction sector in Kenya. Grant signed in October 2021.</p>	
Increase in women and girls' agency	<ul style="list-style-type: none"> Buildher is catering to the most economically and socially vulnerable women from informal settlements, upskilling and empowering them to improve their welfare and transform into role models for their communities; These efforts in targeting and approach are well recognized by GIF staff as stated in the following quote: <i>"Targeting lower, middle, lower income women, who've not had the right training, who've not had the opportunities, but also addressed issues around norms around communication, self-efficacy"</i> (KII, Staff); Buildher has been able to recruit many women, reaching 3,001 since October 2021; The key achievements beyond reach and financial benefits to the women include tracking the holistic approach, including household decision making, mental and psychosocial support for women economic planning and autonomy; Buildher's holistic approach has led to increased confidence and agency among programme participants which has subsequently manifested in increased autonomy and enhanced decision-making abilities ultimately leading to improved overall welfare within the households.
Increased partnership	<ul style="list-style-type: none"> Buildher collaborated with partners within the construction industry to promote gender inclusivity and make necessary adaptations to their workplace including separate toilets for women and men, provision of

	<p>safeguarding materials, changes to recruitment and pay policies, creation of sexual harassment policies and training of male staff members on the same in fostering a dedicated and supportive environment for women;</p> <ul style="list-style-type: none"> Engaged with government partners such as the National Construction Authority to mainstream gender awareness across the construction industry; Buildher succeeded in scaling through GIF's expected scaling models (Government and non-profit), and went beyond expectations to succeed in scaling through the private sector as attested by an interviewee: <i>"Buildher became a fairly prominent player in Kenya as the right partners for both the government and private sector as well as they've really expanded their work since GIF funding"</i> (KII, staff).
Non-profit partnership scaling model	<ul style="list-style-type: none"> An interviewed donor affirmed that Buildher is an exciting innovation, in terms of the investment that's been made, and the feedback heard from others; Buildher succeeded in leveraging funding to complement IGEE's grant as affirmed by GIF staff; Buildher scaled up their curriculum and streamlined their training programme for women in the construction sector; Buildher expanded its scope beyond generating revenue solely through providing skilled female employees to partners; They are now exploring the commercialization of furniture made by their trainees; This expansion recognizes the additional value in providing artisans for other companies eager to employ skilled individuals; Buildher plans to expand its educational training capacity to 6,000 women over the next 10 years to increase the proportion of skilled women in the sector from 3% to 10%.
Government scaling model	<ul style="list-style-type: none"> Buildher engages with government partners such as the National Construction Authority to mainstream gender awareness across the industry; Buildher partnership allowed them to hold the first conference for Women in Construction, which was well attended and gave them great visibility. This conference resulted in increasing demand, particularly from government partners. For instance, in the Kenyan government, there's an affordable housing project that the government is trying to implement, and Buildher is now in the process of negotiating with the government to provide artisans who can then be employed within that scheme.
Advocacy	<ul style="list-style-type: none"> Increasing the number of female staff in workplaces and enacting policies to provide a safe space for women.
Research	<ul style="list-style-type: none"> Buildher conducted a comprehensive review of their entire system, leading to the conceptualization of a holistic model. This model includes a responsive curriculum addressing nutrition and exercise for women, aiming to enhance physical strength and endurance. This is particularly crucial for women in the construction industry, acknowledging its interconnectedness with their mental health;

	<ul style="list-style-type: none"> Buildher is targeting individual, firm and community norms around what it takes for a woman to be in a male-dominated industry.
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Table 5: Phase two grants¹⁵ achievements on an individual basis

Areas of achievement	Achievement by each grant
Impact (Ed); who are improving adolescent girls' life skills, agency, and social-emotional wellbeing in Kenya through the Nawiri Mentorship Accelerator Programme. Grant signed in March 2022.	
Increase in women and girls' agency	<ul style="list-style-type: none"> The Nawiri programme aims to increase girls' educational aspirations, life skills and self-efficacy while building allyship from boys; The numbers of girls and boys who have been re-enrolled in school, who had previously dropped out of school due to either prolonged drought or economic hardship or other reasons such as early marriage or pregnancy; Impact(Ed) won an International Emmy Award for their TV series 'My Better World' (MBW); The edutainment series is at the centre of the innovation. Nawiri aligns with the Kenya government Mentorship Policy, and is delivered in schools to girls and boys clubs by Nawiri trained teacher mentors. The content is viewed through projectors connected to laptops that are provided to Primary Schools by the Kenya government's Digital Literacy Programme. Impact(Ed) trained community facilitators lead screenings of MBW with community members, facilitate community dialogue and action to identify and address barriers to education, and shift wider gender norms; Impact(Ed)'s MBW series is also broadcast through the government's EduChannel,

¹⁵ It is worth noting that this evaluation was conducted during the second phase of implementation of IGEI. This means that the reviewed grants are still implementing their respective grants and they are at different progress phases specifically:

- Two grants, BLAST and Bandebereho, of the five reviewed grants are still setting the basis for implementation.
- Two other grants, AGH, and Inclusion Economics, of the reviewed grants were signing their contracts with GIF during the data collection of this evaluation.

Therefore, it is a bit early to identify and evaluate their achievements.

	<p>reaching both in and out-of-school girls and boys nationwide.</p> <ul style="list-style-type: none"> Impact(Ed) further engages parents and wider community through broadcasting of the 'My Better World' series on channels such as Citizen TV, Akili Kids and NTV to promote behaviour change to support girl's agency and education.
Increased partnership	<ul style="list-style-type: none"> In partnership with the government of Kenya, Impact(Ed) is developing a strategy to expand to other counties in Kenya; Impact(Ed) has also expanded the Nawiri Mentorship Accelerator Programme to other countries such as Nigeria. Collaboration with the Ministry of Education and other Directorates like the Directorate of Children's Services as well as the gender departments within the County Governments of Wajir and Kajiado Bringing together diverse stakeholders in one forum to discuss education, child protection and safeguarding with a larger representation of government line ministries, in addition to schools.
Non-profit partnership scaling model	<ul style="list-style-type: none"> Impact(Ed) is implementing in 110 schools in Kajiado and Wajir counties as part of this trial scale phase.
Government scaling model	<ul style="list-style-type: none"> Impact(Ed) is partnering with the government to embed their life skills training and mentorship into the Ministry of Education's mentorship policy implementation; Impact(Ed) has an active license with the Kenya Institute of Curriculum Development (KICD) (which KICD is looking to extend), to broadcast the My Better World series via government education channels to enhance learning and amplify core messages; They are in discussion on other viable pathways for policy implementation with different line ministries such as through a teacher training model.
Advocacy	<ul style="list-style-type: none"> The team has effectively managed relationships with the Ministry of Education, particularly at a time when the Ministry was actively seeking a specific group of education partners. Being selected as one of these partners significantly influences how elements

	<p>of Impact(Ed)'s MBW curriculum will be integrated into the Ministry's programming;</p> <ul style="list-style-type: none"> Impact(Ed) considers media for social impact as their main tool for advocacy as they affirmed: <ul style="list-style-type: none"> "Advocate through media for social impact because it is a tool used at both school and community levels, and it is also an opportunity for nationwide reach through TV and radio broadcasts." (KII, Impact(Ed).
Research	<ul style="list-style-type: none"> Impact(Ed) is working with a local research partner Zizi Afrique to test the different components (e.g. high vs low community engagement), delivery modalities (e.g. virtual vs in-person) and leveraging of existing mechanisms (e.g. DLP) to inform decisions for a final cost-effective model to be proposed for scale-up to government.
<p>Bangladesh Legal Aid Support Trust (BLAST), who are empowering youth groups through leadership, negotiation and legal training, with mentoring and supervision by experienced paralegals, to deliver activities and legal support in communities to reduce female early marriage.</p> <p>Grant signed in January 2023.</p>	
Increase in women and girls' agency	<ul style="list-style-type: none"> BLAST is the first innovation in the gender portfolio that focuses on access to justice for women. BLAST empowers community- based youth groups and paralegals with legal training and mentorship to tackle early marriage from preventative support to legal response to accelerate norms change.
Increased partnership	<ul style="list-style-type: none"> BLAST is collaborating with researchers from the University of Kent to conduct an RCT to evaluate the impact of this youth led legal intervention.
Non-profit partnership scaling model	<ul style="list-style-type: none"> BLAST envisions the scale of SafePlus model via partnerships as a cost-effective, easy to add on component to existing youth programming; The intervention will aid 50 youth groups with each group comprising of 600 households, covering a total population of 30,000 households.

Government scaling model	<ul style="list-style-type: none"> BLAST plans to leverage existing legal infrastructure i.e., child marriage restraint committees by empowering youth groups to identify and report cases of child marriage to demonstrate how public institutions can respond more effectively to tackle child marriage.
Advocacy	<ul style="list-style-type: none"> BLAST provides legal training through grassroots youth groups and paralegals and leverages legal infrastructure for effective reporting and response to tackle child marriage.
Research	<ul style="list-style-type: none"> BLAST is working with the University of Kent to evaluate the intervention over GIF's grant period through a randomised controlled trial, complemented by a qualitative evaluation to uncover mechanisms of change.
<p>Bandebereho, who are using fatherhood as an entry-point to engage men and their female partners in maternal and newborn health, violence prevention, and unpaid care work via participatory, structured sessions with community role models.</p> <p>Grant signed in February 2023</p>	
Increase in women and girls' agency	<ul style="list-style-type: none"> Bandebereho provides an evidence-based innovation that is aimed at transforming norms around masculinity in Rwanda by engaging men and their female partners in maternal and newborn health, violence prevention, and unpaid care work via participatory, structured sessions with community role models; Bandebereho also transforms other relationship behaviours and couple skills like communication and joint decision-making. Improved joint decision-making across topics like family planning, fertility, and finances increases their female partner's agency.
Increased partnership	<ul style="list-style-type: none"> RWAMREC has signed an MoU with the Rwanda Biomedical Centre (RBC) outlining their collaboration and specific areas of support for the implementation; Bandebereho has an MoU on partnership and scaling with the Ministry of Health; RWAMREC has a close existing partnership with Equimondo, a global leading voice on male engagement whose Programme -P was adapted as Bandebereho for the Rwanda

	<p>context. While GIF's grant empowered RWAMREC to implement scaling in Rwanda, through the partnership, RWAMREC will continue to collaborate closely with Equimondo especially in evaluating the scale and sharing lessons learned to the wider sector and globally across other regions Equimondo is implementing.</p>
Non-profit partnership scaling model	<ul style="list-style-type: none"> • Bandedereho's team started implementation in the first district Musanze and expanded to the second district, Burera, by Q2.
Government scaling model	<ul style="list-style-type: none"> • Linking the Bandedereho project to align with the government policy; • RWAMREC is partnering with the Rwanda Biomedical Centre to integrate their model within the health systems, specifically through community health workers; • Bandedereho has gone beyond the target set for them. They have secured 2 MOUs with the Rwanda Biomedical Centre and an MoU on partnership and scaling with the Ministry of Health, For GIF staff, this is a great indication of government buy-in and and political goodwill for them to be able to scale through the Ministry of Health.
Advocacy	<ul style="list-style-type: none"> • Bandedereho and GIF hosted an event at Women Deliver in July 2023 convening Ministry of Gender staff as well as a number of other donors to discuss the evidence base for this programme and the partnerships that are required to scale this up through community health workers in Rwanda; • RWAMREC has also managed to locate a staff member within the RBC who is linking the Bandedereho project to align with the government policy.
Research	<ul style="list-style-type: none"> • Bandedereho, is evidence-based and refers to randomised control trial results with a six year follow up study that showed sustained impact across a number of outcomes, including increasing antenatal care visits and male accompaniment for the women to the antenatal care visits.

