

Woman and Father Empowerment Leadership Management

Empowering Module

Economic Empowerment

Benefits of economic empowerment

Women's economic empowerment is central to realizing women's rights and gender equality. Women's economic empowerment includes women's ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time, lives and bodies; and increased voice, agency and meaningful participation in economic decision-making at all levels from the household to international institutions.

Discussion: What are women's rights and gender equality?

Empowering women in the economy and closing gender gaps in the world of work are key to achieving the 2030 Agenda for Sustainable Development and achieving the Sustainable Development Goals, particularly Goal 5, to achieve gender equality, and Goal 8, to promote full and productive employment and decent work for all; also Goal 1 on ending poverty, Goal 2 on food security, Goal 3 on ensuring health and Goal 10 on reducing inequalities.

Discussion: Empowering women in the economy and closing gender gaps in the world of work are key to achieving the 2030 Agenda for Sustainable Development?

When more women work, economies grow. Women's economic empowerment boosts productivity, increases economic diversification and income equality in addition to other positive development outcomes. For example, increasing the female employment rates in OECD countries to match that of Sweden, could boost GDP by over USD 6 trillion, recognizing, however, that growth does not automatically lead to a reduction in gender-based inequality. Conversely, it is estimated that gender gaps cost the economy some 15 percent of GDP.

Discussion: When more women work, economies grow. Why? How do you defined economies grow?

Increasing women's and girls' educational attainment contributes to women's economic empowerment and more inclusive economic growth. Education, upskilling and re-skilling over the life course – especially to keep pace with rapid technological and digital transformations affecting jobs—are critical for women's and girl's health and wellbeing, as well as their income-generation opportunities and participation in the formal labour market. Increased educational attainment accounts for about 50 per cent of the economic growth in OECD countries over the past 50 years. But, for

the majority of women, significant gains in education have not translated into better labour market outcomes.

Discussion: Increasing women's and girls' educational attainment contributes to women's economic empowerment and more inclusive economic growth? Why? How?

Women's economic equality is good for business. Companies greatly benefit from increasing employment and leadership opportunities for women, which is shown to increase organizational effectiveness and growth. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organizational performance.

Discussion: Women's economic equality is good for business? Why? How?

The world of work

Gender differences in laws affect both developing and developed economies, and women in all regions. Globally, over 2.7 billion women are legally restricted from having the same choice of jobs as men. Of 189 economies assessed in 2018, 104 economies still have laws preventing women from working in specific jobs, 59 economies have no laws on sexual harassment in the workplace, and in 18 economies, husbands can legally prevent their wives from working.

Discussion: Gender differences in laws affect both developing and developed economies, and women in all regions. Why? How?

Women remain less likely to participate in the labour market than men around the world. Labour force participation rate for women aged 25-54 is 63 per cent compared to 94 per cent for men. When including younger (aged 15 years and up) and older women (aged 55 and up), in 2018 women's global labour force participation rate is even lower at 48.5 per cent, 26.5 percentage points below that of men.

Discussion: Women remain less likely to participate in the labour market than men around the world. Why? How come?

Women are more likely to be unemployed than men. In 2017, global unemployment rates for men and women stood at 5.5 per cent and 6.2 per cent respectively. This is projected to remain relatively unchanged going into 2018 and through 2021.

Discussion: Women are more likely to be unemployed than men. What cause this? Why? How to prevent?

Women are over-represented in informal and vulnerable employment. Women are more than twice as likely than men to be contributing family workers. From the latest available data, the share of women in informal employment in developing countries was 4.6 percentage points higher than that of men, when including agricultural workers, and 7.8 percentage points higher when excluding them.

Discussion: Women are over-represented in informal and vulnerable employment. Why is it so? How?

Globally, women are paid less than men. The gender wage gap is estimated to be 23 per cent. This means that women earn 77 per cent of what men earn, though these figures understate the real extent of gender pay gaps, particularly in developing countries where informal self-employment is prevalent. Women also face the motherhood wage penalty, which increases as the number of children a woman has increases.

Discussion: Globally, women are paid less than men. Why? Is it True? How?

Women bear disproportionate responsibility for unpaid care and domestic work. Women tend to spend around 2.5 times more time on unpaid care and domestic work than men. The amount of time devoted to unpaid care work is negatively correlated with female labour force participation.

Discussion: Women bear disproportionate responsibility for unpaid care and domestic work. Why?

Unpaid care work is essential to the functioning of the economy, but often goes uncounted and unrecognized. It is estimated that if women's unpaid work were assigned a monetary value, it would constitute between 10 per cent and 39 per cent of GDP.

Discussion: Unpaid care work is essential to the functioning of the economy, but often goes uncounted and unrecognized. Why?

Women are still less likely to have access to social protection. Gender inequalities in employment and job quality result in gender gaps in access to social protection acquired through employment, such as pensions, unemployment benefits or maternity protection. Globally, an estimated nearly 40 per cent of women in wage employment do not have access to social protection.

Women are still less likely to have access to social protection. Why? How to prevent?

Women are less likely than men to have access to financial institutions or have a bank account. While 65 per cent of men report having an account at a formal financial institution, only 58 per cent of women do worldwide.

Discussion: Women are less likely than men to have access to financial institutions or have a bank account. Why?

The digital divide remains a gendered one: most of the 3.9 billion people who are offline are in rural areas, poorer, less educated and tend to be women and girls.

Discussion: The digital divide remains a gendered one: Why?

Women are less likely to be entrepreneurs and face more disadvantages starting businesses: In 40% of economies, women's early stage entrepreneurial activity is half or less than half of that of men's.

Discussion: Women are less likely to be entrepreneurs and face more disadvantages starting businesses: Why?

Women are constrained from achieving the highest leadership positions: Only 5% of Fortune 500 CEOs are Women.

Discussion: Women are constrained from achieving the highest leadership positions: Why? How come?

Violence and harassment in the world of work affects women regardless of age, location, income or social status. The economic costs – a reflection of the human and social costs – to the global economy of discriminatory social institutions and violence against women is estimated to be approximately USD 12 trillion annually.

Discussion: Violence and harassment in the world of work affects women regardless of age, location, income or social status. Why? How?

Sustainable Development

Almost a third of women's employment globally is in agriculture, including forestry and fishing, but this may exclude self-employed and unpaid family workers. Yet, differences across countries and regions are striking. The share of women workers in agriculture is only 9.5 per cent in upper-middle-income countries and 2.6 per cent in high-income countries, while agriculture remains the most important employment sector for women in low-income and lower-middle-income countries.

Discussion: Almost a third of women's employment globally is in agriculture, including forestry and fishing Why? How?

