ABOUT

Our theory of change provides a roadmap for our work by explaining how a group of early and intermediate outcomes sets the stage for producing long-term results. The following outlines the framework of our approach to change in rural Ethiopia.

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THEORY OF CHANGE OVERVIEW

THE PROBLEM WE ARE ADDRESSING
Rural Ethiopian families are trapped in a deeply rooted cycle of poverty and lack fundamental needs: sustainable income, food security, clean water, access to education and adequate health care. In addition, families suffer repeated exposure to debilitating climate and economic shocks, such as drought, flooding, disease, and instability, and do not have the capacity and resources to adequately cope.

LONG-TERM GOAL
To support resilient families and communities that are equipped to absorb, anticipate and overcome shocks while transforming systems and structures to address the root causes of vulnerability, reduce the impacts of climate change and break the cycle of poverty.

APPROACH
Glimmer positions sustainable livelihoods at the core of our holistic model, supported by interventions in education and health. Our approach centers on the family, based on the belief that families that are healthy and have access to education are better able to take advantage of economic opportunity and secure a steady income stream. At the same time, families with economic opportunity and a reliable income are better able to send their children to school, access necessary resources, and make lifestyle choices that support their health and well-being in the future. Underpinning family resilience is the critical need to proactively address climate risks for rural farmers. Our climate-smart approach protects environmental resources and ensures productive land use over the long-term so that the people of rural Ethiopia can thrive where they live for generations to come.

Glimmer builds resilience of families by providing capital along with training and technical assistance through locally-run financial institutions and strengthening social networks such as village economic and social associations. We contribute to broader community resilience by increasing the capacity of local institutions, increasing access to communal infrastructure and resources, and integrating climate-smart practices. Glimmer is guided by the principles of community-led development, engaging directly with the community to develop locally-owned visions and goals and tailor approaches to best meet their unique needs and context.

In addition, Glimmer addresses national priorities, works within existing systems, and leverages partnerships with local and regional government to facilitate our desired outcomes and create an environment where communities can thrive long after Glimmer’s projects are complete.
THEORY OF CHANGE DIAGRAM

Key contextual variables
- Political context
- Climate risks
- Socio-cultural context
- Government responsiveness

Stressors and shocks
- Climate change, natural disasters/environmental stressors, pest and disease outbreaks, political instability, economic shocks and stressors, health events, and chronic poverty

Glimmer Supports
- Provision of loans and market linkages
- Training and technical assistance
- Development of key infrastructure

By
- Integrating climate-smart practices
- Leveraging partnerships with government & local partners
- Utilizing principles of community-led development

within families

LIVELIHOODS
Greater livelihoods opportunity for adults and youth

HEALTH & WATER
Better health for families

EDUCATION
Greater educational opportunity for children

within the community

Stronger social networks / Improved infrastructure / Stronger institutions

Resilience Capacity
Increased individual, household and community resilience and improved response to shocks

Improved well-being and reduced poverty
LIVELIHOODS STRATEGY

Goal: Increase household income and savings, improve food security and nutrition, build family and community resilience, and mitigate climate change.

TRAININGS & LOANS
Farmers receive training in commodity-specific business (e.g., market linkages, proper care and feeding, value-add production), climate-smart practices (e.g., soil fertility, recycled byproducts, intercropping, improved breeds) and financial literacy. Each borrower also receives one-on-one technical assistance from a community facilitator, a locally-hired staff who assesses progress and provides ongoing support.

MARKET & SOCIAL SUPPORTS
Borrowers participate in multi-stakeholder platforms to facilitate market linkages. Membership in local village economic and savings associations allows farmers to share best practices; increase knowledge of savings, climate conditions, and gender equality; and strengthen social networks.

COMMUNITY-BASED FINANCIAL SERVICES
To support financial access for the entire community, Glimmer strengthens local financial cooperatives to become self-sustained, locally run savings and loan institutions.

IRRIGATION & ASSET PROTECTION
Farmers receive support through training in efficient water use and irrigation management, and provision of key infrastructure such as irrigation and veterinary services to support sustainable livelihoods.
LIVELIHOODS ACTION PLAN

- Establish multi-stakeholder platforms
- Provision of capital
- Training for rural savings and credit cooperative leaders
- Rural savings and credit cooperative infrastructure development
- Farmers enrolled as members in rural savings and credit cooperatives
- Train farmers on value chain commodities and financial literacy
- Train farmers on climate-smart agriculture and livestock practices
- Establish and facilitate village economic and social associations
- Provide technical assistance to farmers (community facilitators)
- Build efficient irrigation infrastructure and capacitate water user associations
- Build veterinary infrastructure

**Glimmer activities**
- Increased loan repayment rates
- Increased capacity of rural savings and credit cooperatives
- Increased availability of financial services
- Loans provided to enrolled farmers
- Increased commodity-specific knowledge (e.g., market linkages, proper care and feeding, value-add production)
- Increased knowledge of financial literacy among farmers (e.g., development of a business plan, savings, investment, bookkeeping)
- Increased knowledge among farmers of best practices, savings, climate conditions and gender equality
- Increased linkages to key services (e.g., supplies, vet services, expertise at the woreda level)

**Intermediate outcomes**
- Increased provision of capital
- Training for rural savings and credit cooperative leaders
- Rural savings and credit cooperative infrastructure development
- Farmers enrolled as members in rural savings and credit cooperatives
- Train farmers on value chain commodities and financial literacy
- Train farmers on climate-smart agriculture and livestock practices
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Goal: Improve health outcomes for women and children by supporting community outreach and education and increasing access to quality health care and clean water.

