



# WEDGE

## Women's Entrepreneurship Development and Gender Equality

TOOLS	For Whom	What it is	What it does	Objectives
<b>Assessment Framework for GOWEs</b> <i>(Assessment Framework for Growth-Oriented Women Entrepreneurs)</i> <b>English</b>	Government units, small enterprise and WED support agencies, Business Development Services (BDS) providers	A research and policy analysis tool for assessing the supportive mechanisms that exist in a country to assist women entrepreneurs with growth potential.	Proposes a review of a range of supportive mechanisms, measures and actions that can enhance women entrepreneurs' growth prospects.	To identify policy recommendations that could enhance women entrepreneurs' growth prospects in a country or region.
<b>FAMOS Check</b> <i>(Service Quality Check for Supporting Female and Male Operated Small Enterprises)</i> <b>Kiswahili, English</b>	Business support organizations	A gender self-check to identify improvements in an organization's operations with respect to the needs of women entrepreneurs.	Guides facilitators in doing a self-check of one's own organization, bringing employees and managers together to discuss ideas for improvement in service delivery.	To improve services that business support organizations provide to both women and men entrepreneurs.
<b>GET Ahead Gender and Entrepreneurship Together:</b> <b>Kiswahili, English, Bemba and Nyanja, Arabic, Kurdish, Khmer, Lao, Vietnamese</b>	Low-income women	A training tool for low-income women engaged in or wishing to start a small-scale business.	Taking into account strategic gender-based issues, provides practical information about income-generation and enterprise activities.	To strengthen basic business and management skills of women entrepreneurs.
<b>GSVCA Guide</b> <i>(Gender-Sensitive Value Chain Analysis), English, Arabic</i>	SME Development practitioners working on Value Chain Analysis (VCA)	A guide that takes an explicitly gendered approach and applies principles of participatory approaches to VCA.	Highlights the complex socio-cultural and economic factors involved in value chains to show how gender relations impact on its different parts.	To improve the effectiveness, equity and outreach of development interventions in the SME sector that use value chain analysis.
<b>IYES</b> <i>(Improve Your Exhibiting Skills)</i> <b>Kiswahili, English, Lugandan Bemba and Nyanja</b>	Women in micro and small enterprises	A guide for facilitators to use in trade fair training workshops for women entrepreneurs.	Provides practical guidance in marketing, communications and promotional activities that would enhance access to better quality market opportunities.	To encourage and support women micro-entrepreneurs' participation in trade fairs and exhibitions.
<b>MOWE Guide</b> <i>(Month of the Women Entrepreneur Guide)</i> <b>English</b>	Women entrepreneurs and organizations	A guide to assist organizations involved in the promotion of women entrepreneurs through events that highlight their role and contribution in socio-economic development.	Proposes a series of sequential tasks to successfully organize and implement Month of the Woman Entrepreneur (MOWE) celebrations.	To build organizations' capacity to promote the potential and the achievements of women entrepreneurs through Month of the Woman Entrepreneur (MOWE) events.