Women farmers have significantly less access to, control over, and ownership of land and other productive assets compared to their male counterparts. Land is perhaps the most important economic asset; women account for only 12.8 per cent of agricultural landholders in the world.

Discussion: Women farmers have significantly less access to, control over, and ownership of land and other productive assets compared to their male counterparts. Why?

Women and girls suffer most from the dearth of safely managed water and sanitation. Women and girls are responsible for water collection in 80 per cent of households without access to water on premises. Menstrual hygiene management is difficult in the absence of water, soap and gender-responsive sanitation facilities, whether at home, school or work.

Discussion: Women and girls suffer most from the dearth of safely managed water and sanitation. Why?

Women and girls are more likely to carry the burden of energy poverty and experience the adverse effects of lack of safe, reliable, affordable and clean energy. Indoor air pollution from using combustible fuels for household energy caused 4.3 million deaths in 2012, with women and girls accounting for 6 out of every 10 deaths.

Discussion: Women and girls are more likely to carry the burden of energy poverty and experience the adverse effects of lack of safe, reliable, affordable and clean energy. Why? How?

Environmental degradation and climate change have disproportionate impacts on women and children. Women often bear the brunt of coping with climate related shocks and stresses or the health effects of indoor and urban pollution, which add to their care burden. As land, forest and water resources are increasingly compromised, privatized or "grabbed" for commercial investment, local communities and indigenous peoples, particularly women, whose livelihoods depend on them, are marginalized and displaced. Globally, women are 14 times more likely than men to die during a disaster.

Discussion: Environmental degradation and climate change have disproportionate impacts on women and children. Why? How?

Women migrant workers

- Women constitute approximately half of the 258 million migrants who live and work outside their countries of birth. Migrant women and girls outnumber men and boys in all regions except Africa and Asia; in some countries of Asia, men migrants outnumber women by about three to one.
- Despite gender inequalities in the labour market and gender wage gaps globally, women migrant workers were responsible for sending half of the estimated \$601 billion in remittances worldwide in 2016.
- Research has shown that women migrant workers are often more likely than men to remit on a regular basis owing to women's stronger links to family members and self-insurance motives underlining the link between a woman's gendered caregiving role in the household and her increasing propensity to remit.

Although many migrant women are highly skilled and well-educated, they face challenges in accessing foreign labour markets. Employment restrictions for migrants coupled with the de-skilling prevalent in gendered labour markets and pervasive stereotypes associated with migrant women in countries of destination, can negatively impact their job prospects. Indeed, many migrant women participate in low-skilled and precarious jobs characterized by low wages, poor working conditions, limited labour and social protections, and exposure to physical and sexual violence.

Women migrant workers are often concentrated in informal, low paid and unregulated work. The main sectors in which women migrant workers are employed are: services and retail (18.8 per cent), elementary occupations (17.3 per cent), craft and related trades (15.2 per cent), professionals (13.9 per cent) and clerks (12.3 per cent). Of the estimated 11.5 million international migrant domestic workers (in 2013), approximately 73.4 per cent were women.

Empowerment to stay sustainable

“Leaving no one behind”.

Creating efficiency, despite challenges in management arrangement, by concentrating technical capacity and financial investment for gender in a programme hub, which enabled programme partners to build on the experience of multiple agencies while enhancing the depth and reach of prior achievements;

Increasing awareness, capacity and effectiveness by raising the profile of gender equality as an interdisciplinary development issue and, in turn, contributing to the critical-mass effect that increases the ‘staying power’ of gender-equality discourse in the policy context;

Generating demand for human rights and gender equality, and strengthening related legislative frameworks, thus demonstrating the understanding that achieving gender equality is a government responsibility that requires national ownership and continuous monitoring to ensure sustainability;

Meeting women's immediate practical needs and concurrently supporting strategic transformational change, which resulted in both parallel and, in some instances, mutually reinforcing results (such as demonstrating the potential of policy change by one community's achievements); and

Supporting innovation and replication with an unprecedented level of investment in gender equality, which allowed programmes to break new ground on a country-by-country basis.

- More than 51,000 citizens, of which 28,000 were rural women, participated in Community Conversations (CC) to raise awareness on the status of women and harmful practices such as child marriage. This stimulated positive responses to reproductive health, as well as interest in the education of children among poor households and in the literacy and livelihoods components of the programme. Beneficiaries also cited an increase in women's confidence as a strong benefit from CC sessions.

Trainer/Committee member: Positive and reproductive health and education for underprivileged children. Improve woman and father's confidence.

Give example of woman and father's how can confidence build?

- Programme participants strongly recognized prevention and reporting of early marriage as a main achievement of the initiative. Over 20 cases of early marriage were prevented in the project area, and the number of girls/women married below the age of 18 decreased from 78 in 2009 to 7 in 2012.

Trainer/Committee member: early marriage has increases through the years.

Guide them how can parent help in guiding their children. Providing advise and give some relevant example for the parents to think about.

- Almost 53,500 community members participated in literacy classes. The literacy programme also impacted school enrollment, as women became role models in supporting their children's education, especially their girls (e.g. increased attendance of school by children, improved class performance as a result of higher attendance, and more time allowed by parents for children to complete their homework.) The number of children dropping out of school in the project area fell from 5,770 in 2009 to 1,658 in 2012.

Trainer / Committee Member: Children enrolment has drop slightly through out the years. And children dropping out of school also has drop slightly through out the years.

Tell more story about other country and Singapore contacts has show realistically increases.

- A total of 17,376 women gained access to credit services during the project period, while 24,795 obtained access to savings services. More than 19,000 women were reported to be saving regularly.

Homebased job could help the parents to enable them to access to micro-finance. Up and coming from our Social Enterprise.

- A total of 19,347 women undertook Income Generating Activities (IGAs), and a total of 69,484 girls and women were reached by peer educators about IGAs. These activities helped women diversify their livelihoods and increase their income. Literacy training helped women make records of their projects, and some women were able to balance their financial books after numeracy training.

Trainer/Committee member: We need to ask mother and father to diversify their livelihoods and increase their income. Generate extra income for their future usage. Inform all mother and father learning financial literacy is important. So must attend lesson.

- The number of women and girls using health posts for services doubled between 2009/2010 and 2012, reaching a total of 202,460 women and girls during the project period. The programme provided capacity-building for almost 982 Health extension Workers (HEWs) in reproductive health, HIV and gender issues. Some 350 health facilities were equipped with Emergency Obstetric Neonatal care (EmONC), among other supplies.

Trainer/Committee member: Inform all mother to ensure all their children are safe. Possible to provide an example for reproductive health, HIV and gender issues.