<p>Amani Girls Home, who are working to prevent and reduce Age-Disparate Transactional Sex (ADTS) between adolescent girls 13-15 years-old and men at least 10 years older in Tanzania. Grant signed in December 2023.</p>	
<p>Increase in women and girls agency</p>	<ul style="list-style-type: none"> Amani Girls Home aims to prevent and decrease age-disparate transactional sex (ADTS) between adolescent girls 13-15 years old and men at least 10 years older; This prevention is a high-impact outcome for girls, with far-reaching negative effects on their agency in health, education, and life outcomes; The Learning Initiative on Norms, Exploitation, and Abuse (LINEA) is implemented directly to girls through a curriculum focused on changing individual attitudes and beliefs and thus increase girl's agency and bolster their ability to refuse to engage in age-disparate transactional sex relationships as they approach young adulthood; Further, they have a curriculum targeting the older men that focuses on addressing harmful community norms that restrict girls' agency and enable ADTS; Amani Girls Home engages the girls, men and community through a radio drama to critically reflect on the drivers of ADTS and what the community can do to support girls and men to avoid ADTS, thus working towards shifting gender norms.
<p>Increased partnership</p>	<ul style="list-style-type: none"> LINEA is a collaboration between Amani Girls Home, the London School of Tropical Hygiene and Medicine, Media for Development, and the Tanzanian National Institute for Medical Research.
<p>Non-profit partnership scaling model</p>	<ul style="list-style-type: none"> too early to determine.
<p>Government scaling model</p>	<ul style="list-style-type: none"> too early to determine.
<p>Advocacy</p>	<ul style="list-style-type: none"> too early to determine.
<p>Research</p>	<ul style="list-style-type: none"> The team is preparing to conduct a full randomised controlled trial across all components of programming and build out a strategy for potential scale-up going forward.
<p>Inclusion Economics are working to increase market force participation and contribute to agency outcomes by ensuring women can access and manage wages from the Mahatma Gandhi Rural Employment Guarantee Scheme (MGNREGS) work programme at scale. Grant signed in December 2023.</p>	

Increase in women and girls' agency	<ul style="list-style-type: none"> The innovation aims to increase labour market force participation and agency outcomes for marginalised women in Madhya Pradesh - India, through improved access to earnings from one of India's largest social safety net programmes; Inclusion Economics will develop and validate a cost-effective and scalable model for leveraging existing government programs to deliver government wages to women in their individual accounts that they are comfortable accessing and using to improve agency and gender equality outcomes.
Increased partnership	<ul style="list-style-type: none"> Inclusion Economics Appreciates The Process Of Funding As Applied By GIF Which Allowed Them To Identify Their Programme Gaps And The Potential Solutions, And They Affirm That: <i>"GIF Process Was Actually Very Helpful In Terms Of Making Sure What We're Doing Is Really Well Thought Through, Well-Grounded And We're Clear On What Potential Gaps Might Be And How We Would Address Those"</i> (KII, Inclusion Economics)
Non-profit partnership scaling model	<ul style="list-style-type: none"> too early to determine.
Government scaling model	<ul style="list-style-type: none"> too early to determine.
Advocacy	<ul style="list-style-type: none"> too early to determine.
Research	<ul style="list-style-type: none"> The investment itself is for researching cost-effective and scalable models to deliver women's empowerment and labour force participation by leveraging existing government programs.

Measurements & achieved reach of grantees under Gender Equality Sub-Fund

GIF's Practical Impact measurement

PI - GIF's measurement innovation

GIF has created an innovative impact measurement methodology entitled "Practical Impact (PI)". PI serves to inform GIF's investment decisions and to identify innovative ideas with strong potential for social impact at scale.

PI's specific calculation

PI is developed with a specific calculation formula detailed in the figure below, and a calculation unit called “Per Year Income (PYI)” t. All of this is complemented by a proper monitoring system.

PI methodology

The PI methodology articulates GIF’s values by assessing how and why innovation is expected to be impactful on direct beneficiaries and their wider contexts and to confront the real trade-offs involved in choosing among diverse opportunities.

“PI measures the total impact projected for the innovation, which is the combined product of breadth, depth and probability of success.”

(GIF, Impact report 2022, page 34)

PI process

According to GIF's paper on "Incorporating Gender into Practical Impact,"¹⁶ the organisation constructs its impact measurement through a sequential process. It commences by considering the number of low-income individuals set to benefit over ten years if the innovation scales. This figure is then refined by factoring in the depth of the benefit. Subsequently, an additional adjustment is made, accounting for the likelihood of success, as illustrated in the figure below.

Figure 2: Practical impact definition¹⁷



The Practical Impact (PI) methodology was adapted to incorporate gender agency, violence against women, and child marriage. These additions enhance the methodology's ability to assess and measure gender equality outcomes.

GIF tracks two key impact indicators for the entire portfolio, including the Innovating for Gender Equality Initiative (IGEI). Impact is tracked in terms of:

- The number of people reached;

¹⁶ Nag Chowdhuri, 2021

¹⁷ Rachna Nag Chowdhuri (2021). Global Innovation Fund (GIF) paper on “Incorporating Gender Into Practical Impact”. GIF’s website: <https://www.globalinnovation.fund/assets/uploads/PDF-Documents/Gender/Gender-Equality-and-Practical-Impact.pdf>

- The impact on those people's lives.

GIF tracks these two indicators regularly through specifically designed tracking tools of Key Performance Indicators (KPIs). This tool aims to identify the actual number of direct beneficiaries and assess the specific impact on those individuals. All these indicators and measurement systems constitute contractual obligations that every innovation must comply and align with. Innovators are required to provide updated records and reports, either annually or quarterly, in accordance with the details specified in the contract.

GIF offers updates on the number of beneficiaries reached for all innovations, including those related to gender equality. Practical Impact (PI) is regarded by GIF as the core of investing in opportunities with the potential for exponential growth over the next ten years.

Through further clarification during interviews, GIF team members elaborated that they derive beneficiary numbers from innovators' reports, particularly by examining annual reports from preceding years. Subsequently, the GIF team carefully considers how to extrapolate these figures. The diligence process at GIF revolves around assessing the breadth of impact, utilising a range of assumptions grounded in both internal and external evidence. This iterative approach is employed to refine the projected intervention outcomes and determine the actual number of people benefiting from the initiative.

The PI approach is universally lauded by all external stakeholders interviewed, including investees, donors, and partners. Notably, one stakeholder described and expressed appreciation for its effectiveness and value:

"The model is focused on depth, breadth, and probability. GIF is an open innovation funder within the concept of gender equality and what is beneath that. The tool of practical impact is good at analysing different types of potential investments and then making value-based judgments between them ... the tool allows tracking and measuring what was predicted versus what was achieved. The model of practical impact tracks and has a rigorous approach to tracking impact."

(KII)

Another interviewee characterised the GIF monitoring system as comprehensive, highlighting its participatory approach that actively involves key stakeholders during the planning phase:

"It's a very thorough tracking system that's been designed with government counterparts and schools and the communities and it is a very accurate tracking system."

(KII)

All interviewees attest to taking part in a participatory process to set the PI as affirmed by one of them:

"GIF does not calculate the number of indicators that we'd like to reach. Instead, it is a joint discussion based on the previous intervention. We then explore the challenges and opportunities and then we make a shared decision together. Based on this decision, the grant projection is made. Since we have experience of on the ground realities, keeping that context in mind we tell them the indicators what is achievable. If GIF shares some indicators that are not achievable, we provide them reasons for not accepting those."

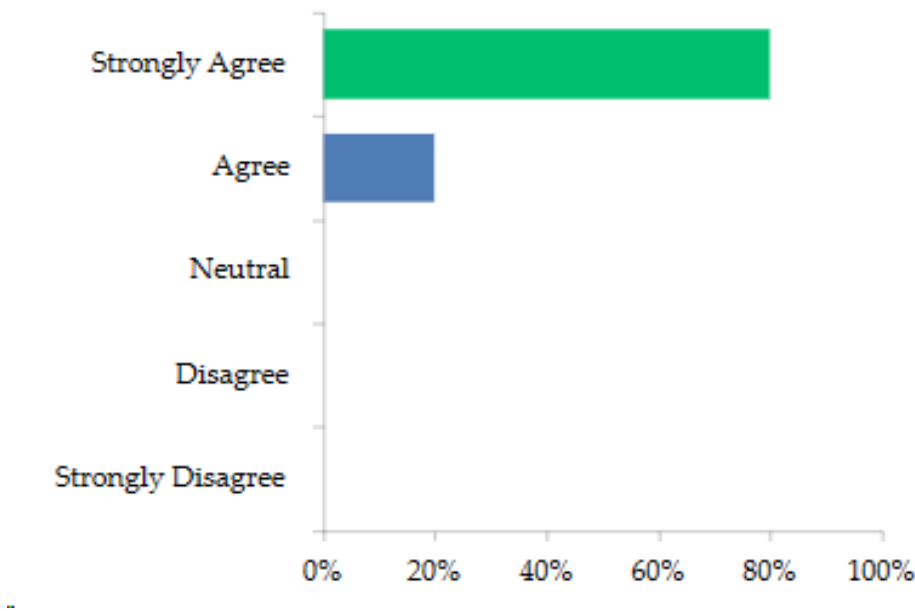
(KII)

Investees affirm their gratitude for GIF's support during the grant refinement phase, highlighting the valuable opportunity to define and set their targets. As expressed by an interviewed investee:

“GIF did not impose the number of reach. Instead, they showed us their trust. We are experts in the community. We know the people in the community, we know our environment and then we will propose the number that are feasible to reach within the time frame of the grant.”

(KII)

Figure 3: Staff perception of effectiveness of GIF’s PI measurement in assessing innovations¹⁸



Eighty percent (80%) of survey respondents strongly agree that GIF’s practical impact measurement allows GIF to identify the impact that the innovations are expected to achieve.

