The empowerment grid

Description

This tool will allow you to measure how the training contributes to empowering the participants.

The empowerment grid will enable you to illustrate and analyse each dimension of the empowerment process.

Practical use

Evaluation allows both the participants to become aware of their achievements and the facilitators to have feedback on what they have learned in order to adapt their training support in this long process of empowerment. Empowerment can be broken down into three types of power:

➢ inner power
➢ the power of
➢ power with

These powers can be broken down and structured around four interdependent dimensions and feed into each other during the empowerment process (see table below):

➢ Have
➢ Knowing
➢ Willingness
➢ Power

For each of these dimensions of empowerment, different tools can be used to collect information on the evolution of the person or group being supported.

This type of tool is particularly interesting when people take part in emancipatory training, i.e. training that aims to strengthen self-confidence as well as to provide technical knowledge.

OWNERSHIP - Resources, access to services and personal situation

1. Roles (paid/unpaid work, education, job search; single father/mother; spouse …), activities and responsibilities arising from social roles and relationships (relationships with family, relatives, social groups)
2. Individual and family income and income management
3. Access to services (housing, bank, care, etc.)
4. Resources, property and their use (house, land, goods, tools, natural and productive resources)
5. Access to public spaces (mobility, freedom of movement)

KNOWLEDGE - Skills and critical awareness

1. Technical training and basic general learning level (languages, literacy, etc.)
2. Individual critical awareness of power relations
3. Ability to formulate ideas, an opinion

WANTING - State of mind, psychological strength, ability to reach out to others

1. Acceptance and self-esteem
2. Self-confidence (recognition of abilities and assignment of responsibilities by self and others)
3. Public Speaking
4. Personal development (personal project, appreciation of one's quality of life)

POWER - Critical awareness and capacity for collective influence

1. Collective critical awareness of power relations and the power of collective action
2. Participation in associations, networks related to local development
3. Capacity for collective influence (responsibilities, actions taken, local influences)

The first step is to create a questioning grid. Starting from the dimensions of empowerment, you will select the criteria that are targeted by the training (self-confidence, speaking up, literacy, etc.).

For each of the criteria, you will formulate a proposal that allows you to measure the evolution of the person or group, on a scale ranging from 1 (impossible) to 5 (full capacity), at different moments of the training (at the beginning/after the training).

You can formulate as many proposals as the criteria targeted by the training courses, but be careful not to make the form too long!

It is advisable to administer this questionnaire at the beginning and at the end or after the training to measure the changes. If the person cannot read and write, you can suggest that they fill in the questionnaire together during a follow-up interview.

Example: Workshop on gender-based violence

DIMENSION	ACTION	DATE	1	2	3	4	5
HAVE	I have full ownership of my income	START TRAINING					
		AFTER TRAINING					
KNOW	I can identify gender-based violence	START TRAINING					
		AFTER TRAINING					
WANT	I dare to express my desires and opinions	START TRAINING					
		AFTER TRAINING					
POWER TO DO	I take part in collective actions	START TRAINING					
		AFTER TRAINING					

Goal : Evaluate a training process contributing to empowerment. This tool will allow you to measure how the training contributes to empowering the participants.

Lien URL de l'article : http://atelier.fdh.org/en/take-action/our-tools/evaluate/article/the-empowerment-grid?lang=en

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