Areas addressed by the programmes include overcoming violence against women, access to sexual and reproductive health services, women's asset and property ownership, and participation in public and private decision-making. Programmes also present effective practices to address inequalities through partnership with some of the world's most excluded groups of women and girls: indigenous, Afrodescendant, ethnic minority, rural and young women; survivors of violence and conflict-related sexual violence; and HIV positive women. They represent the unified efforts of many actors and demonstrate how United Nations, government and civil society actors can work together to leverage individual strengths and achieve significant collective results. A hallmark of many of the case studies is that they demonstrate the means to challenge the underlying structures that perpetuate gender-based discrimination and inequality as a key component of programming.

Freedom from violence against women and girls, including experience related to concrete actions to eliminate or respond to violence. This issue is addressed by seven of the studies included in this Compendium. Five of them derive from programmes within the Gender Equality and Women's Empowerment Window (Bangladesh, Colombia, Morocco, Timor-Leste and Viet Nam); and two from the Conflict Prevention and Peacebuilding Window (Bolivia and Democratic Republic of the Congo).

Improved capabilities and resources include improved knowledge and health—including sexual and reproductive health and rights; and access to resources and opportunities to build women's economic and social security. These issues are addressed by ten of the promising practices: four from the Gender Equality and Women's Empowerment Window (Bolivia, Ethiopia, Namibia and Timor-Leste), two from the Development and the Private Sector Window (Viet Nam and Egypt), one from the Conflict Prevention and Peacebuilding Window (Democratic Republic of the Congo), one from the Children, Food Security and Nutrition Window (Bangladesh), one from the Culture and Development Window (Ecuador) and one from the Youth, Employment and Migration Window (Honduras).

Increased participation in decision-making in public and private institutions, and in families and communities. This theme is analysed in nine of the studies: four from the Gender Equality and Women's Empowerment Window (Bolivia, Guatemala, Nicaragua and Timor Leste), one from the Conflict Prevention and Peacebuilding Window (Bolivia), two from the Culture and Development Window (Ecuador and State of Palestine) and two from the Democratic Economic Governance Window (Mexico and Panama).

To improve services in six Bangladesh districts, data collection activities have focused on the number and type of incidents (such as acid attacks, rape, murder, physical abuse, dowry related disputes, early marriage, family conflict and suicide) and types of support provided (such as court cases, counselling and legal aid). From September 2012 to May 2013, 44 sub-districts reported a total of 811 incidents that have been included in the pilot database. Discussions are underway to expand data collection nationally. The Declaration on the Elimination of Violence against Women describes violence against women as “a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men”.⁵ Consequently, eliminating genderbased violence demands transforming the social and cultural norms regulating power dynamics between men and women.

In order to advance in this direction, several MDG-F programmes developed prevention strategies aimed at challenging gender-based stereotypes and

sociocultural patterns of behaviour that legitimize, exacerbate or tolerate violence against women. In Colombia, a large Educational Communication Strategy was designed based on the findings of a study that examined the country's social and institutional tolerance of gender-based violence. Aiming to raise public awareness of the problem, to educate and mobilize institutional and social actors in preventing violence, and to sensitize audiences and build new patterns of masculinity and femininity, large-scale campaigns demystifying and condemning violence were disseminated through mass and alternative media and social mobilization activities. The strategy had both national and local coverage, with specific lines of communications adapted to the territorial and ethnic characteristics of the pilot areas.

In Timor-Leste, the joint programme developed a manual on investigating gender-based violence and subsequently trained police officers in a very broad range of issues related to gender-based violence and human trafficking. Such training has since become institutionalized, ensuring sustainability of the results attained and continuity of the work that began under the auspices of the joint programme. Such work also included developing standard procedures, protocols and guidelines—for support services and procedures such as data collection, forensic medical examination, and child referral and protection—and distributing these to various local partners who provide such services. The joint programme also strengthened the country's districtlevel coordination mechanisms, improved communications among service providers and enabled timely support to survivors.

In Bolivia, a Protocol for Attending to and Processing the Victims of Harassment and Political Violence in the Electoral Jurisdiction has been developed, aimed at officials of the Supreme Electoral Tribunal and Departmental Electoral Tribunals. The gender joint programme in Bangladesh trained sex workers to improve their knowledge of HIV and AIDS, genderbased violence and available support services, such as legal aid.

Case studies also demonstrated that the participatory development of a sound policy and legal framework provides a solid foundation for preventing violence against women and improving survivor support. In Timor-Leste, a wide multisectoral, multistakeholder consultative process underpinned the formulation of the national plan on gender-based violence and led to the plan's approval in May 2012. Estimating costs involved in future implementation of the plan was instrumental to advocating for and obtaining an allocation of funds from the national budget. The Timor-Leste national action plan to combat human trafficking was drafted using similarly wide stakeholder consultations with community leaders, service providers, teachers and students. Bolivia also enacted the Law against the Harassment of and Political Violence against Women in 2012, as the final result of a cumulative process that began in 2000.

Support to income-generating activities—via small scale businesses or cooperatives that create an income source for women—has been a prominent MDG-F strategy of improving women's economic autonomy. In Viet Nam, a weaving cooperative enhanced its productivity and profitability by improving its managerial, organizational, technical and marketing skills, as well as gaining access to and benefitting from the

increased availability of local raw materials. This has resulted in higher member income, new employment opportunities for women in the community and, ultimately, women's improved confidence, social standing and family or community support.

In the Democratic Republic of the Congo, 627 persons (largely women-survivors of violence) received technical training and start-up equipment and supplies to initiate income-generating activities. In addition, 43 land-cession contracts were executed to secure land tenure for 3,124 households, of which 1,643 were headed by women. Such programmatic interventions helped economically empower advancing gender equality: promising practices Case Studies from the Millennium development goals Achievement Fund 11 vulnerable women and improved food security and nutrition for all household members.

In Ecuador, the MDG-F supported income-generating activities on the basis of their viability, environmental sustainability, potential for cultural revitalization of the indigenous and African-Ecuadorian peoples, and potential to advance gender equality. The joint programme facilitated the creation of 1,500 new income-generating positions, with women filling 800. Collateral and other requirements by traditional financial institutions often exclude poor women from access to credit to start new or improve existing businesses. To overcome this barrier, the MDG-F supported the adaptation of financial mechanisms to women's needs and national contexts. In Bolivia, 4,445 poor indigenous women received an average of \$1,000 in financial assistance to engage in income-generating activities in fields such as agriculture, livestock farming and artisanal production. In Honduras, financial assistance provided to 1,071 vulnerable urban and rural youth, including 502 girls and women, allowed them to start small businesses. Young people also received gender-sensitization and vocational training, as well as technical assistance to implement their business plans.

