



Approaches to Measuring Empowerment of Women and Girls

Suneeta Dhar
February 22, 2016

Work with > **75,000 women** from 8 poorest/most backward districts of four endemic poverty states (India: 2010-2015).

Over 2/3 women from Scheduled Castes and Scheduled Tribes

- A feminist process focusing on personal and collective change:
 - Reclaiming personhood, bodily integrity, autonomy, freedoms
 - Make meaningful choices - greater voice in decision making
 - Access citizenship rights

- Empowerment (Four axes):
 - Political
 - Economic
 - Social
 - Rights and entitlements

Empowerment: A ground breaking goal

Dedicated pool of gender experts, trainers, facilitators

Peer champions/ lead trainers

Pool of facilitators at community level

Jagori - Technical support

PRADAN professionals

Women leaders

Members of SHGs

Diverse stakeholders/institutions

Institutional Architecture of Learning and Support

1. Increased self esteem and decision making

- Reaffirming Identity
- Influences (mobility, age of marriage, household decision making)

2. Women's economic contributions

- Paid and unpaid labour (gender norm shifts)
- Non-traditional roles (marketing, technical)

3. Political participation

- Leverage govt. schemes
- Influence decisions (panchayat, gram sabha)

4. Rights Realization:

- Collective actions
- Accountability mechanisms to challenge impunity /inaction (community/state)

Measurement : Capturing change

- Shifts in patriarchal values (dowry, son preference)
- Women's control over her body and sexuality
- Backlash and impacts on women
- Impacts on Traditional Institutions (Jati panchayats)
- Knowledge gaps among women's collectives due to emerging hierarchies : impact wider outreach

Measurement Challenges

- Pradan and Jagori teams
- Madhu Khetan
- UN Women MCO
- Institute of Human Development

www.pradan.org
www.jagori.org



Acknowledgements