ABOUT

Our theory of change provides a roadmap for planning, implementation and evaluation 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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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 environmental 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 build 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 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 steady income stream 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.

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 building the capacity of local institutions, increasing access to communal infrastructure and resources, and supporting gender equity. 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 its 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.
Key contextual variables
- Political context
- Socio-cultural context
- Government responsiveness

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

THEORY OF CHANGE

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

By
- Utilizing principles of community-led development
- Leveraging partnerships with government & local partners

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, improve food security and nutrition, and improve savings and resilience.

TRAININGS & LOANS
Farmers receive commodity-specific business training (market linkages, available resources, proper care and feeding, value-add production) and financial literacy training (business planning, savings, investment, bookkeeping). Each borrower also receives one-on-one technical assistance from a community facilitator, a locally hired staff person 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 key infrastructure for irrigation and veterinary services to support sustainable livelihoods.
**LIVELIHOODS ACTION PLAN**

1. **Establish multi-stakeholder platforms**
2. **Provision of capital**
3. **Training for rural savings and credit cooperative leaders**
4. **Rural savings and credit cooperative infrastructure development**
5. **Farmers enrolled as members in rural savings and credit cooperatives**
6. **Train farmers on value chain commodities**
7. **Establish and facilitate village economic and social associations**
8. **Provide technical assistance to farmers (community facilitators)**
9. **Build irrigation infrastructure**
10. **Build veterinary infrastructure**

**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 among farmers (e.g., market linkages, available resources, proper care and feeding, value-add production)**

**Increased knowledge of financial literacy among farmers (e.g., development of a business plan, savings, investment, bookkeeping)**

**Farm to market linkages established between producers and private sector**

**Increase in beneficiary products in the value chain**

**Farmers engage in value chain activities**

**Increased crop and livestock yield**

**Farmers practice value chain activities**

**Increased value of sales of products**

**Farmers engage in sustainable crop and livelihood strategies**

**Increased annual household income**

**Increased access to communal resources**

**Increased availability/access to livestock services**

**Increased asset ownership**

**Increased sense of power and control**

**Increased gender-equitable decision-making**

**Availability of access to infrastructure**

**Increased cash savings**
**HEALTH & WATER STRATEGY**

**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.

**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 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.

Health extension workers and women’s development army provide nutrition training to women.

Increased nutrition knowledge among women.

Families eat balanced, nutritious meals.

Health extension workers and women’s development army provide maternal and child health care training to women.

Increased maternal and child health care knowledge among women.

Increased birth in health facilities.

Increased use of pre- and post-natal care.

Health extension workers and women’s development army provide nutrition training to women.

Health extension workers and women’s development army provide maternal and child health care training to women.

Increased nutrition knowledge among women.

Increased maternal and child health care knowledge among women.

Increased use of clean water.

Increased access to clean water.

Increased use of clean water.

Increased access to basic services.

Increased bonding social capital.

Increased sense of power and control.

Increased sense of community ownership.

Ongoing maintenance of water systems.

Increased access to clean water.

Increased use of clean water.

Resilience outcomes.
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.
Parents and girls believe in the importance of girls attending school

Parents and girls believe schools are safe and clean

Increased sense of power and control

Increased gender equitable decision-making

Increased bonding social capital

Increased sense of empowerment among girls

Increased implementation of income-generating activities

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

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

Increased access to capital for girls’ club participants

Increased availability of menstrual hygiene products

Increased financing for menstrual hygiene products

Increased attendance for youth

Increased attendance for girls

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)

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