In the Democratic Republic of the Congo, the MDG-F facilitated the creation of 200 Mutual Societies for Solidarity for savings and credit. More than 75 per cent of their members are women, who can now access small credit lines to support household needs including home construction, acquisition of small livestock and educational expenses. Conditional cash transfer programmes are increasingly recognized as pathways to both shorter-term poverty alleviation and longer-term prevention of intergenerational poverty transmission through investing in human capital, including education, healthcare and nutrition. In Timor-Leste, the Bolsa de Mãe programme provides a set amount of cash to select vulnerable populations, particularly women-headed households, with conditions for receiving funds linked to children's immunization and educational attainment. In order to support more efficient and effective social reintegration of vulnerable groups, the MDG-F has also supported processes that identified and clarified vulnerability criteria, while strengthening the monitoring system for recipient compliance with cash-transfer conditions. The programme has allowed vulnerable women to have a measure of social protection, namely access to cash, as well as provided access to education and health services for their children. Because women across the world play a key role in both food security and child nutrition, many programmes under the MDG-F Window on Children, Food Security and Nutrition target women as key change agents. In

Bangladesh, rural women have received support to improve the yields and efficiency of homestead vegetable gardening and livestock rearing, becoming economically empowered as a result. Women's self-esteem and their roles in families are changing as well, as demonstrated by women's increased mobility and participation in family decision-making. The programme has also challenged and succeeded in changing certain traditional practices and beliefs that are detrimental to the health of women and their children, particularly those related to maternal nutrition and new born feeding practices. As a result, women are now prioritizing and valuing their own food and nutritional needs.

Recognizing the multifaceted of women's poverty, a number of MDG-F programmes applied a holistic approach that combined women's economic empowerment with political empowerment, access to health and education, and community-level social mobilization. In Ethiopia, women-participants of the Leave no Women Behind programme improved their incomes and household food security through capacity building and access to credit. They also received training on reproductive health, literacy, health and hygiene, and other life skills. Participating women were targeted by all the intervention areas, which resulted in all around improvement of their lives. MDG-F programmes also actively engaged male community members, educators, health staff, associations and cooperatives in activities ranging from trainings to community dialogues and service provision. Increased access to and control over resources and improved self-esteem led to significant improvements in women's status within their families and communities. Key behavioural changes included: reduced prevalence of child marriage and other harmful traditional practices, including female genital mutilation; reduced stigma and discrimination against women living with HIV and AIDS; increased school attendance, particularly among girls; and more equitable division of labour at household level.

In Bolivia, disadvantaged indigenous women augmented their incomes with the technical support and financial assistance provided by MDG-F programmes. Women's self-esteem and their participation in decision-making increased as a result of participating in citizenship education programmes. At the same time, 1,887 women obtained identification cards, making it possible for them to claim and exercise their political and civil rights and to access financial services. Sexual and reproductive health is increasingly recognized as a cornerstone of women's autonomy and, therefore, as central to sustainable development. The right to sexual and reproductive health implies that people, both men and women, are able to make free and informed decisions about their body, health, relationships, marriage and childbearing, free from coercion or violence. Such rights are closely linked to development priorities such as preventing child marriage and sexual violence, and halting transmission of HIV and AIDS and other sexually transmitted diseases.

In Namibia, communities are taking action around HIV and AIDS through a methodology based on trust, accountability and participation. Results include a rise in the number of people opting for voluntary counselling and testing services, increased condom use, improved understanding of gender inequalities in the context

of HIV and AIDS, and breaking new ground for discussing the previously taboo subjects of sex, child abuse, gender-based violence, early pregnancy, and HIV and AIDS stigma. In Ethiopia, public discussions were used to sensitize community members on reproductive health, family planning, gender-based violence, HIV and AIDS, maternal health and harmful traditional practices. Parallel to interventions to increase demand, the programme also strengthened the supply side of reproductive health service delivery by providing drugs, obstetric equipment and other reproductive health materials to local health centres. This holistic approach contributed to an increase in the number of deliveries attended by trained health professionals and the number of those seeking voluntary counselling and testing for HIV and AIDS.

In Ecuador, the Ministry of Public Health has designed an innovative intercultural health system, including a culturally appropriate childbirth model that respects indigenous ancestral traditions. The implementation of this model has motivated a higher number of women from different communities to seek assistance in healthcare facilities, not only for antenatal care, but also for childbirth.

Increased participation in decision-making The low numbers of women in public decisionmaking, from national parliaments to local councils, must be remedied to ensure that women feature prominently in democratic institutions and that their voices are heard in public and private deliberations. This has its roots in unequal power relations in the family and community. In some cases, even threats of violence prevent women from seeking or effectively carry out their public service roles, as was the case in Bolivia.

Participatory and gender-responsive local planning processes have great potential to bring women's voices into decision-making. In Mexico, three southern states have conducted gender-sensitive evaluations of water management mechanisms to identify women and men's needs and challenges related to water management and access. MDG-F programmes have also strengthened key sectoral institutions—responsible for water management, access to public information and civil protection—to integrate culturally and gender-sensitive approaches into their work, and facilitated civil society organizations' participation in water management decisions and activities. Similarly, women's participation in the administrative boards that manage rural aqueducts in Panama has been identified as key to the sustainability of MDG-F interventions, because women migrate less and hence maintain greater permanence in the community

Some practical barriers to participation are relatively easy to surmount given political will. In Bolivia, only 22 per cent women participants of the MDG-F joint programme voted, for lack of identity documents and information. Now, 12,817 women are enjoying full citizenship and rights for the first time, having obtained the birth certificates and identification cards required to vote or access credit. Today, 97 per cent of participating women take part in local and national electoral processes and can also register organizations authorized for political participation. Of women-participants in the MDG-F-supported training sessions on exercising citizen rights, 30

per cent have been nominated for elected community and productive organizations' leadership posts—and more than half of the nominees have been elected. A strong women's machinery is instrumental to improving the consistency of government action to advance women's rights and gender equality by providing leadership, advocacy and technical support to mainstream gender in all policy areas. In Guatemala, MDG-F support improved the capacity and recognition of the Presidential Secretary for Women and the Office in Defence of Indigenous Women, ultimately enabling the integration of both gender and ethnic equality approaches in government planning and budgeting processes, at both central and departmental level.

