

## SEEP Women's Economic Empowerment Working Group Tools Tutorial

### **Transforming Masculinities** – *Claire Hancock, Tearfund*

The Transforming masculinities tool is a faith-based approach to preventing sexual and gender based violence and promoting gender equality through addressing harmful concepts of gender. The tool has been adapted to have a focus on women's economic empowerment through the addition of tools on household budgeting, decision making, and resolving conflict. Research has shown that harmful gender roles, practices and concepts of masculinity cannot be addressed without addressing the cultural and religious norms that influence them. Promoting positive masculinities must be seen as imperative within the developmental context of empowering women and girls. This approach is currently being used with Christian and Muslim communities in the DRC and has already resulted in a reduction in violence against women and girls.

### **Do No Harm Framework** – *Emily Romero, Grameen Foundation*

The Do No Harm framework is meant to guide project/product/service design, implementation, monitoring and project closure with a focus on “doing no harm while trying to do good” for women and families. The Do No Harm Framework relies on 11 As—eleven words that start with the letter A—to assist with remembering the eleven different potential risks of a project/product/service on program participants and designing to mitigate them, whether those risks are focused on health, financial services, agriculture, among others. Through a collaborative effort of all project team members, the team considers and responds to each key question and determines action items that either identify additional information needs or action items to mitigate known risks. Currently, the framework is qualitative in nature and is meant to be updated as the project/product development progresses. Grameen has used this tool for its own financial and agricultural services programs and identified risks such as data privacy and sharing risks (particularly among spouses), the lack of clearly articulated plans for including women among mass-market strategies, among others. This tool is designed to respond to any intervention in any sector, or simply add additional probing questions to each dimension of Do No Harm, as needed.

### **The Ultra-Poor Graduation Handbook** – *Chloe Bass, World Vision*

The Ultra-Poor Graduation Handbook provides guidance on how to plan and implement the World Vision Ultra-Poor Graduation Project Model, which builds on the core principles of the Graduation approach and adapts it to current programming and business processes. The Handbook provides key insights on how to position Graduation to positively affect well-being among the most vulnerable families and their children across the world. The Handbook is community-based, empowering, and child-focused, and intentionally directs practitioners to meaningful and practical inclusion of women. It highlights the specific vulnerabilities that many women face and directs the users to ensure that the work is undertaken with an intentional and specific gender lens. This newest version was released earlier this year. However, ultra-poor graduation as a concept itself has been in place for a number of years, and there is specific evidence of the value of the model, in terms of increases in women's incomes, household savings, and reduced incidence of child marriage.

### **Household Decision-Making Module** – *Steve Mason, Aga Khan Foundation Canada*

The Household Decision-making Module is a complementary model for savings' group programming which guides the participants through discussions on “who makes decisions?” and “why?” and

challenges participants to identify new areas that they can contribute to decision-making, especially around the use of money and assets. The fundamental element of “empowerment,” lies in the ability of an actor (i.e. woman) to exercise their agency – to make a decision. In societies such as Afghanistan, where the tool is developed, women play multiple simultaneous roles – productive, reproductive, community – but have limited input into decisions within their household. The tool is intended to guide trainers on how to facilitate on the topic of equal participation of women and men in household decision-making in rural areas; provide content to improve beneficiaries’ ability to communicate about decision-making and provide them with an opportunity to speak in safe group discussions about decision-making; and empower men and women in household decision-making by sharing their experiences, opinions and stories, and learning that their problems are not unique.

### **Women’s Economic Empowerment: Transforming Systems through Development Practice Book** – *Adam Bramm, MEDA*

The WEE in Market Systems Development book is designed for WEE practitioners in market systems development. The book draws on experiences in diverse contexts such as Libya, Ghana, Nepal, Indonesia and Guatemala. The volume presents proven market systems approaches for women’s economic empowerment, describes the circumstances under which each approach could be applied, and illustrates with examples and case studies. The ultimate goal of the book is to support and inspire long-term and dynamic policy change and research that is led by women and men, and is both gender-inclusive and gender responsive.

### **Working with the Private Sector to Empower Women: What to Measure and How to Build the Business Case for Change** - *Erin Markel and Adriano Scarampi, Arab Women’s Enterprise Fund/MarketShare Associates*

The AWEF Practitioner Learning Brief on working with the private sector to empower women provides a practical framework for development actors on how to develop a robust business case for private sector companies on the commercial value of empowering women. Building on the direct experience from implementing the DFID-funded Arab Women’s Enterprise Fund (AWEF) over the last four years, as well as case studies from the wider practitioner community, the Brief presents a range of business frameworks, approaches, tools, data and metrics that can be used to build a compelling business case to the private sector.

### **Women’s Empowerment and Savings Groups: Monitoring and Results Measurement Toolkit** – *Kat Hughes, Nathan Associates*

We have had little evidence as to how savings groups lead to women’s empowerment despite the general belief that they actually do. Through resources developed by Nathan Associates, supported by FSD Africa in partnership with the SEEP Network, we can now identify different pathways through which Savings Groups contribute to women’s empowerment. We can now better design, implement and evaluate these initiatives in relation to one or more dimensions of women’s empowerment. The toolkit is a set of resource guides with clear metrics that can be used and applied to quantify different dimensions of financial inclusion and savings group engagement on women’s economic empowerment. This toolkit offers a first step towards measuring empowerment more holistically and consistently and is designed to serve as a reference point for best practices, useful examples and practical tools that can be considered and adapted based on need and context. This toolkit is practical and adaptable to all types of financial inclusion programmes aiming to be gender transformative.