



Bankers Institute of Rural Development (BIRD)
(A Premier Learning Center of NABARD)
Lucknow, Uttar Pradesh, India

Brief Course Design

Program on Developing Women Leadership

The contribution of women in development especially in rural economy in developing countries including India remains very significant yet invisible and unacknowledged. Building leadership capabilities and creating an enabling environment for them to deal with the inequalities and discriminations will not only help them to demonstrate their contribution in self-empowerment but also in building a strong society and nation as a whole.

Women Empowerment is crucial to achievement of Sustainable Development Goals.

Aim & Objectives:

By the end of the programme the participants will be able to:

- Describe the Role of women in development with special reference to Rural Sector
- Explain meaning of women empowerment and leadership
- List out gender inequalities and its effect of development
- Discuss important steps for Self-Empowerment & Inter-personal Communication
- Demonstrate strategies for conflict resolution and building team for synergetic outcomes
- Exhibit emotional intelligence for enhancing leadership capabilities

Course Content

The Program will lay emphasis on the following -

- Role of Women and their contribution in Development with a focus on Rural Development
- Self-empowerment & Inter-Personal Relations
- Conflict Resolution & Team Building
- Emotional Intelligence
- Livelihood for leadership development & Self-Empowerment
- Field Visits

Participants:

The program participants will be middle/senior Officers (Women) from ITEC member countries working in government, universities, banks, NGOs, Co-operatives, MFIs and other institutions concerned with agriculture, rural development and financial inclusion with around 2-3 years' work experience.

Duration:

One week (residential) at Bankers Institute of Rural Development (BIRD), Lucknow including relevant field visits during 09 – 13 October 2023

Programme on Developing Women Leadership

Day-to-Day Schedule

Day	Session	Topic
Day 1st	I	India: Country Profile with focus on Role of Women in Rural & Agriculture Development
	II	Concept of Women Empowerment, Need for Gender Equality
	III	Gender Gap & Mainstreaming in the perspective of SDG
	IV	Help Group Movement in India - Role of SHGs in Women Empowerment SHG Federations, Group Mode of Livelihood Promotion/Community Based Organizations- Joint Liability Groups(JLGs) & Producer Groups
Day 2nd	I-II	Policy and Credit Interventions - Skill and Business Development Initiatives for Promoting Women Enterprises /Small Business Units: Role of NABARD and Other Stakeholders Briefing on Field visit
	III-IV	Field Visit I: , SHGs & Federations , Visit to Successful Women Enterprise
Day 3rd	I	Farm Sector Livelihoods - Increasing role of Women in Agriculture & Technological Changes
	II	Financial Inclusion: Role of SHGs as Business Correspondents (BCs) in Financial Inclusion
	III	Case Videos: Successful Women Led Interventions
	IV	Preparation for Cultural Evening
Day 4th	I-IV	Field Visit II: To Agra: Visit to Women Artisans/Enterprises and heritage monuments
Day 5th	I	Enhancing Leadership Capabilities among Women
	II	Women in Governance (Board Level Presence / Local Self Governance) - Ways to increase women participation
	III-IV	Visit to Cultural Heritage
Day 6th	I	Social Welfare Schemes: Participation of Women
	II	Open House: Discussions and Clarifications
	III	Guided Discussions: Country-wise Action Planning
	IV	Programme Evaluation : Valediction