Acknowledging the necessity of public commitment and action to furthering progress towards gender equality and women's empowerment, the MDG-F has supported the elaboration of gender equality policies and the integration of a gender perspective into policies, plans and budgets. In 2011, the Ministry of Culture of the State of Palestine approved the first-ever gender-responsive Palestinian Culture Sector Strategy and its action plan, which set measures to overcome the obstacles that hinder women's participation. The ministry's Gender Unit also received capacity-building support to facilitate the implementation of the new strategy.

Women's increased participation has the potential to make gender equality a central objective and consideration when developing public policies that can advance women's human rights. In Ecuador, the Ministry for the Coordination of the Natural and Cultural Heritage adopted a ground-breaking Gender and Interculturality Sectoral Policy in 2011, aiming to promote equal opportunities for the indigenous, African-Ecuadorian and Montubio nationalities and peoples, with a special emphasis on women. Finally, budgets are a clear reflection of a government's social and economic priorities. Therefore, implementing commitments towards gender equality requires intentional measures to incorporate a gender perspective in planning and budgeting frameworks and to fund specific investments addressing gender gaps. Gender-responsive budgeting seeks to ensure that the collection and allocation of public resources is carried out in ways that contribute to advancing gender equality and women's empowerment. In Nicaragua, 15 pilot municipalities have effectively mainstreamed gender considerations into their development plans and budgets. The national budget and those of the ministries of health and labour have also mainstreamed gender. Moreover, nine national government commissions and seven local governments have institutionalized gender units.

In Timor-Leste, key governmental, parliamentary and civil society stakeholders have enhanced their knowledge of gender-responsive budgeting. As a result, 20 per cent of the Ministry of Education and Health budget is now targeted to women and children, and the budget allocated to implement the Law against Domestic Violence has increased. In parallel, a new non-governmental working group on gender-responsive budgeting has begun to advocate for fair budget allocations for women's needs, and some of the key demands it put forward have already been successfully taken up by the parliament.

United Nation, 13/4/2021, UN-Women key lessons learned
<<https://www.un.org>>

Sustainable Development, 13/4/2021, UN Women on Women and Sustainable Development Goals
<<https://sustainabledevelopment.un.org> › >

Motivation Module

How to become (and stay) motivated

1. Set goals. ...
2. Choose goals that interest you. ...
3. Find things that interest you within goals that don't. ...
4. Make your goal public. ...
5. Plot your progress. ...
6. Break up your goal.
7. Use rewards. ...
8. Don't do it alone.

Empathy module

Empathy: the ability to understand and share the feelings of another.

People lack normal empathy, or the ability to feel what others are feeling, when something has gone wrong in their brains. ... Sociopathy, or damage to the ability to function in a social setting, often includes a lack of empathy, also causing various forms of antisocial behavior.

Peer exercises

What is empathy mean to you?

Communication Module – Facilitator do refer to powerpoint

Communication as a leader

Involvement, effective listening (focus) don't think of other things, clear and timely communication is the main feature of this style. This style of leadership makes communication an effective communication.

3 types of element - Constancy, consistency, frequency cannot change

How do you measure success?

Write down, what do you communicate and how you communicate differently?

Below as mentioned.

Children -

Friends -

Colleagues -

Relative –

Peer discussion

Why communication is important for you?

How could we communicate differently?

Leadership Module - Management as a leader

Mother or Father, on the other hand, will focus on setting, measuring and achieving goals by controlling situations to reach or exceed their objectives.

5 Managerial Skills are;

- Technical Skill.
- Conceptual Skill.
- Interpersonal and Communication Skills.
- Decision-Making Skill.
- Diagnostic and Analytical Skills.

Technical Skill

Technical skill is knowledge of and proficiency in activities involving methods, processes, and procedures. Thus it involves working with tools and specific techniques. Technical skill is the ability to use the specialized knowledge, procedures, and techniques of a field of activities. Accountants, engineers, surgeons all have their technical skills necessary for their respective professions. Most managers, especially at the lower and middle levels, need technical skills for effective task performance.

For example, mechanics work with tools, and their supervisors should have the ability to teach them how to use these tools. Similarly, accountants apply specific techniques in doing their job. This skill is most necessary and valuable at a supervisory level or first-level/first-level management.

Conceptual Skill

Conceptual skill is the ability to see the “big picture,” to recognize significant elements in a situation and to understand the relationships among the elements. Conceptual skill is the ability to coordinate and integrates all of an organization’s interests and activities.

It requires having the ability to visualize the enterprise as a whole, to envision all the functions involved in a given situation or circumstance, to understand how its parts depend on one another and anticipate how a change in any of its parts will affect the whole.

A manager’s ability to think in the abstract and to view the organization holistically is important. Suggesting a new product line for a company, introducing computer technology to the organization’s operations, or entering the international market; for deciding this magnitude, a manager requires conceptual skill is his personality.

Interpersonal and Communication Skills

Communication skill for a manager is a must. The manager must be able to convey ideas and information to others and receive information and ideas from others effectively. A manager's job is to control the subordinates and give high-level managers or administrators information about what's going on. Communication skill enables a manager to perform them properly. Most of his time, a manager's job is to interact with people inside and outside of the organization. Manager's ability to communicate with individuals and groups, controlling and motivating them are what Interpersonal and Communication skills are. A manager requires having an effective Interpersonal and communication skill to keep the responsibilities given to him.

Decision-Making Skill

In simple words, a manager's job is to make decisions that will lead the organization to the attainment of its goals. Decision making skill is the skill that makes a manager able to recognize opportunities and threats and then select an appropriate course of action to tackle them efficiently so that the organization can benefit from them.

Managers are not always going to make the best decision. But a good manager most often makes a good decision and learns from the bad ones. Decision making is a skill that improves as managers gain more experience. Training or educating is also a good method to develop the Decision making skill of a manager.

Diagnostic and Analytical Skills

A good manager has Diagnostic and Analytical skills in his bag. Diagnostic skill refers to the ability to visualize the best response to a situation.

Analytical skill means, the ability to identify the key variables in a situation. Manager diagnostic skill and Analytical skill helps him to identify possible approaches to a situation. After that it also helps a manager to visualize the results or outcomes of these approaches. This skill sounds similar to the decision making skill, but it is the skill required to make the decision.

How Managerial Skills are Interrelated

These are the skills an ideal manager must have. If you look closely enough, we will find the skills are inter-related and irreplaceable. A manager is appointed for making a decision. So, to make the decision he or she needs to identify a situation which could be opportunities or threats. Conceptual knowledge is essential for this as it helps the manager have a complete understanding of the organization.

