

# Capacity Building and Empowerment of Elected Women Representatives



**The Hunger Project**  
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*Capacity Building and Empowerment of Elected  
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# Capacity Building: the need for intensive initiatives

- Representation in political processes opened up multiple challenges.
- process to identify inputs required by EWRs – information, perspective, knowledge, skill. They give themselves a voice to make effective leaders / they become the voice of effective leadership.
- Objective became transformative leadership to address the dual identity of a EWR:
  - as a women → *multiple identities*
  - as a leader → *multiple identities*
  - move from Reservation- to participation- to *effective* participation.

# Core Principles

- Ensure that EWRs with maximum social disadvantage are prioritized specially SC/ST
- Capacity Building needs to be understood as an integrated whole, and as a long-term continuous process. Not as one time, or event based.
- Trainings need to be contextualized. Balance between planned modules and practical matters.
- Needs to address the entire Local Governance system for it to become effective and enable women leaders to function.

# Contd

- Recognition and scope of informal spaces, linkages in developing capacities of EWRs: JM, Strengthening GS, training of Panchayat secy's, standing committees
- Interface with : line departments, legislators.
- Support for EWRs need to go beyond technical training. Not limited to workshop mode.
- Needs to be an inclusive space for EWRs : Building their political and leadership skills based through sharing of experiences and learning's : role of federations in building capacities.

**Personal Empowerment:** From “I cannot” to “I can” 35%

Understanding Self : Self as a woman, caste, class, religion. Self as leader  
As a powerful and powerless person. Understanding how to cope when one empowers oneself, and there is a reaction.

Understanding Society: As a system, understanding how power imbalances operate

**Constituency Building  
35%**

Understanding of groups  
and group dynamics.

Mobilizing Gram Sabhas

The need to move from  
“I” to “We”

**Technical Skills 30%**

Understanding decentralization  
and local governance.

The Act and the Schemes

How to manage modern

Technology – computer, mobile etc.

Knowing Administration structure

How to write applications

Public Speaking

Functional Literacy

# Capacity Building: in a Campaign mode

## **SWEEP (Strengthening Women's Empowerment in Electoral Processes)**

- Increase participation of women as voters; booth, counting, polling agents; and as contestants.

## **Gram Sabha Mobilisation**

- Increase participation and leadership skills of EWRs to lead the decision making process
- Increase participation of the community to participate in decision making
- Raise and address issues that affect women's rights

Innovative methods are used to create awareness and mobilise people.

# Challenges

- Stronghold of patriarchal structures
- Dearth of women trainers
- Political environment of states
- Non literacy
- Grappling with methodology on a day to day basis.

# Elected Women Representatives and Right to Livelihood

- Use of Informal spaces and linkages : inclusion of marginalized groups in decision making processes. Eg: Jagruk Manch's
- Awareness generation on entitlements and rights
- Exercising political leadership to demand transparency and accountability : INTERFACES- line dept, legislators.
- Strengthening the role of Gram Sabhas: GS mobilisation
- Role of the state: Adoption of multiple and inclusive livelihood strategies; convergence of existing resources in Panchayats and creating opportunities, participation and spaces for the marginalized groups, especially women to access those resources.
- Involvement in micro planning and management of resources.



# Case Study - Machaliya & Sadava Panchayat

- o Women Sarpanch plays an important role in mobilization and delectation on activities for livelihood generation in livelihood program
- o Issue based training on livelihood for Elected women representatives and selected community women
- o Elected Women representatives get the proposal technically approved and also in Gram Vikas samiti
- o Proposal tabled in Gram Sabha and disbursement approvals and repayment schedules worked out
- o Elected Women Representatives facilitate the process of providing raw material through purchase committee
- o Loan repayment in both Panchayats has been between 85-90%
- o Currently the program has been handed over completely to the Gram Panchayat

# Women Leaders ‘We are here to make a difference’ in Village Panchayats