<p><b>WEA Capacity Building Guide</b> (Women Entrepreneurs' Association Capacity Building Guide) English, Bemba and Nyanja</p>	<p>Women Entrepreneurs' Associations (WEAs) and Small Business Associations (SBAs)</p>	<p>A training tool designed to build the capacity of WEAs in running and improving their associations.</p>	<p>Provides a training package that covers different topics on creating a successful WEA and uses practical activities and discussions to create awareness on gender inequality and gender specific issues.</p>	<p>To assist WEAs and SBAs to run and improve their associations.</p>
<p><b>WED Capacity Building Guide</b> (Women's Entrepreneurship Development Capacity Building Guide) English, French, Arabic, Kurdish</p>	<p>Service providers</p>	<p>A training tool for improving the skills of staff in Small and Medium Enterprise (SME) support institutions and projects, enabling them to provide more effective services.</p>	<p>Provides an introduction to a range of supportive tools and approaches that can benefit women entrepreneurs.</p>	<p>To build institutional capacity in WED with a focus on business creation, formalization and expansion.</p>
<p><b>Business Group Formation: Empowering Women and Men in Developing Communities Trainer's Manual</b> English, Khmer and Lao</p>	<p>Trainers from various organizations interested in supporting micro and small enterprise development</p>	<p>A training tool for trainers to promote group formation as a way to empower women and men in low income communities.</p>	<p>The manual is designed for use in workshops to facilitate the process of group formation and development for joint production, business and/or social activities. It is based on a participatory learning approach and consists of two parts: a user guide and a series of training modules.</p>	<p>The manual promotes group formation as a way to empower women and men in low income communities.</p>
<p><b>Financial Education: Trainers Manual</b> English and Khmer</p>	<p>Trainers from various organisations interested in increasing the financial literacy of very poor men and women.</p>	<p>In-depth guide designed to educate vulnerable groups, primarily mothers of working children, in financial literacy. Examples and case studies from Cambodia. emphasis on gender equality and a participatory adult-learning approach considered the most suitable for learners with limited formal education and training.</p>	<p>The manual helps the targeted groups to better manage their finances. The training aims to make women and men more informed and empowered decision-makers, able to set financial targets and reach them, whether in the household or in a small-scale business.</p>	<p>The training has three objectives:</p> <ul style="list-style-type: none"> <li>◆ enlighten women and men on making better spending, savings and investment decisions, in particular creating a family budget and managing debt</li> <li>◆ enable parents to reach financial goals without relying on child labour</li> <li>◆ expand women's economic decision-making skills within a business as well as their household.</li> </ul>
<p><b>Guidelines on the Formation of Self-Help Groups - For Families of Working Children</b> English and Khmer</p>	<p>For trainers in organisations interested in rural development and particularly in empowering women to help themselves and their neighbours.</p>	<p>This tool is intended to help to properly prepare women (and men) to start and manage a self help group. The toolkit includes guidelines for trainers, a savings book, a loan book, an individual savings and loan card and a cash book as well as pictures for use in promotional activities.</p>	<p>This tool helps women and men in organizing themselves into groups of up to 20 members, and to set up the administrative procedures and the internal regulations needed for a saving and loan scheme.</p>	<p>The guidelines and methodology are intended to assist in the designing and managing of self-help groups as a productive alternative for very poor people to build up some savings and to counter the indebtedness problem in Cambodia.</p>

<p><b>Managing Small Business Associations: Reader &amp; Trainer's Manual</b> English, Khmer and Lao</p>	<p>Any agency, including existing business associations, interested in supporting the development of strong and effective business associations that respond to the needs of men and women entrepreneurs.</p>	<p>A training package containing a <i>Reader</i> handbook and a <i>Trainer's Manual</i> that are easy to use for starting or improving business associations. It includes topics that are essential for existing business associations as well as for entrepreneurs that want to start a new association.</p>	<p>The <i>Reader</i> describes the different types and dimensions of business associations, explaining how to start and grow an association, how to formulate a vision, a constitution, attract members. importance of good leadership and communication, key services, finances and other responsibilities. The <i>Trainer's Manual</i> provides guidance on designing a good training plan, selecting partners and includes a training schedule and evaluation form for adaptation.</p>	<p>The manual gives guidance on how to build strong and efficient business associations that respond to the needs of both men and women entrepreneurs.</p>
<p><b>Village Banking in Lao PDR and the Ledger Guide</b> English and Lao</p>	<p>The handbook is designed for agencies interested in setting up a village banking scheme.</p>	<p>A practical manual based on a village banking methodology developed by the ILO and a local partner in Lao PDR. The manual gives details about what village banking is, how it works and what principles help ensure village bank's success. It describes the operations, covering savings and loan policies, management, rules and regulations, gender equality and accounting; and details the role of support organizations.</p>	<p>The main purpose of the handbook is to help improve management at the village level and strengthen the support each bank receives. To guarantee the endurance and success of a village bank, different types of support services are needed after the initial setting up phase, such as technical assistance or auditing.</p>	<p>The manual promotes village banking as a tool to improve income-generating opportunities.</p>

**ILO WEDGE core objectives:**

- Gender Equality and Women's Empowerment
- Creation of Decent Work
- Poverty Reduction

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