A manager cannot decide without diagnosing and analyzing. Diagnosing and analyzing the situation is required to tackle a situation and for this needs information and resources. Collecting information and gathering resources requires communication with colleagues at work and people outside the organization. Persuading, leading, motivating is required and get the best out of them. A manager cannot just give decisions and sit in this office; he needs to have technical skills for performing the task which was set by the decision.

A good manager has all these skills, but it is not necessarily true that all of them are equally important or required for the assigned job or post of a manager. The relative importance of these skills of a manager depends on the manager rank of his in the organizational hierarchy.

10 Leadership Skills

Here is a list of the skills that make up great leadership. We know that there are more, but these are some of the core values of a strong leader:

1. **Communication:** The ability to disseminate information and listen actively.
2. **Motivation:** Getting people to want to do what you need them to do.
3. **Delegation:** Knowing that you can't do everything and trusting others to help you carry the load by completing assigned tasks.
4. **Positivity:** Keeping a positive attitude, regardless of the situation, helps with morale.
5. **Trustworthiness:** People aren't going to listen to you or do what you ask if you don't first instill a sense of trust.
6. **Creativity:** There will always be problems that can't be solved by rote; you must think creatively and be open to taking chances. Employ divergent thinking to find unique solutions.
7. **Feedback:** Leadership doesn't take place in a vacuum. Listen to your team, stakeholders, advisors, mentors, etc., and take their opinions seriously.
8. **Responsibility:** You can't expect people to follow you if you're not taking responsibility for the bigger picture and your behavior.
9. **Commitment:** You also cannot expect to lead others if you are not committed to the project.
10. **Flexibility:** Things change, and rigidity can ruin a project, so you must be willing to adapt and not hold too tightly to anything.

Three Quintessential Leaders

Sometimes the best way to understand is to follow an example. What example could be more inspiring than these three great leaders?

- **Mahatma Gandhi** was the leader of the Indian independence movement, using nonviolent civil disobedience to remove the yolk of British colonialism from his country. India is a large and diverse country, with many competing religions seeking power, yet he was able to rally the nation under one cause that made them blind to their differences and focused on what they all shared in common.
- **Martin Luther King, Jr.** took the lessons of Gandhi and applied them to address the injustice of the black population in the United States. He, like Gandhi, had many challenges, and not all involved in the civil rights movement shared his belief in nonviolence. However, as a Southern minister, he was able to use the social gospel to illustrate the second-class citizenry of black people in the United States in such a way that eventually couldn't be ignored—even in the powerful halls of government.
- **Maria Theresa** might not be a household name like the two other leaders on our list, but she earned her seat when she inherited rule of her country, Austria, in 1740. At that time, Austria was without funds and poorly governed. She gathered a team of skilled advisors and delegated responsibilities, turning around the economy, revitalizing the military and instituting mandatory public education for both boys and girls. Not even two wars could dethrone her, nor giving birth to 16 children!

Peer exercises

What is leadership mean to you?

How could you show leadership at work, friends and families?

Management Module

What is management? It's the process of dealing with or controlling things or people. But the emphasis does tend to be on things rather than people.

Managers are people who plan, organize and coordinate. They are methodical and are always reassessing their process to make sure they're progressing as planned. If not, they tweak to get back to their baseline assessment.

Management consultant, educator and author Peter F. Druker, who said, "What's measured gets improved." So, you can see a difference in that managers approach things more systematically, seeking metrics and tools to measure their progress and adapt their process accordingly.

Top 10 Management Skills

To further highlight the differences and the complementary nature of leadership and management, we list 10 of what are considered the most important skills for any manager to have.

1. **Interpersonal Skills:** While managers aren't exclusively dealing with people, they still must interface with them, and the better they do so, the smoother the management process.
2. **Communications:** Being able to manage is being able to communicate what you need to who needs to do it.
3. **Motivation:** The same is true for motivating people to follow your management lead.
4. **Organization:** You must be organized. Management is made up of many parts, and they cannot be handled on the fly.
5. **Delegation:** No one can manage everything themselves, and if they try, they're going to fail. So, share responsibilities and tasks with others.

6. **Forward Planning:** A manager is a planner who looks towards the future and how to set themselves up for it today.
7. **Strategic Thinking:** Part of that planning is thinking strategically about the project, the organization and how to align them moving forward.
8. **Problem Solving:** Managers face issues daily, and they must think creatively to solve them.
9. **Commercial Awareness:** Managers are not working in a vacuum and need to have a keen sense of the business and commercial environment in which they operate.
10. **Mentoring:** In order to get things done, sometimes a manager must become a mentor, offering guidance or training where it's needed.

Three Quintessential Managers

Just as there are great leaders, there are great managers. In fact, often the successful managers are more heralded than political leaders, as if their successes were somehow more relevant. They're not, of course, but they deserve their due. Here are three of the best.

- **Henry Ford** was the man we can thank for launching car culture, a dubious distinction but one to note. As a manager, however, his influence might even be more widespread. His approach to production was every bit as revolutionary as his approach to locomotion. He managed to increase efficiencies and lower the cost of materials and the final product.
- **Madam C.J. Walker** was an African-American woman who in the late nineteenth and early twentieth centuries developed and sold hair products targeting the neglected needs of an underserved demographic, African-American woman, like herself. That she was a gifted manager, who saw a niche and knew how to exploit it, wasn't enough. She also had to manage a deeply racist culture.

- **Walt Disney** has become a towering figure in global entertainment, but he started as a cartoonist. There are just so many comic strips you can draw, though, and he was able to tap the talent he recognized and manage it to work as a team, creating some of the most iconic characters the world has ever seen.

Peer exercise

What is management look like for you?

In your view, discuss how do you manage everything around you?

Leadership with great responsibilities

Marketing Module

Marketing is art of developing, advertising and distributing goods and services to consumer as well as business.

The social business model is both an efficient way of fighting poverty and a productive source of new business ideas.

Low income single parents

The twenty-first century has one significant commonality with the decades of the preceding century: the majority of individuals parenting on their own and heading one-parent families continue to be mothers. Even so, current trends in globalization (economic, political, cultural) along with technological advancement, shifts in political, economic and social policy, contemporary demographic shifts, changing trends in the labour sector linked to global economics, and developments in legislative and judicial output, all signify the distinctiveness of the current moment with regard to family patterns and social norms. This volume explores and illuminates a more recent landscape of popular public discourse, experience,...

Lone mothering is a blur and a series of chronic stresses and low-level traumas, which, sometimes, does seem like it happened to someone else a story narrated amid a bad dream. Within the myriad conflicts of contemporary society, lone mothering is an ongoing survival test and a constant stream of calamities. Those who have experienced lone mothering can attest to the distress and emergent

symptoms, similar to that of major depressive, dissociative, and/or anxiety disorders or mild to moderate posttraumatic stress disorder.

