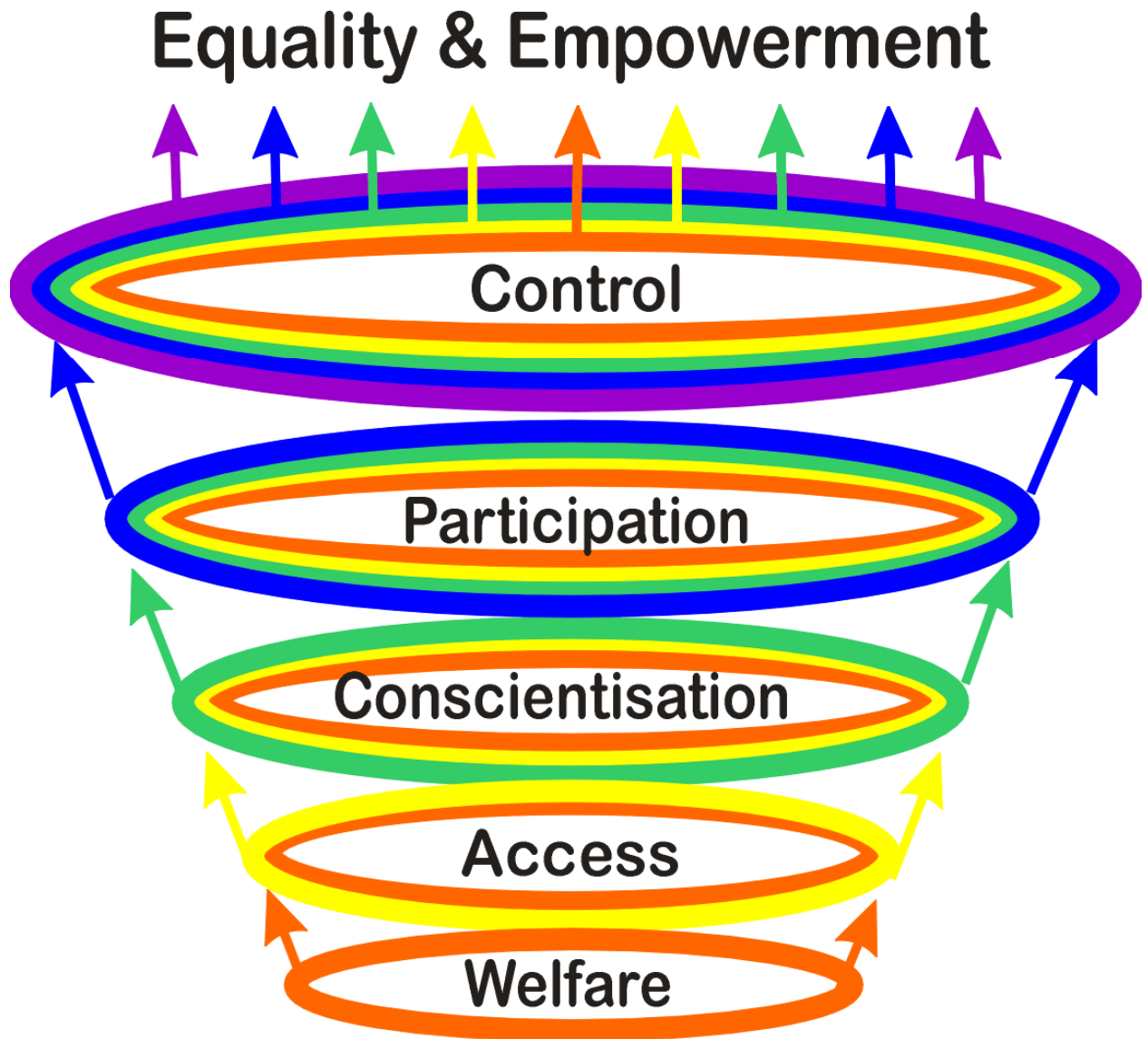


Women's Equality & Empowerment Framework



Welfare: refers to meeting women's material needs, such as food, income, and medical care. The term does not include the process of empowering women to meet these needs.

Access: means women's access to factors of production such as land, labor, credit, training, marketing facilities, public services, and benefits on an equal basis with men. Reforms of law and practice may be prerequisites for such access.

Conscientization: refers to belief in sexual equality: that gender roles can be changed and that the division of labor should be equal, fair, and agreeable, without domination.

Participation: means women's equal participation in decision- and policy-making at every stage of program development and at every locus of program—from the community to the highest policy level.

Control: refers to equality of control over factors of production and distribution of benefits, without dominance or subordination.

By adhering to this framework, an intervention or project can make a meaningful contribution to women's development and empowerment at all levels. A well-executed needs assessment will also groups such as female heads of household or landless widows who are more at risk if the project intervention does not take into account their special needs and unique position.