



W A G E



Dismantling Bias: Lessons Learned from Grameen Foundation's Gender and Power Dynamics Workshops within Women and Girls Empowered (WAGE) Initiatives

ABOUT: To address and safeguard women from the harmful norms that limit women's economic engagement in society and that can result in gender-based violence (GBV), Grameen Foundation USA (Grameen) conducts a participatory and experiential-learning methodology, known as the Gender and Power Dynamics (GPD) workshop. The workshop is implemented with local partners as a starting point for addressing gender, equity, and diversity within integrated women's economic empowerment (WEE) programming. Between, 2020 and 2022, under the WAGE Global Consortium, Grameen provided GPD workshops in Honduras, El Salvador, Ghana, Eswatini, and Timor-Leste to key managerial, technical, and administrative staff of 24 partner organizations (Microfinance Institutions and Non-governmental Organizations) and in some cases other local stakeholders.

METHODOLOGY: To support the WAGE consortium learning agenda question that sought to understand the successful ways to design and implement women's empowerment programs that apply the principles of a) do no harm / safeguarding; and b) diversity and inclusion, an independent evaluation of the GPD workshops was conducted to determine whether the GPD methodology is effective at sensitizing implementers to these issues and topics as well as identifying areas of change and action for future programming. Key informant interviews and focus group discussions with GPD facilitators and workshop participants were conducted either immediately after or several months after the completion of the workshop.

Evaluation Findings

1

By addressing harmful gender norms that limit women's participation in society, the GPD workshops enabled participants to analyze, through an intersectional lens, the links between gender inequality, power, GBV, and WEE.

2

Similarly, they were able to identify changes needed in attitudes and behaviors to foster and/or strengthen equitable relations in their homes and organizations and to enhance WEE programming.

3

The GPD methodology resulted in participants' heightened awareness of the potential risks to safeguarding women when men are NOT engaged in WEE programming, such as the increased risk to GBV.

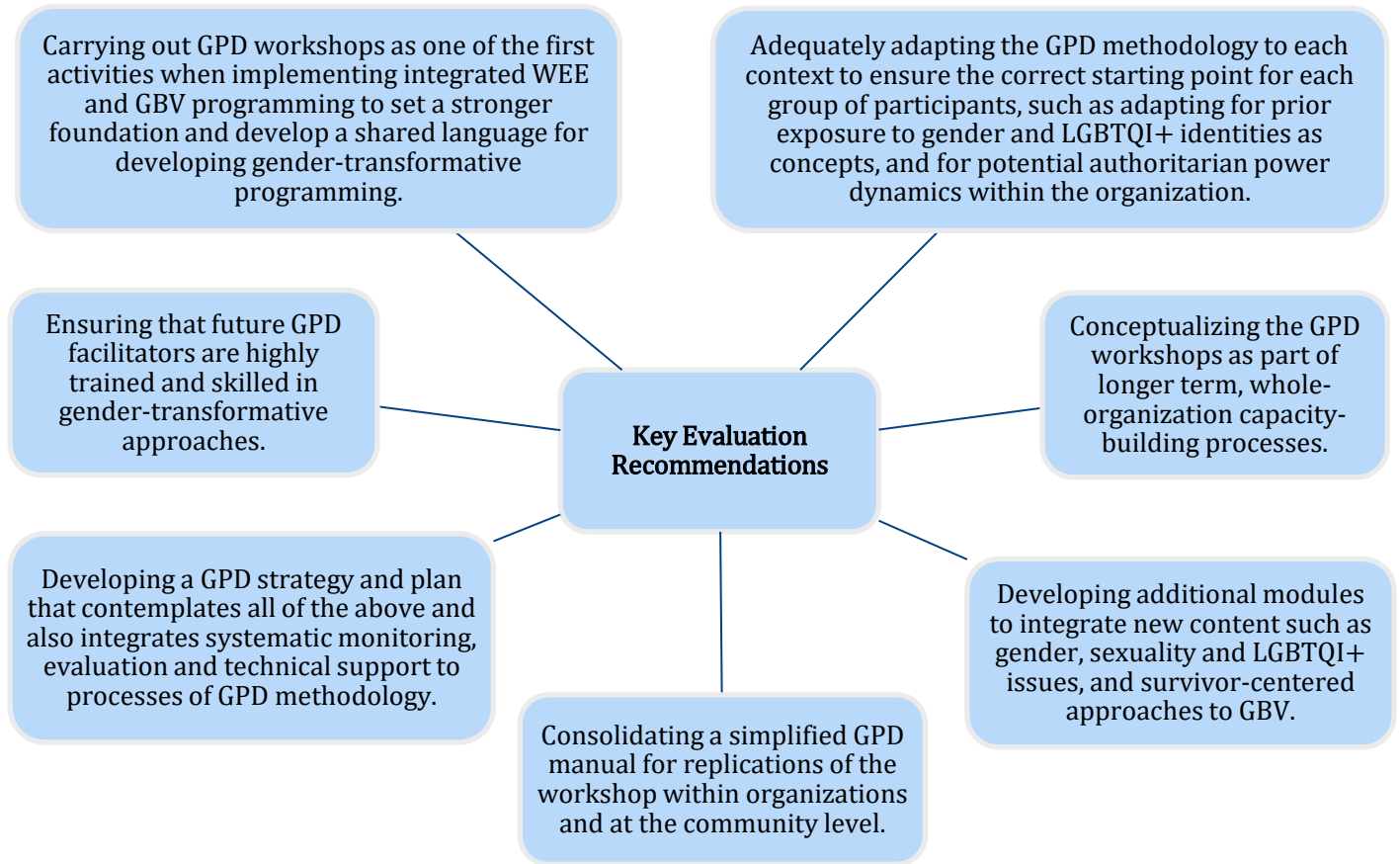
Participants also reported:

- **High satisfaction with the thematic content and participatory, gender-transformative methodology**, emphasizing its relevance to their everyday realities, opportunities for personal growth, practical usefulness of the knowledge and learnings acquired for their work, and experiential learning approaches. Skilled facilitation was identified as being particularly important to ensure safe spaces were created for productive dialogue among participants, particularly when threatened by deep disagreement.
- **Being more reflective and self-critical and less judgmental of others, more capable of engaging in constructive dialogue.** Some male participants reported taking increased responsibility for domestic work and caregiving and greater openness to shared decision making in their own homes, reflecting a shift away from patriarchal norms that see the latter as 'women's work'.
- **Improved gender relations in their workplaces brought about by changes in themselves and others.** Participants felt there was a greater openness to talking about and addressing power dynamics; increased buy-in of key male managers and technical staff; and a willingness to challenge gender stereotypes, to listen to women's voices and to refrain from using sexist language.
- **Commitment among their leadership to strengthen the development of robust gender policies and/or gender equality action plans.** Many have already taken steps to engage men and boys in their WEE programming in constructive ways and in promoting community gender dialogues to mitigate backlash and reduce the risk of GBV occurring.

The workshop was quite unique compared to other trainings on gender, enabling participants to reflect practically – not in an abstract way, helping us to apply to our daily lives in the contexts we are coming from. -Man, Ghana

It was very important because it enabled us to unravel doubts that we may have had about gender equality and roles and understand the gender-power dynamics that we are a part of and how to change them. - Man, Central America

Key Recommendations



For more, please consult the full report at: Welsh, Patrick. (2023). Global Evaluation for Application of Grameen Foundation’s Gender and Power Dynamics Trainings within Women and Girls Empowered (WAGE) Initiatives. Grameen Foundation USA and American Bar Association Rule of Law Initiative. <https://www.americanbar.org/content/dam/aba/directories/roli/wage/wage-grameen-foundation-global-evaluation-report.pdf>.

Women and Girls Empowered (WAGE) is a global consortium to advance the status of women and girls, led by the American Bar Association Rule of Law Initiative (ABA ROLI) in close partnership with the Center for International Private Enterprise (CIPE), Grameen Foundation USA (Grameen), and Search for Common Ground (Search). WAGE works to strengthen the capacity of civil society organizations (CSOs) and private sector organizations (PSOs) in target countries to improve the prevention of and response to gender-based violence; advance the women, peace, and security (WPS) agenda; and support women’s economic empowerment (WEE). In this context, WAGE provides direct assistance to women and girls, including information, resources, and services they need to succeed as active and equal participants in the global economy and public life. WAGE also engages in collaborative research and learning to build a body of evidence of relevant promising practices in these thematic areas. To account for the deeply interconnected nature of women’s and girls’ experiences, WAGE’s initiatives employ approaches that are highly collaborative, integrated, and inclusive. WAGE is funded by the U.S. Department of State Secretary’s Office of Global Women’s Issues (S/GWI).