While the achievements of the innovators of the Gender Equality Sub-Fund portfolio showcase a remarkable reach of direct beneficiaries surpassing the planned targets and baseline, it is well known that universal requirements of donors in the development sector include the reporting on the realised values of reach, particularly at the outcome and impact levels of funds and the grants under their portfolio. Since such figures do not appear in the annual reports of the Sub-Fund, it is recommended to incorporate these figures in each report and for each grant as well as for the entire portfolio. This would mitigate donors’ challenges in having to make the comparison with other funds that provide such figures for a standardised measurement system. This underscores the importance of providing such data and the requisite type of information to empower donors in narrating more specific success stories and facilitating comparisons as needed.

The table below outlines the realised figures for first-phase grantees, alongside the planned figures for both first phase and second phase grantees who were onboarded in 2022 or more recently in 2023.

¹⁸ Survey Monkey Data

Achieved reach of grantees under the Gender Equality Sub-Fund

Table 6: Achieved reach of grantees under the Gender Equality Sub-Fund

Grantee	Targeted breadth	Targeted reach	Baseline	Cumulative people reach by end of 2023	Progress in target beneficiaries reach
StrongMinds	10,000-33,000	107,000	20,000 or 22,000 beneficiaries	321,834 Treated over 65,000 patients by Q3 2022 under GIF's grant, and over 120,000 over the full grant period	Outstanding
No Means No Worldwide (Follow-On)	244,000-488,000	Not available	145 active and certified instructors in 2019	763,687 1,281 active and certified instructors in 2021 21 active global trainers and 56 active trainers working with their partners	Outstanding
Breakthrough	4,000,000-12,000,000	3 million students across both states Odisha and Punjab		1,768,000 Implementing the gender curriculum across all public schools in state of Odisha and Punjab. 23,000 schools in Odisha	Outstanding
Buildher	47,000-211,000	300 trained women 6000 women trainees in 10 years	3 % proportion of skilled women in the sector	681 250 (almost hitting the 300) women trained mark in just the last two years	Outstanding

				proportion of skilled women in the sector 10%	
MTV	34,000-66,000		1 campaign	Not Available Two campaigns in Kenya and Nigeria with all their actual audience	Outstanding
Impact (Ed)	A phased growth rate from the two initial counties to nationwide scale, with an annual growth rate ranging from 25% to 40%. At year 10, Impact(Ed) will reach between 20 to 40 counties (out of 47 counties in Kenya)	Between three million to nine million primary school children and specifically impacting between approximately 390,000 and 1,000,000 primary school girls attending Impact(Ed) in-school mentorship and life skills programming PYI ¹⁹ : 23,000 to 64,000 PYI per year.	Not available	Over 305,000 children across 514 schools across Kenya ²⁰	Outstanding
Bandebereho	By year 10 as 110,400-285,000 males and their female partners and	80,000 direct beneficiaries in three districts		Not available	

¹⁹ The total impact projected for the innovation, which is the combined product of breadth, depth and probability of success.

²⁰ GIF, Jun 30, 2023

	children directly and indirectly impacted by Bandebereho	PYI if successful at year ten to be 211,600 to 549,700.			
BLAST	Between 375,000–750,000 girls. A projected breadth of ~14,000 early marriage cases averted in the lower scenario and ~28,000 early marriage cases averted in the higher scenario at year 10.	50 youth groups across 50 neighbourhoods . Each youth group will include 600 households, effectively covering a population of 30,000 households. Based on existing programmes and the research conducted within the grant PYI ranges from 48,000 to 96,000		Not available	

GIF partnerships under the sub-fund since October 2021

All interviewees value the partnership established within GAC-GIF Sub-Fund, although different aspects of partnerships were presented by external and internal stakeholders. External stakeholders spoke about partnerships within their agreement with GIF and with other innovators of GIF.

Innovators consider GIF as their partner, as affirmed by one investee:

"They are a thought partner as they've asked a lot of clarifying questions along the way."

(KII)

GIF staff spoke about three types of partnership which are:

- Internal learning;
- Portfolio learning;
- Visibility in the field and influence.

The following paragraphs will further detail these types of partnerships.

Learning through internal and external partnerships

GIF collaborated extensively with partners and consultants, particularly 2X Collaborative for external learning and Value for Women (V4W) for both internal and external learning. This collaboration focused on specific aspects of developing gender tools and sharing knowledge.

GIF's partnership with V4W for internal and external learning

This collaboration led to the adaptation of GIF's Gender Marker tool for a Risk Capital audience and the piloting of a new version. The original tool was developed during the first phase of the Sub-Fund and tested with three risk capital portfolio companies. The tool enables teams to track, support and strengthen the extent of the integration of gender equality in risk capital innovations; provides a rapid overview of the strengths and weaknesses of the gender approach of an innovation; and helps in setting gender mainstreaming plans for innovators and investees.

"The output of this partnership was a new Gender Marker tool created by Value for Women for GIF and there were a handful of benefits to that new tool."

(V4W KII)

Three main benefits of this tool as stated by the V4W interviewee are:

- It gave GIF a means to consistently establish a baseline for its portfolio investees;
- A way to consistently track progress, amongst its portfolio investees;
- The baseline helped GIF to set contractual milestones.

Through the new version of the Gender Marker tool, V4W wanted to update the tool to better equip GIF across their risk capital gender analysis. This collaboration initially aimed to explore the influence of GIF's grant work under the IGEI on risk capital endeavours in measuring gender through Key Performance Indicators (KPIs). However, the iteration process revealed that this was best achieved through updating the Gender Marker, which has been in place to assess gender analysis in all GIF investments since 2022, to create a new version of the tool which would be more suitable for Risk Capital investments. The new version would be piloted with three portfolio companies to quickly identify areas for improvement which going forward could be used to develop Gender Action Plans in contracts.



GIF's partnership with 2XCollaborative

GIF is an active and paying member of 2XCollaborative, a leading industry body for gender lens investing, convening the entire spectrum of capital providers. As a structured network, it is designed to serve investors making their first gender-focused investments, as well as investors at the frontier of the field. GIF also conducted a number of webinars and presentations within donor communities in collaboration with the 2X and Gender Smart committee.

Noting that as of 1 January 2023, 2X Global is the new name for GenderSmart and the 2X Collaborative, which started operating as a fully merged organisation on 1 January 2023²¹.

The evaluation infers that GIF is adopting and implementing a scaling model similar to the one integrated into innovators' grants. This scaling model is allowing them to expand and be recognised and appreciated in the field of gender equality investment. At the same time, they generously contribute to sharing learnings, research, and tools with different actors in the gender equality sector.

IGEI's portfolio learning

Disseminating learnings was a priority for GIF in 2022 and 2023.²² GIF organised and conducted a series of learning events. These cross-learning events brought together key portfolio innovators and partners who have specifically targeted, included, or identified successes and challenges to designing, delivering, scaling, and measuring the impacts of gender transformative innovations.

The objective of these events was threefold:

- **Build Community of Practice:** Cross-sharing across different innovators to learn best practices and create a community that can support challenges faced by implementers across their work in implementation, measurement of impact and/or public sector partnerships;
- **Field building:** GIF innovators' work is at the cutting edge in the field of gender innovations. To further support their work, this platform allowed them to source expertise from leading researchers and practitioners to further their own learning objectives;
- **Networking:** Activities would provide additional opportunities to build networks to support their organisation in both implementations as well as scaling.

Further details about the events are presented in the sections below.

Visibility in the field and influence

Partnerships in this category involve collaborating with actors that facilitate and promote the dissemination of materials produced by GIF, enhance the visibility of GIF's efforts and its innovators within the portfolio, and contribute to the sharing of lessons learned. For example:

²¹ These two long-standing leaders in the field with respective field building and membership clout have helped to catalyze billions of gender-smart investing dollars since 2018. 2X Global is a global membership and field-building organization for investors, capital providers, and intermediaries working in public and private markets, across both developed and emerging economies.

²² GIF (2022). *2022 Annual Report*

- GIF is a paying member of the 2X Community, with several members of GIF staff taking part in 2X's Community of Practice and all Members' Meetings;
- GIF is a member of the Asia Venture Philanthropy Network (AVPN). GIF actively participated in the [AVPN Global Conference](#) in 2023, during which Katie Carrasco, Head of ESG and leader of GIF's presence in the Asia-Pacific region, delivered a presentation;
- GIF was a member of the High-Level Taskforce to Strengthen Gender-Diverse MSMEs in APAC;
- Rachna Nag Chowdhuri, Senior Vice President Impact, was part of a panel discussion during the "Cleaning Cooking through a Gender Lens Investment" webinar in May 2022;
- GIF actively participated at the Gender Summit and 2X all members meetings in 2022 and 2023 in London and Luxembourg, where a number of engagements for both sourcing, as well as learning dissemination, were key.
- Rachna Nag Chowdhuri at GIF hosted a webinar "Use of evidence and measurement in institutionalising gender interventions through government pathways" featuring GIF portfolio - Breakthrough team at the Scaling up Community of Practice webinar series in 2023

In 2022 and 2023, GIF aimed to exert external influence in the gender space by disseminating learnings from the Sub-Fund. This goal has been realized through sharing the gender framework with various stakeholders, including multiple GIF donors such as SIDA and FCDO, as well as collaborating with academics actively contributing to gender measurement research through engagements with GIF.

GIF collaborates with other platforms, aiming to map or identify innovation landscapes addressing gender inequality. These engagements provide natural opportunities to share frameworks and learnings. During the period of the evaluation, GIF engaged in external sharing activities with entities such as:

- Co-Impact;
- Climate Justice Resilience Fund;
- Oak Foundation;
- Elma Philanthropies;
- Grand Challenges Canada;
- Imaginable Futures;
- UN Women;
- Echidna Giving;
- Freedom Fund;
- Epic Foundation;
- Sweef;
- Fondation Chanel;
- Investing in Women; and
- WomenStrong.

GIF partnerships and efforts to share learnings will be discussed in the following section.

GIF's efforts to share and advance lessons learned

GIF's initiatives to share and advance lessons learned encompassed various strategies, including:

- Partnerships, as detailed in the preceding section;
- Development of communication materials such as blogs, videos, and newsletters;

- Creation of a Gender toolkit, featuring the Practical Impact measurement methodology with related tools, the updated Gender Marker produced in collaboration with V4W, and the Gender Equality-Framework with all associated tools;
- Publication of papers, including GIF's work on incorporating gender into Practical Impact (Nag Chowdhuri, 2021);
- Integration of process evaluation into contract agreements with innovators;
- Integration of Randomized Controlled Trials (RCTs) into contract agreements with innovators;
- Blog posts (highlighted by most interviewees and in Impact Reports) covering grants like such as Breakthrough²³, MTV²⁴ and Impact (Ed)²⁵; GIF also synthesized learnings through blogs, exploring topics such as five lessons learned from the Gender Sub-Fund and effective approaches to measuring gender outcomes;
- Organization of events;
- Presentation of findings during events attended by GIF.