In this chapter, I explore postfeminist representations of single motherhood, especially the ways in which contemporary television has fostered an ambivalent attitude toward lone parenting. That is, whereas some media forms provide a far more positive image of women parenting alone—as many single mothers are portrayed as competent, educated, and well-respected members of society—there is still the tendency to picture the lone mother as a deviant subject, whose decision to parent outside the heterosexual norm is treated as a threat to society. Furthermore, I contend that although the media's recent celebration of lone parenting is welcomed, many of...

In what she assumes to be her last interaction with her family, Katniss Everdeen, of the popular *Hunger Games* novels, confronts her mother, highlighting the limitations of the single-parent family in a totalitarian society. Insisting on the necessity to fight for Prim's life, Katniss has serious misgivings about her mother's capabilities. To a large degree, Katniss's fear is justified; her mother has a personal history of incapacitating depression. The other crucial factor in the equation is the undermining of parenthood in Panem. The first novel opens with a deceptively reassuring image of mother and child. On the day of the...

According to the 2010 U.S. Census Bureau, I am one of approximately ten million single mothers in the U.S. with children under the age of eighteen. With a population that large, one would think that our experiences would be visible. However, the social construction of women who raise children alone stigmatizes us within social institutions as well as through political rhetoric and social stereotypes. Our existence often creates discomfort for others, perhaps because it collides with the dominant heterosexist fairy tale of marriage and motherhood that is taught to most girls at an early age, which continues to be a...

It is one year since I retired from a sociology professorship. Although I had contemplated some travel during my retirement, I find myself in a somewhat surprising place on this lovely summer evening. I am sitting in a large outdoor amphitheater in the mountainous area near Dresden, Germany, known as Saxon Switzerland, watching a German production of the 1960s American musical *Fame*. Like other members of the audience, I am focused on the sole American in the cast, a beautiful young woman in a shimmering red dress who has the lead role of Carmen Diaz. As her melodic voice fills...

When I graduated from York University with two degrees, I had plans. I had lived with my mother my entire life, and once I had my career settled, my son and I would be able to move out into a place of our own—I could finally gain full independence. Looking all around me, it seemed that things were supposed to go in a certain order, and since I had deviated from that norm, I was striving to return to the original route. I fully expected to find a house, a husband, and potentially have more children (with as small...

The socio-cultural norms and values regarding single parent families are in flux, as the number of single-parent households has almost tripled in the last two decades. Mothers constitute the majority of individuals heading one-parent families and parenting on their own. Single mothers, to some degree, still carry a stigma of shame and blame. By the dawn of the twenty-first century, single mothering began to be seen as more of a lifestyle choice. However, the notion of it being optional is still mostly attributed to mothers who are able to support themselves and their children. My experience of becoming a single...

I became a single lesbian mother when my child was born in 2008. This was in an era in North America in which reproductive technologies were available to all who could pay for them; prominent LGBT (lesbian, gay, bisexual, and transgender) people publically discussed their children's conception or adoption, and popular media regularly depicted such scenarios. In this environment, my identity as a lesbian seeking motherhood did not seem to be deemed unusual by most. At least to my face. Being *single* and pursuing motherhood, however, was. I repeatedly heard phrases, from heterosexual and LGBT people alike, such as "You're..."

In Australia, there are an estimated 743,000 single mothers raising dependent children in a population of twenty-three million. Data from the Australian Bureau of Statistics (ABS) indicates that one-parent families account for 22 percent of all families with children under the age of fifteen; mothers head 87 percent of these. Although these families may share some similarities in their experience of raising children without the added financial and emotional support of a live-in partner or parent, these families are just as likely to represent a diversity of experience that is often overlooked. This is significant because of the tendency among...

Widespread interest in human well-being is evident in social policy and science research journals, health and family research, government statistics, and, more recently, organizational and economic research. Human psychology, increasingly prominent since the early twentieth century, has prioritized individual well-being in Western, democratically orientated societies. Research into well-being should improve individual human health and happiness (Pollard and Lee 59; Angner 5), whereas other research into wellness evaluates the satisfaction of material, physical, affective, and psychological needs and how they are affected by societal, familial, and community wellness (Prilleltensky, Nelson, and Peirson 143). Aspirations for and assessments of wellness are often...

The goal of this project is to analyze one-parent families in Spain, particularly those led by women, and to study their strategies for survival and well-being and their access to support in socio-community networks in the context of crisis and social exclusion. Throughout this chapter, we interrogate the normative model of the two-parent, patriarchal, and heterosexual nuclear family, particularly how it is socially imagined and represented in the realm of public policy. In addition, we measure its impact on the burdens of discrimination, exclusion and inequality that fall on those persons who lead families but do not comply with dominant...

Single parenting in Germany is a well-covered field of research, yet adequate policy answers, welfare state provisions, and labour market structures are still desiderata.

This is not least reflected by the attention single parenting receives in publications and projects initiated and promoted by various ministries (e.g., the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth; the Federal Ministry of Labor and Social Affairs or the Federal Ministry of Education and Research). One-parent families constitute a considerable share of families in Germany: almost 20 percent of the approximately 8.1 million families with underage children are mother- or father-led families....

In the early morning hours, when the light is barely breaking in, my six-year-old finds my body. She tucks her arms around me and whispers, "My momma, my warmth." Most days, this serene scene lasts for just moments before the wiggling—and imaginary play—begins. My daughter is suddenly sinking her teeth into my sleeve; she has transformed into an incorrigible puppy who wants to be called Chocolate. Or she's imploring that I reprise my role as her twin piglet, Sleepy. She's asking me to become the slow-moving Slothy, or transporting us to France, where I've become Pierre, the easy-going,...

Since 2005, Professor Debbie Byrd and the undergraduate students enrolled in her upper-level women's and gender studies (wgs) course titled "Single Motherhood in the Contemporary U.S.: Myths and Realities" have been supporting a mentoring and empowerment program for pregnant and parenting students who attend or who recently have graduated from her city's large public high school. The course is a community-based learning and research seminar in which non-parenting undergraduate students interact regularly with the young parents and parents-to-be, about 80 percent of whom are female and almost all of whom live below or slightly above the poverty line. The college...

This chapter explores how the U.S. child welfare system has become a site for poverty governance. Poverty governance refers to the ways that governments employ a variety of policy tools and administrative arrangements in order not to end poverty but to secure, in politically viable ways, the co-operation and contributions of poor people for the smooth operation of societal institutions through civic incorporation, social control, and the production of self-regulating subjects. The burdens of people who live and work in poverty are indispensable for the quality of life that most people expect (Soss, Fording, and Schram). This chapter explores how...

