



Making Women's Economic Empowerment & Social Inclusion Systemic



Course Date: 17 to 21 October 2022 (5 days, 3 hours per day).

Course Fee: Euro 500 (10% discount if you sign up by 30 June 2022). Option also available for more intensive one-on-one support to design your specific WEE and social inclusion effort.

Training Delivery format: All sessions will be delivered live using Zoom.

Course Overview:

Women's Economic Empowerment (WEE) and social inclusion are essential features of program design and implementation. Addressing systemic constraints to economically empower vulnerable groups, including women, yields both social and economic returns. Interventions are never neutral: they either progress empowerment and inclusion or may (inadvertently) result in further disempowerment and exclusion. Therefore, WEE and social inclusion cannot be treated as standalone topics 'on the side' of implementation. Nor are they 'cross-cutting themes' that may or may not feature in an intervention. Instead, WEE and social inclusion need to be 'baked' into every intervention!

This course will show you how to integrate WEE and social inclusion into the entire implementation process (including research, design, monitoring and decision-making) to drive positive change in access, agency, social norms, and economic advancement. Integrating WEE and social inclusion is about recognizing the valuable roles currently played or ought to be played by women and socially vulnerable groups. In support of this, interventions should improve access to services, information, and opportunities, as well as the agency to manage workloads, exercise control over resources, and contest social norms. Participants can work with the trainers on a real-life scenario of their choice.

How to Register:

Please fill out [this form](#) to register. You can also email Muneeb Zulfikar (mzulfikar@opportunitiesunlimited.nl) if you have any questions regarding the course.



Learning Objectives:

- Learn how to integrate WEE and social inclusion in your implementation process, make it systemic
- Research household and market dynamics to understand impediments to and opportunities for empowerment and inclusion
- Apply a WEE and social inclusion framework with a focus on access, agency, social norms, and economic advancement
- Understand incentives of different system actors to be inclusive and practice developing (negotiating) intervention models that promote access, agency and generate norm change
- Build up an intervention portfolio relevant for WEE and social inclusion
- Learn how to integrate WEE and social inclusion in results measurement aligned to the DCED Standard for results measurement
- Recognize, research, and mitigate risks related to WEE such as violence against women

What previous course participants found useful about this course:

"Overall I found the training really useful and really liked the interactive components and small group."
"The time dedicated to Q&As and reflection (this often gets lost/deprioritized in other courses!)"

Why is integrating WEE and social inclusion essential?

Gender and social inclusion efforts have long been focused on economic activities dominated by women or a specific socially vulnerable group. This fails to recognize that women's contribution to the economy goes well beyond the few niche activities in which they dominate, and risks limiting their engagement to economic activities or sectors that lack growth opportunities. Moreover, focusing only on these niches may in effect reinforce the gendered roles and exclusion dynamics that made women and marginalized social groups dominant here.

Instead, empowerment and inclusion should question and understand the reasons behind the status quo, investigate the constraints that limit women and socially vulnerable groups to play their role in the dynamic parts of the economy that offer a future, and identify opportunities for them to contribute to and benefit from sustainable growth. This means making system actors aware of their role and the benefits of being inclusive, breaking through access barriers, ensuring agency, creating, communicating, and capitalizing on a 'new normal' and thus ultimately making WEE and social inclusion an integral part of your vision of system change.

How does integrating WEE and social inclusion influence your work and program results?

- Develop a highly relevant portfolio with interventions that contribute towards building a more equitable system
- Connect women and marginalized groups to sustainable growth opportunities
- Helps partners develop more inclusive business models, overcome blind spots due to limited information and prevalent social norms
- Establishes a connection between work on access (more opportunity), agency (to prevent capture, unmanageable workloads, protect incentives), preventing violence against women and social norm change

What will you learn from this course?

- Apply a state of the art WEE and social inclusion framework to your implementation process
- Conduct WEE and social inclusion sensitive research, understand and analyze household and market dynamics
- Design and implement WEE and social inclusion relevant interventions/business models
- Negotiate with a range of system actors
- Practical tips and examples from the field

Who is this course for?

- Intervention and portfolio managers;
- Results Measurement managers and specialists;
- WEE and social inclusion team members
- Market development advisors; and
- Consultants

Course Fee:

Two options for courses:

Option 1 (Lean): Euro 500 – WEE and SI course plus help desks to work on your **own** example

Option 2 (Intensive): WEE and SI course plus follow-up support after course completion to help you implement the course learnings in your day-to-day work (fee will be determined based on effort required).



The Trainers:

Opportunities Unlimited is a technical and management consultancy firm run by practitioners. We have been managers and implementers in some of the most influential Market Systems Development (MSD) programs such as Katalyst in Bangladesh, PrOpCom in Nigeria, Market Development Facility (MDF) in Fiji, Pakistan, Timor Leste, Sri Lanka, Papua New Guinea, and SHARPE in Ethiopia.

Harald Bekkers holds a PhD in social sciences and political economy for research on knowledge brokerage by business services in emerging economies. As team leader of MDF, Harald pioneered a new integrated approach to WEE and social inclusion which received international praise. Harald is an experienced trainer who uses his academic background and practical management experience to coach programs on integrating WEE and social inclusion in their work. **Samira Saif** has been working as a WEE and results measurement specialist for over 12 years both in management and in advisory capacity in South and East Asia, the Pacific, and Africa. She has led and supported the development of WEE frameworks, led multiple inclusion-specific research studies and conducted evaluations of programs focused on gendered outcomes in the South Caucasus, Jordan, Tanzania, and Uganda.

Muneeb Zulfqar is an experienced WEE and results measurement practitioner who supported multiple programs to integrate WEE and social inclusion in their work. Muneeb has on-field experience conducting sensitive research for various programs in light of their respective cultural contexts. **Nabanita Sen Bekkers** is a technical advisor and auditor of the DCED Standard for Results Measurement and has broad experience designing and analyzing research relevant for women and socially vulnerable groups.