Materials

The most frequently mentioned materials by staff, investees, and other stakeholders to advance lessons learned include:

- Reports and papers presenting and clarifying systems that GIF use to track and monitor impact;
- Process evaluations and RCT planned within actual grants;
- Blogs.

Materials specifically highlighted by interviewed staff include:

- Peer reviewed journals and webinars;
- GIF's gender video.

Materials that were mentioned via the survey include:

- Gender toolkit: The gender toolkit aims to advance lessons within GIF's Gender Equality Initiative. This comprises a gender equality framework, a gender marker, gender questions, and a practical impact gender outcomes summary to analyse and ensure gender considerations in investments. The recent work with Value for Women to refine the Gender Marker to enhance the impact assessment is noteworthy;
- Presentations: GIF utilizes presentations during various events attended by the organization to disseminate information and insights related to its gender equality initiatives.
- Impact briefs: The creation and distribution of impact briefs offer concise and informative documents that highlight the outcomes and achievements of GIF's initiatives in measuring impact and promoting gender equality;

²³ Global Innovation Fund (GIF) News (Mar 24, 2021). Gender in Practical Impact - Case Study.. GIF website: <https://www.globalinnovation.fund/news/gender-equality/gender-in-practical-impact-case-study>

²⁴ Global Innovation Fund (GIF) News (No 11, 2023). MTV Shuga shows that 'edu-tainment' changes lives. GIF website: <https://www.globalinnovation.fund/news/our-innovations/mtv-shuga-shows-that-edu-tainment-changes-lives>

²⁵ Global Innovation Fund (GIF) News (Jun 30, 2023). How television can change lives: insights from GIF investees. GIF website: <https://www.globalinnovation.fund/news/our-innovations/how-television-can-change-lives-insights-from-gif-investees>

- Demonstrative Presentations: Such presentations demonstrate how GIF measures impact and gender equality outcomes;
- Gender video: GIF creates and shares gender-focused videos through social media channels. These videos aim to spotlight GIF's commitment and contributions to gender equality, reaching a wider audience;
- Safeguarding policies and procedures: GIF has established safeguarding policies and procedures, reflecting the organization's commitment to ensuring the safety and well-being of individuals involved in its initiatives;
- International Women's Day Video: On International Women's Day, 8th March, 2023, GIF, in collaboration with GAC and FCDO, disseminated a new [video](#) to help communicate GIF's approach and impact more effectively, and to reach the broadest possible audience. Designed to be accessible to any audience with any level of understanding about gender equality, the film uses drawn animation to highlight the ways in which the agency of women and girls is increased through GIF's funded innovations.

Materials produced by GIF can be found on GIF's Resources page.

<https://www.globalinnovation.fund/resources>²⁶

It is important to highlight that the materials produced by GIF were not easily identified by both internal staff and external stakeholders. As outlined earlier, the application of various data collection tools was instrumental in identifying and compiling a comprehensive list of materials produced by GIF. This underscores the necessity to enhance efforts in sharing existing and newly released materials with both internal and external stakeholders.

Events

GIF strategically planned a series of events to disseminate and advance lessons learned, as confirmed by both interviewees and survey respondents. Acknowledging that the list of events provided in this report is not exhaustive and does not encompass all the events organized by GIF under the Innovating for Gender Equality Initiative (IGEI), it's important to note that the events highlighted herein serve as examples of GIF's achievements. For a comprehensive list of events, please refer to the annual narrative reports published by GIF, notably the GIF 2022 Annual Report²⁷.

These events provided diverse opportunities for engaging with different target groups, including:

- Participation in events attended by GIF and innovators, such as Women Deliver and the Gender Data and Measurement Challenges event. Noteworthy sessions included a March 2022 Gender Data and Measurement Challenges spotlight on Breakthrough's use of vignettes to measure social norms change in their Indian intervention. The event also facilitated breakout small group activities, allowing portfolio innovators to collectively share and reflect on their specific data and measurement challenges;
- Collaboration with partners, including events organized with the EMERGE platform. In May 2022, in partnership with UCSD's EMERGE team, portfolio innovators were introduced to the EMERGE platform for robust Women Empowerment and Equality measurement;
- Opportunities for portfolio members to share their learnings, such as arranging for Breakthrough to speak about their scaling journey at the Scaling Community of Practice Working Group. Breakthrough's recent magazine launch, "Engendering Education," emphasized how gender-transformative education is fundamental to fostering a gender-equal culture;

²⁶ GIF (n.d.) Resources page. GIF website: <https://www.globalinnovation.fund/resources>

²⁷ GIF (2022). 2022 Annual Report.

- Sharing of gender tools on a one-to-one basis and through sessions with organizations like Beyond Capital Ventures;
- Facilitation of small group activities where portfolio innovators collaboratively shared and reflected on their specific data and measurement challenges.

In 2023, GIF continued engaging with the Gender Equality Portfolio by creating and supporting forums for cross-learning, material creation, and events among the following:

- Women Deliver Conference 2023: During the Women Deliver Conference 2023, held in Kigali, Rwanda, as well as virtually, from July 17-20, 2023, a delegation from GIF participated. The conference theme of "Spaces, Solidarity, and Solutions," provided an opportunity for representatives from several GIF gender equality grantees, co-investors, and partners to come together. A fringe event was organised to celebrate the successes of GIF's work, featuring representatives from organisations such as Educate!, Impact(Ed), and Bandabereho RWAMREC. GIF, in collaboration with RWAMREC, also hosted a donor roundtable at the conference to discuss the importance of investing in scalable gender transformative programmes.

GIF actively collaborates with and disseminates learnings to other funders in the gender equality space, while also gaining insights from various sources, including:

- External reviews, particularly those focused on the gender fund, involving aspects like sourcing local organizations;
- Annual feedback from investee surveys, guiding improvements in supporting organizations, such as enhanced support for fundraising and facilitating introductions to other funders;
- Insights derived from conferences, with participation in events like Women Deliver contributing to a broader understanding of gender-related issues and approaches.

While the diverse learning efforts mentioned above effectively disseminate knowledge across various target groups, it is recommended, both by external stakeholders and emphasized in this evaluation, to aggregate the learnings from GIF's own experiences and those of its portfolio innovators. This aggregation can provide a basis for establishing best practices in similar endeavours.

GIF's Lessons learned

As per the GIF Annual GAC Report 2022, the cross-learning events discussed in earlier sections not only triggered dialogues and meaningful reflections with innovators, surpassing standard reporting practices but also assisted GIF in gathering evidence on improving its efforts as an evidence-informed investor. These events generated insights for the development community regarding individual innovations and enriched sector-wide knowledge through the meta-analysis of multiple innovations.

GIF's top five takeaways, highlighted and elaborated in a blog post on GIF website²⁸, include:

²⁸ Global Innovation Fund (GIF) (10 August 2022). Measure smarter not harder: five ways. GIF website: <https://www.globalinnovationfund/news/gender-equality/measure-smarter-not-harder-five-ways-innovators-can-rise-to-the-challenge-of-measuring-gender-equality-and-empowerment>

- It's really important to understand the context – and account for the difference;
- You may encounter conflicting values on standardisation – try and strike a balance;
- Prioritise the gender metrics you wish to collect;
- Make sure gender data measurement isn't compromised during rapid scale-up;
- Don't lose sight of the long-term outcomes.

Interviewees mentioned the following lessons learned:

- What works for gender transformative innovations scaling;
- How best to structure grant agreements to ensure that objectives are aligned and met.

One of the lessons learned during contracting is to focus on outcomes:

"Key is outcomes-based contracting as well as alignment with vision." (KII, staff)

Additionally, insights gained from scaling efforts have influenced GIF's due diligence process:

"How to elevate gender within the agenda of governments, and other stakeholders and how to think of it from a systems lens."

(KII, donor)

These learnings are applicable to similar experiences of investors, donors, or innovators, suggesting the establishment of sector-wide best practices. Continuous and focused efforts, such as regular GIF publications sharing lessons learned, are warranted to enhance the sector's understanding.

The influence of the Gender Equality Sub-Fund and GAC on GIF's work

GAC's impact is evident in various facets of GIF's operations, encompassing the adoption of novel methodologies and processes in development sectors, the establishment of thematic funding opportunities, the assessment of investments slated for funding, and, notably, the integration of a gender lens across all aspects of GIF's work.

GIF possessed substantial expertise in impact measurement as they ventured into the pilot stage of the GAC-GIF partnership, but had there were risks given that it was the first time GIF had raised dedicated thematic funds. This proficiency for measuring impact played a crucial role in driving gender-transformative impact by investing in innovations with significant potential for both high impact and scale. Their robust expertise encompassed systematic processes, a focus on impact, evidence-based funding, collaborative approaches, and a well-structured impact measurement system.

Specifically, the influence of IGEI on GIF is evident in two primary aspects:

- The impact on fundraising strategy and the capability to establish thematic Sub-Funds;
- The influence on GIF's deal-making activities beyond grants, exemplified by Science for Society (S4S), GIF's inaugural gender and climate transformative investment, which falls outside the GAC partnership.

On their part, GAC provided GIF with the appropriate feminist principles and financial tools to operationalize these principles, fostering pathways for achieving gender transformative changes through selected innovations. Additionally, GAC facilitated the adaptation of GIF's impact methodology to account for agency outcomes.

One GIF staff member affirmed:

“It has been an exceptional journey for us that has really been facilitated by GAC’s feminist policy and their mandate” ... “GAC did nudge GIF in that direction, and we embraced it. We internalized it and made it our own and we keep on moving forward.”

(KII)

GIF’ Impact Report 2022 affirms that *“the sort of innovative approach that the Global Innovation Fund and Canada are engaged in is proving to deliver for women and girls”*.

(GIF Impact Report 2022)

The finding from the 2021 evaluation, which highlighted that GIF’s partnership with GAC profoundly influenced the way GIF thinks about gender in all aspects of its work, remains valid and is evident in various aspects such as:

1. Integrating gender metrics into the adopted measurement of impact to better understand where to deploy resources most effectively;
2. Incorporating gender considerations at every stage of GIF’s investment process. In doing so, ensuring even investments without an explicit gender focus are screened for their impact on the lives of women and girls;
3. Building online tools to help and encourage innovators and entrepreneurs to place gender equality at the forefront of their own thinking.

According to the GIF-GAC Annual Report 2021, this partnership has also influenced all partnering efforts established by GIF, namely the collaboration with funders to advance gender equality.

Moreover, the influence of this partnership extends across mission-aligned development agencies internationally. A particular example is given for a funding agreement that GIF signed with the government of Australia, which resulted in a commitment of both partners to make investments in the Indo-Pacific region, guided by the principles of the Innovating for Gender Equality Initiative, and other funders committing part of their funding to GIF’s gender work (FCDO).

