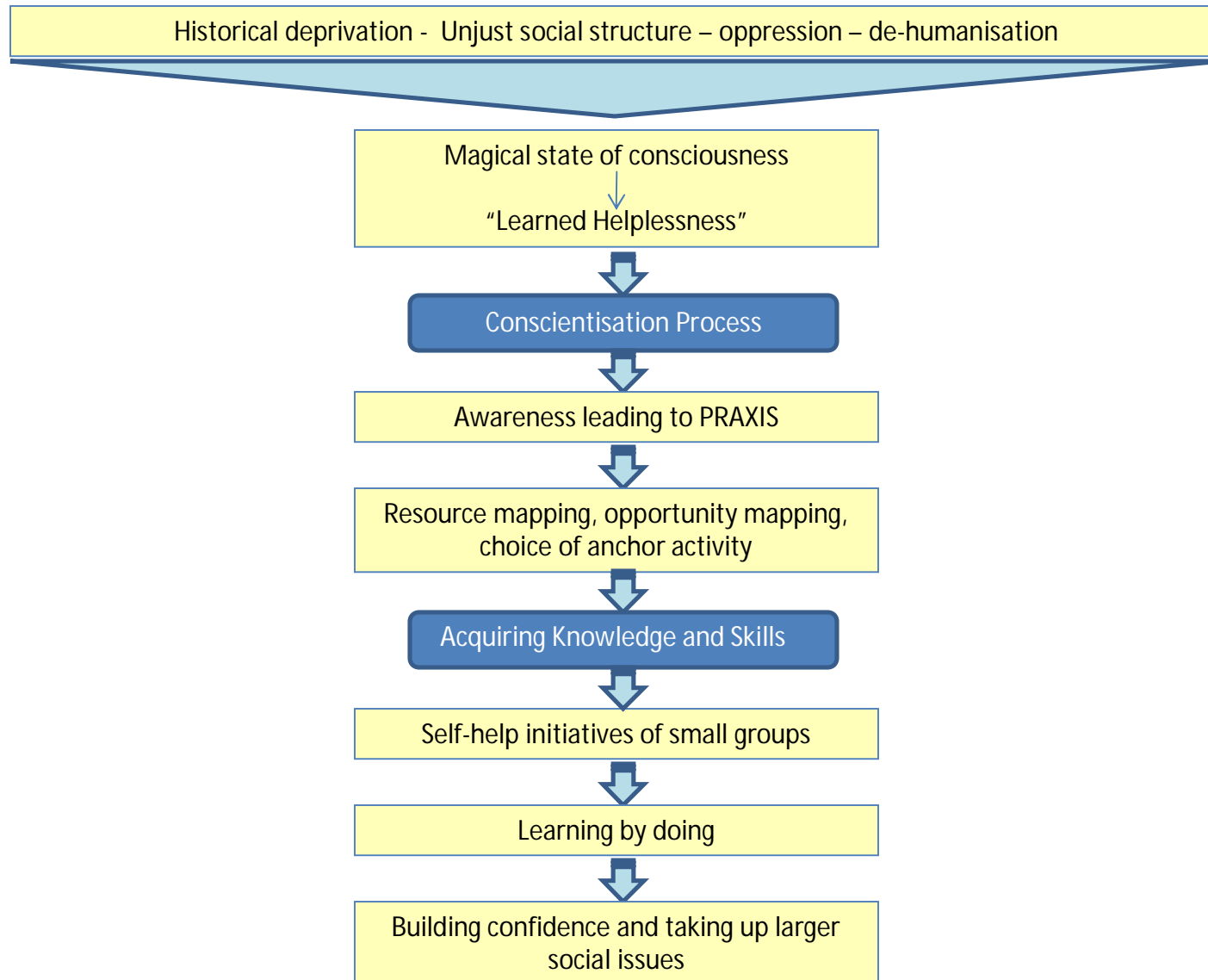# Capacity Building for Disempowered Women:

Broad approach and Menu of Tools and Techniques

25th October 2012

Orchha

Development Alternatives

Process of Empowerment

Historical deprivation - Unjust social structure – oppression – de-humanisation

Magical state of consciousness

"Learned Helplessness"

Conscientisation Process

Awareness leading to PRAXIS

Resource mapping, opportunity mapping, choice of anchor activity

Acquiring Knowledge and Skills

Self-help initiatives of small groups

Learning by doing

Building confidence and taking up larger social issues

Empowerment Process Calls for

- *Will to act*
  - Awareness and conscientisation
  - Leading to praxis (acting on ones situation to change it)
- *Ability to act*
  - Access knowledge, skills, technology and resources
- *Ability to sustain initiatives*
  - Continuous learning facilitated by social capital

