



KEY RESULTS: GENDER ACTION PLAN OF TA 7831

Lucita S. Lazo -
Team Leader of
ADB-HiH Project

PRACTICAL MEASURES TO ENSURE GENDER BALANCE IN THE TA PROJECT

Participation of women in the TA project

- Female team leader
- Recruitment of female field staff
- Training experts from Hand in Hand (HiH) are women
- Staff training to enhance gender awareness and gender sensitivity of male and female staff

KEY RESULT AREAS OF THE TA GENDER ACTION PLAN (GAP)

- Built **capacity of women SHGs** to provide energy-related micro-enterprise development services
- Access to **business development services** improved for women-headed micro-enterprises
- **Gender Mainstreamed Project Performance Monitoring System (PPMS)** developed

ACCESS TO BUSINESS DEVELOPMENT SERVICES IMPROVED FOR WOMEN ENTREPRENEURS

Access to

- entrepreneurial motivation through IEM trainings
- technology – motors attached to tailoring machines, pottery wheels, bangle making rollers; press machine for laminated paper cup making
- skills training – 777 women trained, 68 skill trainings conducted in different trades; still ongoing

WOMEN ADOPTING NEW TECHNOLOGY



WOMEN IN CFL SKILLS TRAINING



ACCESS TO BUSINESS DEVELOPMENT SERVICES

- Business counseling, coaching and mentoring by HiH enterprise development advisers
 - business planning
 - market assessment
- Linkages with
 - the market such as contact with traders, buy-back schemes, trade fairs
 - suppliers of raw materials, tools and equipment

CAPACITY BUILDING OF WOMEN SHGS

- Training of selected women SHG members in providing **Business Development Support** (BDS) - Ongoing
- As of 31 October 2014:
 - 9 training courses on BDS provision completed
 - 159 women SHG members have been trained
- Training of selected women SHG members on **Gender & Energy** - Ongoing

DON'TS IN THE USE OF ELECTRICITY



GENDER MAINSTREAMED PPMS

Gender Indicators in Project Performance Monitoring System

- Number of women adopting energy-based improvements or starting energy-based enterprises
- Number of women entrepreneurs having access to business services through SHG assistance
- Skills training given to women entrepreneurs through mobilizer cum trainer (MCT) assistance

MONITORING OF WOMEN-LED ENTERPRISES REQUIRE DATA

Equitable access to infrastructure i.e. electricity:

- Data on female headed households benefiting from rural electrification

Economic empowerment indicators:

- Number of energy-based enterprises
- Number of jobs generated for women
- Access to loans facilitated for women

DESIRED TA PROJECT OUTCOME

Outcome: Improved business opportunities to an estimated 20,000 women entrepreneurs

- More than 17,000 women have been trained as of today
- Nearly a thousand have taken skills training
- More than 500 women are taking up energy-based enterprises

OUTCOMES: WOMEN EMPOWERMENT AND SOCIAL INCLUSION

Women gain **recognition and identity**

- Women acquiring knowledge and skills
- Acknowledged as important economic contributors to the family

Women express feelings of **self-worth and confidence**

- Increased motivation to do business
- Improved skills in their chosen trade
- Have knowledge and confidence in the use of technology

Women in the margins reached by business services i.e. BPL , tribal women, disabled, backward castes

- Optimism and hope among the women

EMERGING OUTCOMES...

Crossing the gender divide

- **Domestic burdens shared:** Husbands share domestic duties of women to attend training and do business
- **Gender stereotypes breached:** CFL assembly, LED series making
- **Reduced subordination of women:** Husbands become partners in the business; men involve the women in making important decisions in the family
- **Discrimination diminishing:** Husbands allow women to participate in pottery, a trade traditionally dominated by men

CHANGE IS IN THE AIR...

- **Changing women's lives**
- **Changing gender relations**
- **Changing households**
- **Changing communities**