The 2023 Quarter 2 GAC Progress Report from GIF highlights that GAC has played a crucial role in shaping GIF’s institutional approach to gender, particularly in the following dimensions:

- Integration of gender lens in GIF’s investment processes from the early stages of diligence for all investments;
- Development of GIF’s investment thesis and themes, including the initiation of its inaugural gender and climate transformative equity investment;
- Influence on GIF’s overarching strategy and capacity to establish thematic Sub-Funds, culminating in the introduction of the Climate Sub-Fund, aligned with the model set by the IGEL.

Surveyed staff corroborate the previously mentioned impacts of GAC on GIF, specifically acknowledging the integration of thematic areas into investments and the adaptation of GIF’s fundraising strategies and operations. Survey respondents stated the following:

“GAC has influenced GIF’s wider fundraising strategy and how it can adapt its methodology and processes for development themes, for instance climate adaptation and resilience. The climate Sub-Fund was modelled on the work GAC had influenced.”

(Survey Respondent)

“Through the GAC partnership, we established a successful model for a thematic focus area within GIF’s funding model and that serves as a model for other thematic focus areas, such as climate resilience.”

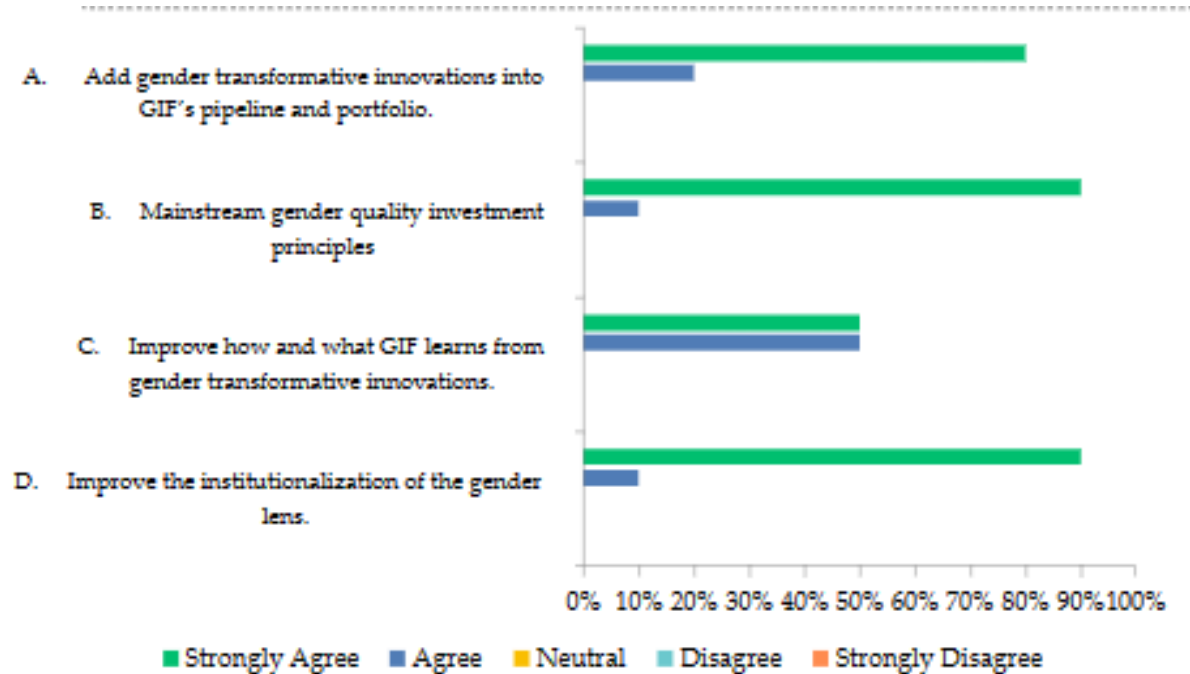
(Survey Respondent)

Interviewees highlighted GAC’s influence on adapting the investment operations process and integrating thematic areas into investments. Additionally, they emphasized GAC’s impact on applied procedures in GIF’s Risk Capital work (Investments) by:

- Incorporating more gender-related clauses in contracts, such as the development of a board-approved gender strategy as a condition precedent to tranches of funding in equity investments;
- Systematizing the Gender Marker process of the Risk Capital portfolio throughout the deal-making process, including the establishment of Gender Action Plans. Clauses related to gender are incorporated where specific risks or opportunities are identified. During the diligence phase, investments undergo the Gender Marker process and attend gender working group sessions. If recommended, GIF collaborates with the company to develop a Gender Action Plan, assisting in setting targets and goals for gender inclusion. This process supports and provides a pathway for companies to achieve their gender-related objectives, with three companies receiving support from V4W on identifying areas for improvement.

Similarly, 90% of respondents strongly agree that Global Affairs Canada (GAC) has influenced GIF to mainstream gender equality investment principles and improve the institutionalisation of the gender lens (See Figure 4 below).

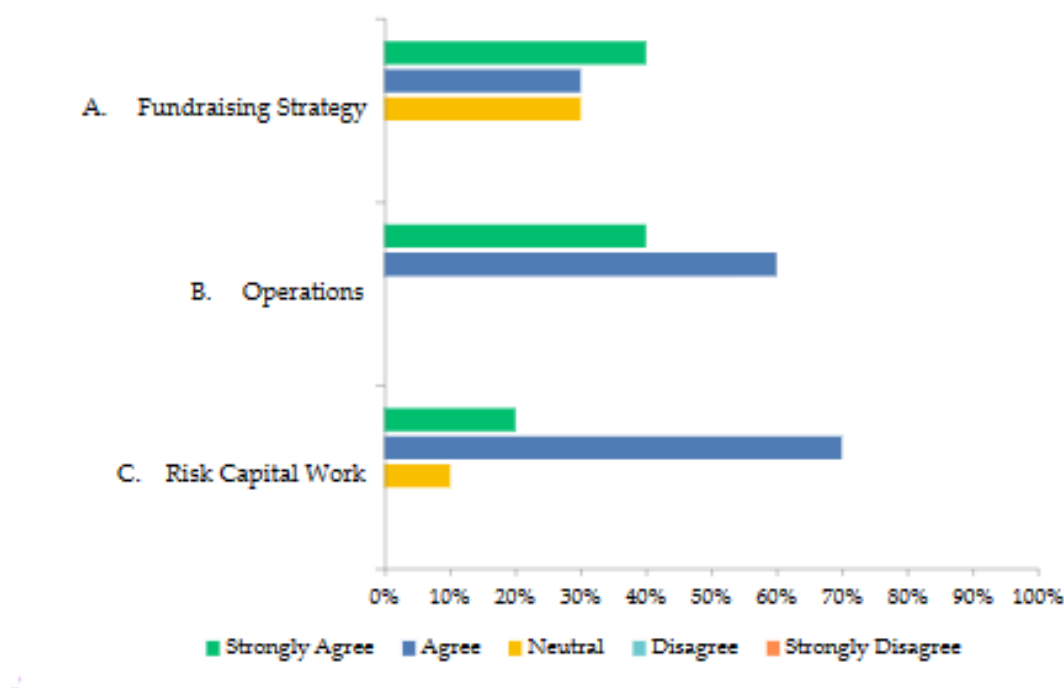
Figure 4: Staff perception on the influence of GAC and the sub-fund on GIF²⁹



Interestingly, few survey respondents strongly agreed on the influence of the Sub-Fund initiative on the fundraising strategy, while 30% remained neutral. The survey results show that respondents “agree” more on IGEI’s influence on GIF’s operations and risk capital work. These results may be explained by the consideration that the funding mechanisms by itself may not be influential. However, the concerned actors behind it are the ones who create the influence, as highlighted through all the opinions presented above about the influence of GAC.

²⁹ Survey Monkey Data

Figure 5: Staff perception of the influence of the Gender Equality Sub-Fund on GIF³⁰



GAC and the IGEI influences will be sustained by GIF through a continuous commitment to gender equality through transformative innovations, as stated by GIF staff:

“The Innovating for Gender Equality Fund is now broader than the sort of grant making that we do under GAC and it’s one of our main investment themes and we’ll continue to be part of that as we fundraise for GIF Growth or any other endeavours. It’s become something that we’re proud of and want to continue to do.”

(FGD)

Influence of GIF in the field of innovation for gender equality

GIF’s Influence on Gender Equality Innovation

GIF’s greatest influence in the field of gender equality is represented by the drive for innovation and impact on transforming gender norms and increasing the agency of women and girls.

An interviewee emphasized the significance of GIF’s expertise in addressing specific gender considerations gender reporting, and impact measurement practices, which are evident in their support and influence on innovations promoting gender equality:

“I think that the work that they do to improve the way in which organizations within the portfolio measure impact, and think about gender-disaggregated reporting or the kind of expertise that GIF have in the impact space is above and beyond what perhaps other similar types of organizations have. All of these are a great asset for GIF and a benefit for the investees that they back in this space.”

³⁰ Survey Monkey Data

(KII)

Interviewees also listed the following areas of influence of GIF on gender equality field:

- Establishment of various de-risking and scale pathways to enhance the potential reach of supported innovations, including engagement with government scale pathways, social franchise, and mass media;
- Acting as a catalyst for funding by instilling confidence in other funders, thereby unlocking additional funding. For instance, due to GIF's role in de-risking innovation, Breakthrough in India was able to scale through the government and attracted millions in funding from a co-funder, leading to systems change-level initiatives.
- Being capable of measuring and inputting;
 - Metrics for measuring norms changes *"where the heart of the gender portfolio lies,"* i.e., the impact;
 - Supporting grantees in establishing robust metrics to measure agency, including control of earnings, reflecting the increased empowerment of women after obtaining jobs.

GIF's staff regard the entire process of their support for innovators and the aforementioned influences on gender equality as a distinctive achievement in the field, as iterated in the following quotes:

"We are probably one of the few people, few teams in the industry that have managed to do this successfully."
(FGD, GIF staff).

"GIF's approach around the additional support which comes with the funding has been really well received."
(KII, Donor)

GIF's staff consider that strong rigour and deep due diligence are mutually beneficial for them as well as the innovators, as affirmed in the following quote:

"... we've received positive feedback from a number of our organizations from the diligence process with them ... the processes that we've gone through together has really helped them either articulate their innovation better or identify areas in which they need to and wants to improve maybe in their moderated evaluation or the way that they themselves articulate what gender equality is and how it's improved through their innovation."
(FGD, GIF staff)

GIF influence beyond IGEI

Beyond GIF's impact in the field of gender equality, their achievement includes influencing other NGOs outside the GAC initiative portfolio. This influence is affecting the approach adopted by certain other NGOs to scale through research evidence. For instance:

- DMI, with their "Radio one" RCT in eight countries, scaled up based on GIF's influence in those countries;
- Family Empowerment Media in Nigeria replicated and scaled up their efforts in Northern Nigeria through research evidence and learning from GIF's experience.

