## Integrated Women’s Empowerment Project through Literacy & Business Skills Training

### Project Theory of Change

### Project Logic Model

### Indicators

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| --- | --- | --- | --- |
|  | **Indicator** | **Target** | **Method of Measurement** |
| **Ultimate Outcome** |
| Increased success of women-run rural businesses | Number of women who report an increase in their household incomes since the beginning of the projectNumber of women who started a business through this project and number of months women have been running this business | 80% of women report an increase in their household incomes80% of women start a business through this project and sustain it for at least 6 months | Income survey (measured through baseline survey, mid-term survey, and final survey)SHG records and field observationsSurvey (mid-term and final survey) |
| **Intermediate Outcome** |
| Increased use of literacy and numeracy skills by women running rural income generating activities | Number of women who demonstrate that they keep written records related to their income generating activitiesNumber of women who feel that keeping such records has been beneficial to them | 80% of women can demonstrate that they keep written records related to their income generating activities80% of women feel that keeping such records has been beneficial to them | SHG records and field observationsSurvey (mid-term and final survey) |
| Increased confidence and ability of women to participate in household and community decision-making | Number of women who participate in community decision-making structuresNumber of women who feel able to participate in household decision-making | 20% of women participate in community decision-making structures50% of women feel able to participate in household decision-making | Survey of women to ask how they have been involved in community decision-making in last 6 months (baseline, mid-term, final)Survey (baseline, mid-term, final) |
| **Immediate Outcome** |
| Increased access to resources needed to run small businesses | Number of women who express that they have the resources they need to start and run a small business | 90% of women express that they have what they need to start a small business | Survey (baseline, mid-term, final) |
| Increased knowledge of skills needed to run successful small businesses | Number of women who can explain at least three key business skills learned | 90% of women can explain at least three key skills | Survey (baseline, mid-term, final); FAL Facilitator and FAL Supervisor observations |
| Increased functional literacy and numeracy skills of rural women | Number of women who can pass LAMP assessments | 95% of women can pass LAMP assessments | FAL Facilitator records |

### Project Activities by Phase

### Project Structure

### Staff Responsibilities

### List of Trainings

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| TYPE | TRAINEE | TRAINER | FREQUENCY | DURATION | TIMING | BUDGETED? |
| Training of Trainers | Project Officer (1), government (3 experts from Trade and Industry, Agriculture, Women Affairs), FAL Supervisor (1) | External Expert | Once | 3 days | Beginning of project | Yes (3.1, 3.6) |
| FAL Facilitator Training | FAL Facilitators (3) | FAL Supervisor, Project Officer | Once | 21 days | Beginning of project | Yes (3.2, 3.4, 3.6) |
| FAL Facilitator Refresher Training | FAL Facilitators (3) | FAL Supervisor, Project Officer | Once per year | 5 days | Mid-project year | Yes (3.3, 3.5, 3.6) |
| Functional Adult Literacy Training (FAL sessions) | SHG members | FAL Facilitator | 3 times per week | 2 hours | Throughout project | Yes (4.1, 4.2, 4.3, 4.4, etc.) |
| Business Skills Training and Business Development Support Services | SHG members | FAL Facilitator | During regular FAL sessions | During regular FAL sessions | During regular FAL sessions | During regular FAL sessions |
| Informal Refresher Trainings | FAL Facilitators and SHG members | “Technical Team” | Monthly | 1 day | Throughout project | Monitoring and evaluation |
| Monthly Information Sharing | FAL Facilitators | “Technical Team” | Monthly | 1 day | Throughout project | Monitoring and evaluation |