Peer exercise

What do you mean by marketing? Example at work and families

Why marketing is important?

Some of the mother and father does some small micro-businesses. Below giving you a ideas on how it looks like.

Business side

Marketing is art of developing, advertising and distributing goods and services to consumer as well as business. However, marketing is not just limited to goods and services it is extended to everything from places to ideas and in between. This brings forth many challenges within which marketing people have to take strategy decisions. And answer to these challenges depends on the market the company is catering to, for consumer market decision are with respect to product, packaging and distribution channel.

For business market, **knowledge and awareness of product is very essential for marketing people as businesses are on the lookout to maintain or establish a credential in their respective market.** For global market, marketing people have to consider not only culture diversity but also be careful with respect to international trade laws, trade agreement, and regulatory requirements of individual market. For non for profit organization with limited budgets, importance is related to pricing of products, so companies have to design and sell products accordingly.

Marketing philosophy employed by any given company has to be mix of organization interest, consumer interest and societal interest. In production philosophy, companies focus is on numbers, high production count, which reduces cost per unit and along with mass distribution. This kind of concept is usually making sense in a developing market where there is the need of product in large numbers.

The product philosophy talks about consumers who are willing to pay an extra premium for high quality and reliable performance, so companies focus on producing well made products.

The selling concept believes in pushing consumers into buying of products, which under normal circumstance, they would be resistant. The marketing concept believes consumer satisfaction, thereby developing and selling products keeping focus solely on customer needs and wants.

The customer philosophy believes in the creation of customized products, where in products is design looking at historical transaction of consumers.

The last philosophy is the societal concept which believes in developing products, which not only generate consumer satisfaction but also take into account well being of society or environment.

Digital revolution and 21st century have made companies fine tune the way they conduct their business. **One major trend observed is the need of stream lining processes and systems with the focus on cost reduction through outsourcing.** Another trend observed in companies is, encouragement to entrepreneur style of work environment with glocal (global-local) approach. At the same time, marketers of companies are looking forward to building long term relationship with consumers. This relationship establishes platform understanding consumer needs and preference. Marketers are looking at distribution channels as partners in business and not as the customer. Companies and marketers are making decisions using various computers simulated models.

Mindset Change module

A Positive Mindset is a remedy for life challenges.

- Finishing school with the right subject scores and levels requires commitment, hard work, and strong life goals. A positive mindset is extremely important, it contributes towards successful completion of school, as well as obtaining better subject scores and levels. But what is a Positive Mindset?
- A positive mindset is a constant belief and expectation that things will work out. It is that **constant knowing** in your mind that you can and will achieve success, and other great things that you wish for yourself. People with a positive mindset understand that challenges are part of life, and that bad things happen. But they remain optimistic about life. They formulate strong personal goals and stick to the action. They do not just believe that things will work out, they are hard workers and true optimists.
- A negative mindset, on the other hand, will often justify why things will never work out. This mindset may lead to negative behaviour, and the inability to persist at school, and in life. Learners who suffer from negativity may simply attend school to tick a box, not because they are serious about their dreams.
- In this situation, there is a risk of negative behaviour that involves becoming a bad influence on other learners, bullying others, lack of respect for teachers and adults in the community, and a temptation to use drugs and alcohol.

Are you a young person with a Positive or Negative mindset?

- When you understand your mindset, you manage to take control of thoughts and emotions. Taking control of your thoughts and emotions enables you to respond to the harsh environment. It is vital to check your mindset, but this requires proper self-examination and an honest answer.

- The truth is, you will know if you are generally hopeful and ever ready to face life challenges. You will also know if you are generally negative, complain all the time, and every ready to blame someone else for what is not working well in your life. What is best with self-examination is that you get to give yourself the most honest answer. When you do this exercise, make sure that you do not lie to yourself.
- Take a moment to think about your own mindset. Is it generally Positive or Negative? Do you normally have Positive or Negative thoughts? Whatever the answer you get, it is ok because you can always change or make some improvements. If you find that you generally have a positive mindset and optimistic about life and achieving your dreams, well done. Cherish and develop this attribute because it will help you to succeed.
- If you find that your thoughts are usually negative, you are not alone. As Jase Robertson says, “The first step to dealing with a problem is admitting that you have a problem”. When you accept that you have a challenge, then you are ready to fight back.

Step 1: Constantly observe your thinking habits.

- Think about the type of thoughts that constantly occupies your mind.
- Acknowledge negative thoughts whenever they overcome your mind.
- You can even say to yourself, “this is negative thinking and I acknowledge it, best I try my best not to entertain it”.
- At that moment, try to push negative thoughts aside and start to focus on what is positive.

Step 2: Adopt a personal philosophy of happiness.

- Define your idea of happiness and things that bring you hope and joy.
- Some people find immediate happiness in being alive, having family members that support them, friends, etc.
- It may be something that you have achieved in life, passing the previous grades or a personal vision that you are working towards.

Step 3: Constantly train positive thoughts.

- Pay attention to the causes of negative thoughts.
- If you know the usual causes of negative thoughts, write them down.
- Next time a negative thought comes to mind, you will be ready to fight or replace it with a positive one.
- There is always something positive that you can use to fight off negative thoughts.
- When you do this, you do not give power to the causes of negative thoughts but to the causes of positive thoughts.

Step 4: Stabilise positive thinking.

- It is not easy to deal with negative thoughts.
- There are helpers that you can use to stabilise positive thinking.
- For example, you can play a favourite song, pray, meditate, watch a motivational video, talk to a close friend who makes you happy, or speak to a family member.
- You will soon realise that you can “think about your thinking” almost every other minute.
- Over time, when you practice this process, you will be able to fight negative thoughts unconsciously.

“I think anything is possible if you have the mindset and the will and desire to do it and put the time in.” Roger Clemens

It's ok to experience regular periods of negative thinking and emotions.

There are days when negative thoughts will overcome you. This will be followed by a feeling of anger, mixed emotions, hopelessness, and an unwanted desire to just quit. We cannot stay positive, motivated, happy, and focused every day. It is impossible. On some days, our heads get filled with lots of difficult questions to which there are not clear or positive answers. What often works is to acknowledge this feeling and prepare yourself to fight back. You cannot allow it to paralyse you because you probably have a test coming in few days and you need to get back to your game.

We hope that we have influenced you to start thinking about your mindset. From now on, you have some tips that can help you to become an optimistic, stronger, and happy learner and teenager. Give yourself time and be patient with yourself, and if the will to win is burning inside your heart, you can train your mind accordingly.