GIF's applied models are influencing the growth of innovative ideas, which are beyond the growth of the organisation implementing it, as stated by GIF staff:

"... it's not just the growth of that NGO, but it's the growth of that innovation. ... that innovation has been able to be taken up and sometimes research evidence does influence scaling and take up in other ways as well."

(KII, staff)

Practical impact measurement, as affirmed by an interviewee, demonstrates the influence exerted by GIF:

"Their use of the Practical Impact methodology is one of GIF's strength. That model is well respected within the field, and it's been adopted by other institutions."

(KII, external stakeholder)

There is a clear synergy between GIF and other innovators, as indicated by the level and the benefits of their partnerships.

"GIF have really been a thought partner in terms of quantifying and thinking through potential impact."

(KII, Grant initiated in December 2023)

GIF's influence on the field of gender equality investment

GIF's impact on gender-focused investments is notably demonstrated by its recognition as a reference and influencer for specific donors in the development of their gender equality frameworks. Moreover, GIF possesses a significant potential to shape the measurement systems adopted by these donors, with existing evidence highlighting achievements in this regard, as outlined below:

Influencing gender investing programmes of donors beyond GAC:

- The Australian government built their own Gender Fund, influenced directly and indirectly from the GIF-GAC partnership;
- FCDO and SIDA, serve as co-founders for more than one innovator of the Sub-Fund.

Inspiring and attracting donors and GLIs through selected innovations include the following:

- Donors, such as FCDO;
- Fund for Innovation in Development (FID), and Development Innovation Ventures (DIV) find inspiration in the type of innovations selected by GIF.

As detailed under the 'Partnership and Lessons learned' section, there is cross learning and influence between GIF and all its partners, especially in the screening and measurement process. GIF holds high potential to become a leading actor, mainly in screening and measuring impact in the gender equality sector.

The influence on gender equality innovations holds many multiplying factors that are showing through successful efforts in de-risk innovations through its funding which in return enable innovators to attract additional funding for their innovations through different investors and donors. Most of the attracted investors are the ones that trust the choices and systems applied by GIF. As a result, they are drawn to the innovations chosen by GIF.



Similarities and differences between GIF and other Gender-Lens Investors (GLI) or funders

The specific GLI³¹ investors and gender equity grant-makers identified by interviewees as having synergies with GIF include several government agencies:

- GAC;
- FCDO;
- DFAT;
- SIDA.

³¹ Although the GLI approach, could infer that investors seek to channel debt and equity to businesses that create positive gender outcomes through various strategies, such as supporting women as entrepreneurs, the evaluation report is using a broad definition encompassing all actors that provide funding for gender equality. In particular, listing examples of GLIs that were provided by interviewees even if the cited one may not be considered as GLIs but rather donors or grant making entities.

The table below highlights the similarities and differences between GIF and other actors as mentioned during interviews.

Table 7: Similarities and differences between GIF and other actors as mentioned during interviews

Mentioned GLI or donor by interviewee	Similarities highlighted by interviewees	Differences highlighted by interviewees
Co-impact Gender grant makers	A shared vision to address social and cultural norms and collaborate on innovations addressing the structural foundations of gender equality. They also highlighted common criteria, approaches to innovation, and perspectives on evidence	Not mentioned
Consortium of International Agricultural Research Centers (CGIAR) CGIAR with 20 partners launched on December 3, 2023, in Dubai, UAE, the “ Agriculture Innovation Mission for Climate (AIM for Climate / AIM4C), Sprint ” on addressing Gender Inequality for Effective Climate Action in Agrifood Systems. CGIAR with 20 partners have committed US\$31 million over four years (2023-2027). The Sprint will achieve its aims through three main pillars of work: <ul style="list-style-type: none"> • testing new climate innovations that address both climate change and gender inequality; • promoting more widespread, inclusive uptake of climate solutions; • developing metrics to measure progress towards these goals. The announcement was made during the COP28 side event “Tackling gender inequality for effective climate action in food systems”, organised by the International Food Policy Research Institute (IFPRI), the International Potato Center (CIP), and the CGIAR GENDER Impact Platform.	Supporting gender equality innovations Adopting similar approaches and pathways to the ones adopted by GIF under its goals: including testing innovations, scaling, and creating metrics	CGIAR focus on 1 thematic area: agriculture resilience innovations
Swedish International Development Cooperation Agency (SIDA)	Gender is part of their strategy	A strategy and not a specific funding mechanism

<p>Gender Equity and Equality Action Fund-United States Agency for International Development (USAID)</p> <p>The Gender Equity and Equality Action (GEEA) Fund advances economic security for women and girls by increasing their access to resources, services, and leadership opportunities and by addressing the barriers that limit their ability to participate fully in the economy. The Fund invests in partners around the world, prioritising programmes that address the disproportionate impact of COVID-19, climate change, conflict, and crisis on women and girls. In alignment with the U.S. National Strategy on Gender Equity and Equality and the U.S. Strategy on Global Women’s Economic Security.</p>	<p>Not mentioned</p>	<p>Focus on specific thematic areas: address the disproportionate impact of COVID-19, climate change, conflict, and crisis on women and girls</p>
<p>Department of Foreign Affairs and Trade (DFAT)</p> <p>Australia's international support for gender equality. Among its programmes the "Investing in Women", a multi-country programme with an innovative, long-term approach to improving women's economic participation as employees and as entrepreneurs and influencing the private and public sector environment to promote women's economic empowerment in Southeast Asia. The programme operates in Indonesia, the Philippines, Vietnam and Myanmar, and works directly in collaboration with corporations and business leaders, impact investors, entrepreneurs and advocates. this programme is also investing in emergency relief to support women's small and medium enterprises to recover from COVID-19's economic effects</p>	<p>An innovative, long-term approach to improving women's economic participation as employees and as entrepreneurs and influencing the private and public sector environment to promote women's economic empowerment in Southeast Asia</p>	<p>Different geographic and specific thematic focus areas</p>
<p>Norwegian Agency for Development Cooperation (NORAD)* Action Plan for Women’s Rights and Gender Equality in Norway’s Foreign and Development Policy (2023–2030)</p> <p>This Action Plan provides guidelines for Norway’s efforts to promote women’s rights and gender equality in foreign and development policy.</p>	<p>Focus on individual agency of women and girls</p>	<p>It provides a definition of who are the categories of women and girls referred to in the plan: <i>“Women’s individual agency involves the right to make</i></p>

<p>The Action Plan identifies three transformative categories of change drivers:</p> <ul style="list-style-type: none"> 1-Normative frameworks, laws, structures and institutions; 2-Power dynamics; 3- Women's agency and decision-making power. 		<p><i>independent choices, have bodily autonomy and, be able to own assets and hold offices and positions at local, national and global levels. It also includes the freedom to express themselves and engage in human rights work. This necessitates that women possess the knowledge, ability and resources to act, lead and influence decisions"</i></p>
<p>Development Innovation Ventures (DIV)</p> <p>DIV provides grant funding to innovators and researchers to test new ideas, take strategic risks, build evidence of what works, and advance the best solutions.</p>	<p>Draw inspiration from the type of innovations selected by GIF.</p> <p>DIV's tiered-funding model embraces risk at early stages and mitigates risk at later stages, ensuring that funding is targeted to the most cost-effective innovations that can improve people's lives.</p>	<p>DIV takes a broad approach to innovation; innovations can be business models, products, behavioral interventions, applied research, or replications of proven innovations in novel environment</p>
<p>Fund for Innovation in Development (FID)</p> <p>FID finances innovative initiatives led by all types of organisations including research institutions, NGOs, governments, companies, etc. Its unique funding methodology by incremental stages is adapted to the different phases of implementation and evaluation of innovations. This facilitates the deployment of solutions with rigorously tested and validated impacts.</p>	<p>Draw inspiration from the type of innovations selected by GIF.</p> <p>Target innovative initiatives</p>	<p>Unique funding methodology by incremental stages</p>
<p>Bill and Melinda Gates Foundation</p> <p>The Gender Equality Division funds some of the most effective advocates and programmes working to advance women's economic participation and decision-making power, increase women's access to leadership roles, improve and protect women's health and bodily autonomy, increase child survival and resilience, champion and</p>	<p>Advancing similar impacts</p>	<p>Not mentioned</p>

expand positive social norms, and strengthen data and insights to address persistent gender inequalities.		
<p>Spring Impact</p> <p>Spring Impact aids mission-driven organisations and funders scale their impact sustainably – through consulting, training, and programmes. In Uganda, the Child Health and Development Centre (CHDC) partnered with Spring Impact to scale up Parenting for Respectability (PfR) - a community-based parenting programme for the early prevention of violence against children and gender-based violence at scale.</p>	Spring Impact helps mission-driven organisations and funders scale. Currently, they have an ongoing programme in Uganda	Spring Impact intervenes through consulting, training, and programmes
<p>Oak Foundation</p> <p>Oak Foundation provides grants to not-for-profit organisations across the globe that aim to make the world a safer, fairer, and more sustainable place to live.</p> <p>Each programme has its own funding criteria, geographic scope, and requirements. They pursue rights-based approaches, gender equality, and partnership with the organisations they fund. Oak Foundation seeks to support innovation, visionary leaders and organisations. They seek to be inclusive, flexible, and to learn from different points of view. We believe that the best grant-making reflects both careful due diligence and the willingness to take risks.</p>	<p>Close peer funder partners and co-funders</p> <p>Aligned on the importance of evidence generation and scaling of gender transformative innovations.</p> <p>Pursue rights-based approaches, gender equality, and partnership with the organisations they fund</p>	<p>Oak Foundation tends to fund slightly earlier stage than GIF</p> <p>Oak Foundation's programmes have their own funding criteria, geographic scope, and requirements</p>
<p>Grand Challenges Canada (GCC)</p> <p>is dedicated to supporting Bold Ideas with Big Impact®. Funded by the Government of Canada and other partners, Grand Challenges Canada funds innovators in low- and middle-income countries and Canada.</p> <p>Focus area: integrate science and technology, social and business innovation – known as Integrated Innovation</p> <p>The largest impact first investment in Canada: invest in ideas that not only apply science and technology, but also integrate social and business approaches, to generate transformative impact.</p>	<p>Close peer funder partners and co-funders</p> <p>Aligned on the importance of evidence generation and scaling of gender transformative innovations</p>	

Wellspring	Close peer funder partners and co-funders Aligned on the importance of evidence generation and scaling of gender transformative innovations	
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In terms of GLIs, Oak, Wellspring and GCC are close peer funder partners and co-funders on a number of GIF investments. These three GLIs are well aligned on the importance of evidence generation and scaling of gender transformative innovations. GIF regularly exchanges pipeline, due diligence and learning on approaches with them. For example, Oak Foundation tends to fund slightly earlier stage than GIF. They invested via Equimundo, the Global North partner of RWAMREC, in the early stages of Bandedereho. GIF has now anchored the Test and Transition phase and, having shared GIF due diligence, GCC is now co-funding this phase too. GIF and these GLIs are working to keep coordinating and aligning investments in portfolio management to ease the burden on investees.