Will to Act

Sl. No.	Goal	Tools/ Methods
1	Creating awareness about social equity issues	Conscientisation and other awareness generating techniques; Participatory wealth ranking, resource mapping
2	Creating awareness about gender equity issues	Gender analysis methods
3	Opening vistas	Exposure visits
4	Vision building	Exposure visits; Facilitated group meetings/workshops

Ability to Act

Sl No	Goal	Tools/ Methods
1	Skill building	a) For external placement – new skills for employment at technical training schools b) For self-employment in the village – short term in-situ training with hand-holding c) For handling money – training local resource persons in accounts, group training in savings and credit etc.
2	Knowledge building and technology adoption	Exposure visits; Participatory rural appraisal methods, T and V system of extension; ICT based methods of extension like community radio, Farmer videos; on-farm trials and demonstrations; Farmer field schools, Participatory varietal trials, Participatory plant breeding, Learning by doing
3	Building ability to deal with market forces	-Market exposure visits - ICT based market information system -On-site training for cleaning, grading, packaging, aggregation, storage, weighing, negotiation -Conceptual training on value chain development

Ability to Act... contd.

No	Goal	Tools/ Methods
4	Securing entitlements	a) Training and hand-holding on Right to Information b) Training on Right to food, water, clean environment c) Access to information on governmental schemes for development and welfare of under-privileged (e-government) d) Using ICT tools to create transparency and accountability in government delivery systems
5	Securing justice	a) Capacity building and awareness about legal provisions and taking legal action for social and environmental issues b) Training social animators for securing social justice through mass mobilisation and use of judiciary
6	Protecting the environment and local livelihoods	a) Awareness and capacity building about protecting the environment and livelihoods of the poor dependent on local natural resources that are threatened by external forces b) Training on sustainable harvest of forests and minor forest produce c) Training on sustainable agriculture and ecopreneurship

Ability to Sustain

No	Goals	Tools/ Methods
1	Promoting building blocks of social capital	-Vision building -Training for unity and collective action -Leadership training -Practice of accountability and transparency -Hand-holding of small affinity groups -Learning by doing through an anchor activity (e.g. savings and credit, primary health etc.) -Moving from smaller to bigger initiatives -Moving from women's issues to mainstream issues
2	Building social capital through aggregation process	-Vision building -Training for unity and collective action -Leadership training -Practice of accountability and transparency -Capacity building in conflict management and resolution -Training in management of formal institutions -Training in management of collective enterprise

Ability to Sustain

No	Goals	Tools/ Methods
3	Creating support services through community resource persons	Training community workers, resource persons and service providers with suitable training in technical, communication and extension skills
4	Building networks for collective struggle, mutual learning, policy advocacy	a) Capacity building to initiate and sustain issue based networks e.g. access to potable drinking water b) Loose affiliation networks that are galvanised during crisis situation c) Forming strategic alliances to create pro-poor value chains

Broad Approach to Capacity Building

- Communication
  - Effective communication with the target audience is at the heart of effective capacity building
- Culture
  - Understanding local culture and communicating in picture words with local relevance is key to effective communication
- Collegiate relationship
  - Ensuring a health collegiate relationship ensures that the target group works towards self-help and self-direction without becoming dependent on outsiders

Improving Effectiveness

Delivery

	Good	Poor
Good	√	Improve delivery
Poor	Re-design	X

Design

Improving Reach

- Cascading approach
  - Training of trainers
  - Spearhead teams
  - Community resource persons and extension workers
- Building networks
  - Issue based networks
  - Affiliation networks
  - Strategic alliances
- Leveraging ICT
  - Community radio e.g. DSC
  - Community video e.g. Digital Green, Drishtee
  - E-education e.g. TaraHaat, TCS's literacy programme,
  - E-literacy e.g. Akshaya, Microsoft Unlimited Potential
  - Information services e.g. Fisher Friend, disaster mitigation alerts
  - E-extension (knowledge services) e.g. e-sagu, m-krishi, Kissan call center
  - E-goverment e.g. e-Seva in AP, Gyandoot in MP, Bhoomi Karnataka
  - Access to markets – e.g. e-chaupal, MCX

Thank you!

Resources

Sl no	Tools/ methods	References/ websites

Resource Institutions

Sl no	Institution	Area of expertise