TRAININGS
Glimmer provides training to health extension workers and members of the Women’s Development Army on maternal and child health and nutrition. Strengthening these local systems and resources for women and families is intended to lead to better health outcomes over the long-term.

HEALTH POSTS & HEALTH CENTERS
Glimmer creates and improves access to quality health facilities in the most remote communities so that all community members are close to critical health care with skilled practitioners. Provision of solar power for health facilities provides continuous access to essential services.

CLEAN WATER, SANITATION & HYGIENE
To support health outcomes, Glimmer constructs and renovates community water sources, ensuring families have access to clean water within 1 kilometer of their homes. Glimmer trains water committee members on sanitation, hygiene and maintenance of water sources.
HEALTH & WATER ACTION PLAN

- Training health extension workers and women’s development army members
  - Health extension workers and women’s development army gain knowledge and skills on proper maternal and child health care
  - Health extension workers and women’s development army conduct home visits
- Development of health post and health center infrastructure and provision of renewable energy
- Implement clean water systems
  - Health extension workers and women’s development army provide nutrition training to women
- Train water, sanitation and hygiene committee members on maintenance of water system
  - Increased nutrition knowledge among women
- Train members on hygiene and sanitation
  - Increased maternal and child health care knowledge among women
- Facilitate community financial contribution
  - Increased use of pre-and post-natal care
- Families eat balanced, nutritious meals
  - Increased birth in health facilities
- Health extension workers and women’s development army provide nutrition training to women
  - Increased access to clean water
  - Increased use of clean water
  - Increased sense of community ownership
  - Ongoing maintenance of water systems
  - Increased sense of community ownership
  - Increased access to clean water
  - Increased use of clean water
  - Increased nutrition knowledge among women
  - Increased maternal and child health care knowledge among women
  - Increased use of pre-and post-natal care
- Resilience outcomes
  - Increased access to basic services
  - Increased bonding social capital
  - Increased sense of power and control
Goal: Change understanding of gender norms among boys and girls, support gender equity, build social networks, and increase access to quality educational environments.

GENDER EMPOWERMENT
To empower girls around gender issues and ensure more girls stay in school, Glimmer supports and strengthens girls’ clubs. Girl leaders of the clubs educate their peers on early marriage, menstruation and the importance of staying in school. With income-generating opportunities to support the club, girls build confidence and create a permanent safe space to share challenges and talk about issues that they can’t anywhere else. Boys also join the club and learn about gender roles and misperceptions.

ACCESS TO EDUCATION
To ensure more children can attend school, Glimmer provides access to better learning environments and education materials. Glimmer also constructs gender-segregated latrines, which help more girls stay in school when they reach the age of menstruation. Provision of solar power for education facilities provides continuous access to essential services.
**Resilience Outcomes**

- Increased bonding social capital
- Increased gender equitable decision-making
- Increased sense of power and control

**Intermediate Outcomes**

- Increased attendance for youth
- Increased attendance for girls

**Resilience Outcomes**

- Increased sense of empowerment among girls

**Glimmer activities**

**EDUCATION ACTION PLAN**

- Provide information via PTAs to teachers and parents on the importance of sending girls to school
- Development of school infrastructure (e.g., facilities and supplies) and provision of renewable energy
- Development of gender-segregated latrines
- Establish girls' clubs
- Provide seed money
- Train girls' clubs on menstrual hygiene management, importance of staying in school, sexual and reproductive health, family planning, and financial management

**Parents and girls believe in the importance of girls attending school**

**Parents and girls believe schools are safe and clean**

**Increased implementation of income-generating activities**

**Increased knowledge about starting and running income-generating activities (business development and financial management)**

**Increased access to capital for girls' club participants**

**Increased knowledge about sexual and reproductive health, hygiene and sanitation, as well as gender awareness and norms**

**Increased bonding social capital**

**Increased gender equitable decision-making**

**Increased sense of power and control**

**Increased attendance for youth**

**Increased attendance for girls**

**Increased sense of empowerment among girls**

**Increased financing for menstrual hygiene products**

**Increased availability of menstrual hygiene products**

**Increased knowledge about starting and running income-generating activities (business development and financial management)**

**Increased access to capital for girls' club participants**