The main differences as stated by survey respondents are:

- GIF is more focused on evidence generation and evidence of impact;
- GIF tends to come in at a slightly later stage (Test & Transition) than these funders (e.g. Oak) and provide more catalytic capital (e.g. seeding RWAMREC's Test & Transition grant of USD4.5m);
- GIF institutionalises gender in its assessment criteria through the gender working group.

The interviewees mentioned additional GLIs and donors, although specific details about them were not provided. The mentioned entities are as follows:

- Sweef;
- Vilgro;
- African Women's Development Fund.

Surveyed respondents and interviewees among staff listed two funders who are inspired by GIF's deliberation process and selections, specifically:

- Fund for Innovation in Development (FID);
- Development Innovation Ventures (DIV).

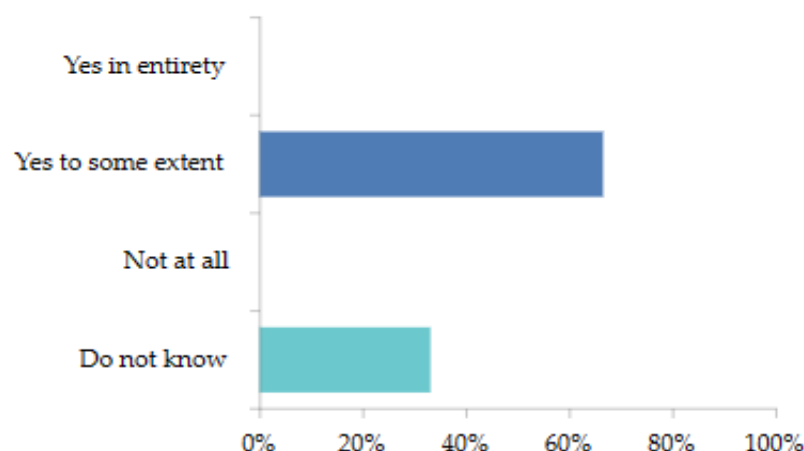
GIF deliberation process and the methodology adopted to de-risk gender equality innovations are the main areas of influence of GIF on GLIs active in the field.

Recommendations implemented from previous evaluation

Implemented recommendations from the previous evaluation, as highlighted by interviewees and surveyed staff, include:

- Innovator Feedback: Compiling a set of recommendations for innovators based on their results and providing feedback to aid their implementation process;
- Communication of Investment Process: Improving the communication of key milestones in the investment process and making it more transparent and concise. GIF has sought feedback from applicants through annual surveys;
- Streamlining and Speeding Up Processes: Reducing the intensity of portfolio management and diligence for applicants. Streamlining the investment process, including reducing the number of committees involved, shortening the timeline from over 9 months to an average of 4 months, and contracting more mindfully. Working closely with co-funders to align reporting and streamline processes, particularly for newer investments;
- User Experience Survey: Adopting a user experience survey to gather insights into the user experience during the application and funding process;
- Gender Working Group Membership: Implementing revolving membership in the gender working group, with continuous changes in membership;
- These implemented recommendations reflect GIF's commitment to continuous improvement and responsiveness to feedback from innovators and stakeholders;
- Survey responses show that 66% of surveyed staff believe the recommendations from the October 2021 evaluation were to some extent implemented (See Figure 6 below). No information was provided by interviewees regarding recommendations that were not implemented.

Figure 6: Staff perception regarding implementation level of Oct 2021 evaluation recommendations³²



Recommendations

Recommendations can be broken down into the following categories:

Investment achievements under the sub-fund since October 2021

GIF best practices to be maintained.

- Maintain the intentionality and integrated approach of impact, scale, partnership, advocacy and research models as applied throughout the relationship with potential and actual innovators, and as operationalised through the granting agreement and other accompaniment and monitoring tools.

Reporting adjustments to allow donor agencies to share GIF success stories.

- The innovative Practical Impact (PI) measurement system is highly praised for its ability to facilitate practical and realistic calculations of the desired impact from each grant. However, a notable challenge is the absence of reporting on the achieved values of reach, particularly at the outcome and impact levels, for each grant and the entire portfolio. This stands in contrast to other investment vehicles that produce such figures for a shared measurement system at the donors' end. Addressing this gap is crucial to provide the necessary data for donors to share more specific success stories and facilitate comparisons as needed.

Monitor changes at the level of “outcomes”, the behavioural and attitudinal change that is experienced by direct beneficiaries as a result of the innovations.

- Outcomes should be tracked, monitored, and documented in terms of direct beneficiaries' success stories and not only innovators' stories and progress.

³² Survey Monkey Data

Increase risk capital investments in the gender equality sector.

- GIF has been aligned with GAC and other donors' requirements to generate funds for innovations through the "grant" model of funding. Yet, this is somehow limiting GIF from benefiting from its strength and expertise in funding through the "risk capital investment" model.

Increase localisation efforts.

- Build a network of local sourcing partners that helps GIF identify great local organisations who may be eligible for GIF support and investment through both grant making model and risk capital investment.

Disseminate learnings

- Increase reporting frequency to document learning, successes, and failures in relation to planned versus achieved impact;
- Synthesize and aggregate learning at the portfolio level, reflecting on macro-level insights gained from investments made over the past four or five years. Evaluate successes, challenges, and underlying reasons for both effective and ineffective outcomes;
- Hold more webinars for internal and external engagement, with the participation of grantees who can share their experiences and lessons learned;
- Dedicate more efforts to sharing existing and newly released materials produced by GIF with internal and external stakeholders;
- Integrate learnings into future GIF investment strategy;
- Increase internal portfolio learning opportunities. GIF should consider having systematic and regular meetings among portfolio innovators to share learnings and best practices. As revealed through the collected data, the new innovators are still not aware of such learning opportunities. Perhaps the information about these internal learning opportunities can be shared and agreed upon as part of the grant agreement;
- Share information on areas of GAC influence with team members within GIF working on other portfolios.

GAC influence on GIF's work

- Agree on expected mutual influence as part of the partnership agreement in a way that would allow for both partners to improve based on expectations.

Influence of GIF in the field of innovation for gender equality

- Maintain the portfolio management approach of providing support for innovators beyond grant funding;
- Identify innovators who bring solutions beyond the focus on capacity building.

Added value of GIF's Innovating for Gender Equality Sub-Fund

- Hold direct dialogue with gender lens investors to disseminate the innovative methodology created by GIF for impact measurements, the created Gender Marker, and all related processes and tools to ensure wider benefits in the field, and to contribute further to advancing gender equality for marginalised women and girls.

Recommendations from previous evaluation

- Evaluation recommendations should be shared with all GIF stakeholders as well as the updates on their implementation.

Conclusion

GIF excels in all evaluation dimensions, surpassing expectations in identifying and funding innovative solutions that advance gender equality at scale. The organization stands out as an innovator in its applied processes, approaches, and measurement systems, particularly the Practical Impact. GIF is distinguished by its rigorous and supportive accompaniment of applicants with high impact potential, especially those at a critical stage of advancing their innovations.

The de-risking pathways provided by GIF, whether through government scaling models or non-profit partnerships, significantly amplify the achievements, reach, and sustainability potential of supported innovations. The organization systematically ensures evidence-based interventions by engaging innovators in research to measure impact, establishing a solid foundation for de-risking and scaling innovations.

While there is room for improvement in monitoring behavioral changes among direct beneficiaries, aggregating lessons learned, and leveraging GIF's expertise in risk capital work for gender equality innovations, these areas are not major obstacles to GIF's effectiveness in achieving gender equality impact.

Suggestions for enhancement include regular compilation of outcome-level success stories, updates of key performance indicator (KPI) trackers, and sharing results with external stakeholders in a format that aligns with other investment vehicles when necessary. The success stories of each innovator can serve as compelling evidence of GIF's overall success.

Annex A. Case Study 1

Partnership with government: a successful application of GIF's scale through government model

Brief of “Bandeberaho” innovation

Bandeberaho, a program of the locally led organization Rwanda Men’s Resource Center (RWAMREC), is an evidence-based innovative program aiming to transform norms around masculinity in Rwanda. It engages men – expectant or new fathers - and their female partners in maternal and newborn health, violence prevention, and unpaid care work through participatory, structured sessions with community role models. Adapted by RWAMREC from a program in Latin America run by Equipundo, Bandeberaho uses fatherhood as an entry point to transform norms around masculinity and parental relations, reducing intimate partner violence, improving attendance at antenatal care appointments, enhancing men’s mental health, and promoting the sharing of care responsibilities in the household.

Bandeberaho’s implementation approach

When RWAMREC in collaboration with Equipundo first adapted the programme to the local context, i.e. developed what is now Bandeberaho, the participatory sessions were run by volunteer role models from the community. With scale in mind however, RWAMREC has worked strategically with the Rwanda Biomedical Centre (RBC), the implementation arm of the Ministry of Health (MoH), from the outset in contextualisation, design and evaluation. The RBC, for example, has been a co-author on the RCTs of the programme. This early engagement built strong champions of Bandeberaho at RBC and with their guidance, RWAMREC started exploring delivery of Bandeberaho through the government’s community health worker (CHW) cadre. In a show of support, the Rwandan Parliament passed a decree requesting nationwide scale-up of Bandeberaho in 2022. With GIF’s grant, RWAMREC has been working to leverage these policy windows of opportunity by delivering the programme through CHWs in three districts and institutionalising it with the RBC and MoH. They have now formalised partnerships with the MoH and RBC through strong Memoranda of Understanding (MoUs), convened an active Technical Working Group chaired by RBC with key members from across government to guide the scale-up, and together with RBC recruited a Bandeberaho point person that is co-located at the RBC to champion the programme.

Bandeberaho pilot implementation success and high impact potential prior to GIF funding

The success of the Bandeberaho pilot implementation before their collaboration with GIF underscores its high impact potential. Additionally, their robust Randomized Controlled Trial (RCT) results played a crucial role in providing evidence to their supporters, including the Ministry of Health/Rwanda Biomedical Center (MoH/RBC) and GIF, regarding their potential impacts. GIF identified Bandeberaho as an innovation with the capacity to generate significant gender equality impact and scale through the Innovating for Gender Equality Initiative. The success of the pilot serves as compelling evidence of the innovation's potential impact. The close coordination and partnership with the Ministry of Health adds to the evidence of Bandeberaho's potential to leverage political will and bring about systematic change.

RWAMREC’s Bandeberaho: A Collaborative Journey with GIF in Scaling and Impact

In practice, GIF's contractual agreements with grantees incorporate specific targets for engaging with

government partners at the national level. GIF views the collaboration between grantees and governments as not only a de-risking strategy but also a pathway for scaling innovations. The organization actively supports its investees in navigating these pathways, as highlighted by a staff member.

“GIF is really showing how catalytic it could be to provide that granting and accompaniment for innovations, increasing the likelihood of their benefiting from policy windows and starting to think about scaling through the government.” (KII, staff)

GIF and RWAMREC collaborated to define grant objectives and key performance indicators for Bandedereho, including improving program delivery through Community Health Workers (CHWs), assessing cost-effectiveness, increasing uptake in at least three districts, and monitoring program outcomes. Bandedereho received a \$1,800,000 'test and transition' grant from GIF's Innovating for Gender Equality Initiative, that was the anchor funding for a larger \$4.5 million budget over five years. The collaborative journey involves efforts to raise awareness of Bandedereho's work and achievements, emphasizing evidence-based scaling through government channels. This included co-creating and hosting an event at the Women Deliver Conference 2023 in Kigali, Rwanda, bringing together staff from the Ministry of Gender- Rwanda and various donors. In addition to this, GIF hosted a delegation from Bandedereho at a fringe event of the Women Deliver Conference to celebrate collaborative successes, and collaborated with RWAMREC to host a donor roundtable at the conference.

Bandedereho De-risking Pathways and Scaling Model Through GIF Support

Bandedereho embraced a broader partnership scaling model with the support of GIF, which included the establishment of a technical advisory committee. RWAMREC has taken proactive steps by training Community Health Workers (CHW) supervisors on Bandedereho and gender-transformative approaches. They have also conducted refresher training sessions for CHWs in Musanze, as well as facilitated training for CHW supervisors in Burera. Subsequently, RWAMREC extended their training efforts to CHWs in Burera, alongside training sessions for Burera CHW supervisors. This training approach adopted by RWAMREC is commendable as it signifies a move towards institutionalizing their innovation. Thus, government staff are trained through a training-of-trainers model, allowing for the program to be rolled out to other areas with minimal support from RWAMREC, thus ensuring sustainability and scalability. These trainers became proficient in the gender transformative approach. They provided support to Bandedereho by training district and health leaders, delivering sessions to approximately 300 Community Health Workers (CHWs) in the second targeted district, Burera.

RWAMREC affirms that they will continue to influence government policy at multiple levels.

“RWAMREC continues to influence government policy at the national level, at the district level, and at the community level. Once the grant is over, the health system can take the lead.” (KII, RWAMREC)

RWAMREC plans to integrate the intervention into the existing health system, extending from beneficiaries to health centers and district hospitals, ensuring compliance with national monitoring indicators. GIF's commitment to building results based on evidence is evident through an MoU with RBC, specifying collaboration areas, and two MOUs with the Ministry of Gender, and the National Early childhood development office.



Conclusion

RWAMREC's Bandebereho program exemplifies a successful partnership between GIF and a local innovator in advancing gender equality. The collaborative effort, from defining objectives to securing funding, showcases the effectiveness of GIF's approach in not only de-risking innovations but also providing a scalable model through government partnerships. The success of the Bandebereho pilot and its alignment with national priorities underscore the potential for transformative change. This case study stands as a valuable example of how such collaborations can influence policy, create systematic change, and serve as a beacon for future gender-transformative programs.

Annex B. Case Study 2

A Supportive accompaniment journey: a shared experience by innovators beyond funding

Brief about the Innovating for Gender Equality Initiative (IGEI)

The IGEI is an initiative created through the partnership between Global Affairs Canada (GAC) and GIF to specifically and exclusively focus on finding and funding scalable innovations to transform unequal gender relations and empower the world's poorest women and girls. The IGEI is managed by GIF and is predominantly funded by GAC, the UK and the Swedish governments.

GIF's gender equality portfolio currently includes ten innovations, with a growing pool of applicants and a long pipeline of innovations in active conversations with the GIF Investment Team. Five of the current innovations were added to the portfolio in the first implementation phase of the IGEI, and an additional five were added as part of the second implementation phase. This case study focuses on the second phase of grants.

IGEI's actual portfolio of innovations with potentials for gender equality impact

All IGEI's innovators are selected for their potentials in producing impact towards improved gender equality at scale. IGEI's portfolio innovators and their anticipated impact are the following:

Innovations from the first implementation phase include:

- No Means No Worldwide (NMNW), which is addressing gender-based violence by training girls and boys with a novel combination of self-defense and rights;
- StrongMinds, which is tackling the prevalence of depression among women in Africa through the delivery of group interpersonal therapy;
- Breakthrough, which is enhancing educational opportunities for girls living in poverty and driving positive changes in gender attitudes and behaviours;
- MTV Staying Alive Foundation (MTV SAF), which is producing MTV Shuga, their flagship TV series and multimedia to address gender-based violence and wider gender issues, and accelerate progress towards "gender-sensitive" media through its talent building model for local, women-led creative companies;
- Buildher, which is advancing gender inclusivity in the construction sector in Kenya.

Second implementation phase innovations include:

- Impact (Ed), focusing on improving adolescent girls' life skills, agency, and social-emotional well-being in Kenya through the Nawiri Mentorship Accelerator Programme;
- Bangladesh Legal Aid Support Trust (BLAST), empowering youth groups through leadership, negotiation, and legal training. This includes mentoring and supervision by experienced paralegals to deliver activities and legal support in communities, aiming to reduce female early marriage;
- Bandebereho, utilizing fatherhood as an entry point to engage men and their female partners in maternal and newborn health, violence prevention, and unpaid care work. This is achieved through participatory, structured sessions with community role models;
- Amani Girls Home (initiated in December 2023), working to prevent and reduce Age-Disparate Transactional Sex (ADTS) between adolescent girls aged 13-15 and men at least ten years older in Tanzania;

- Inclusion Economics (initiated in December 2023), focusing on increasing market force participation and contributing to agency outcomes by ensuring women can access and manage wages from the Mahatma Gandhi Rural Employment Guarantee Scheme (MGNREGS) work program at scale.

GIF's unique approach to collaborative support innovations in early stages of deliberation

GIF's support begins at the early stages of diligence. GIF and the grantee collaboratively work to refine the grant proposition. GIF places great value on this stage and adopts a meticulous, collaborative, and results-oriented process that is regarded as unique, essential, and very helpful by grantees to set their targets. These findings were affirmed by key informant interviews (KII) with the innovators:

"GIF has a particular niche where it's trying to focus around innovations and also at encouraging an approach which is about investment perhaps this is opposed to just direct grant making".

(KII, BLAST)

"In fact, we had weekly meetings for several months leading up to the investment approval where we talked through outstanding questions with the GIF investment team. GIF's process was actually very helpful in terms of making sure what we're doing is really well thought through, well-grounded and we're clear on what potential gaps might be and how we would address those."

(KII, Grant initiated in December 2023)

"We have respect from both partners, and we communicate regularly. So, we are much confident with this partnership so far and we are looking forward to its success".

(KII, Grant initiated in December 2023)

GIF's unique approach to operationalize results expected from each innovation.

The collaborative approach is exemplified through the operationalization of results in the grant agreement. At this stage of the process, innovators and GIF jointly define objectives and key performance indicators measuring impacts and outcomes, as well as, potential de-risking pathways for scaling, partnership, advocacy, and research for evidence building. It's crucial to note that GIF doesn't impose anything on interviewees, as highlighted by the statement:

"GIF did not impose the number of reach. Instead, they showed us their trust. We are experts in the community. We know the people in the community, we know our environment and then we will propose the number that are visible to reach within the time frame of the grant."

(KII, Grant initiated in December 2023)

GIF support beyond grant funding

All interviewed second phase innovators unanimously attest to their appreciation of the support received beyond their grant funding. Through a deliberate emphasis and alignment during the investment process, specifically in strategizing for impact, scale, advocacy, and research.

GIF's support transcended mere grant funding. The collaborative fine-tuning of grant design, facilitated by the close involvement of the GIF team and pertinent stakeholders, showcased the extent of GIF's support. Beyond the unanimous acknowledgment of GIF's collaborative assistance, there is recognition for GIF's innovative approach to impact measurement. All respondents appreciate GIF's intentional

efforts in this regard, a sentiment reiterated by the following innovators quote:

"GIF has a strong research component. So having that strong research component to try to identify the impact of the intervention in a rigorous way, that is an unusual thing, not that many at least for bilateral grants and we often don't have that kind of input."

(KII, BLAST)

Identifying pathways for scale through PI measurement

Innovators value the diverse benefits of Practical Impact (PI) measurement, and the identification of pathways to scale is seen by innovators as a means to assess what could be feasible for broader implementation. As one innovator affirms:

"This partnership with GIF has allowed us to implement the project on a test and transition scale and definitely has a lot to do with vigorously testing and working with the evidence that we collect to identify the most viable pathways for scaling the project".

(KII, Impact(ED))

GIF's diversified learning tools and opportunities are enhancing grantees experience throughout the funding process

All interviewees confirm deriving benefits from the tools and materials provided by GIF, including resources on gender and a step-by-step guide to GIF funding. They also express appreciation for GIF's support in facilitating cross-learning opportunities with other Sub-Fund portfolios through the creation of small groups and organized events.

"In relation to GIF, some of their partnerships are potentially valuable to us in terms of common or shared learnings that might be developed in the course of the project".

(KII, BLAST)

GIF's particular and unique support in facilitating connections to support fundraising

Innovators recognise the efforts of the GIF team in leveraging funds for their innovations and mobilising co-funding opportunities through networks. As a result, six grants succeeded in leveraging funds, including two new grants: Breakthrough, Buildher, MTV Staying Alive Foundation, StrongMinds, Impact(Ed), and Bandebereho (GIF, 2023)³³. The following quotes are examples of innovators' appreciation of GIF's unique and particular support in leveraging funds.

"One of the things that has been particularly unique and refreshing about the Global Innovation Fund is they are keen to introduce Impact(Ed) to a whole variety of actors in this space."

(KII, Impact(Ed))

³³ GIF report, GAC Leveraged Funding 2023



Conclusion

GIF's supportive accompaniment journey, extending beyond funding, plays a crucial role in de-risking innovations and maximizing their impact. The IGEI portfolio reflects GIF's commitment to advancing gender equality, with achievements in increasing the agency of women and girls and promising potential for further progress. GIF's proactive diligence approach creates a mutually beneficial process for innovators and the organization. GIF plays a vital role in mitigating the risks associated with innovations by advocating for evidence-based decision-making and scaling up initiatives to maximize impact. The IGEI portfolio, consisting of ten innovations, has already accomplished significant milestones in enhancing the agency of women and girls, demonstrating considerable potential to further advance gender equality.

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