



Measurement of Women's Economic Empowerment (WEE)

Confidential- FINAL VERSION

A stocktake of existing practices in measuring WEE in DFID/HMG economic development programmes

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Query Questions:

What types of WEE indicators are currently being used, and to what extent, across key areas of DFID programming, and wider HMG including Prosperity Fund and WeFi?

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Glossary

Agency	Ability to use endowments and take advantage of economic opportunities to achieve desired outcomes.
Asset	Resource with economic value that an individual, corporation or country owns or controls with the expectation that it will provide a future benefit.
Business practices	A method, procedure, process or rule employed or followed by a company in the pursuit of its objectives.
Capacity building	Process through which individuals, organisations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time.
Enabling Environment	Conditions necessary for business and entrepreneurs to operate and the conditions that facilitate international trade and private investment in a country.
Gender awareness	Understanding that there are differences in the roles and relations between women and men. Recognition that life experiences, expectations and the needs of women, men and non-binary people are different.
Impact statement	Shared vision that the programme contributes to.
Indicator	A quantitative or qualitative factor or variable that provides a simple and reliable means to measure achievement, to reflect the changes connected to a programme or to help assess the performance of a development actor.
Logframe	A project planning and oversight tool consisting of indicators and milestones for key inputs, activities, outputs, outcomes and impacts
Output	The tangible and intangible products that result from programme activities
Outcome	The benefits that a programme is designed to deliver.
Outcome statement	Specific objective of the programme.
Sex disaggregation	Data collected which is separated for men and women.
Social norms	Informal rules and shared social expectations that shape individual attitudes and behaviour. Gender norms are social norms that relate specifically to gender differences.
Women's Economic Empowerment	Women having (i) the ability to succeed and advance economically and (ii) the power to make and act on economic decisions.
Women's economic empowerment marker	A scoring to assess to what extent a programme targets gender equality.
Women-owned business	A woman owned business that is a continuing, independent, for profit business which performs a commercially useful function, and is at least fifty-one percent (51%) owned and controlled by one or more women; or, in the case of any publicly owned business, at least fifty-one percent (51%) of the stock of which is owned and controlled by one (1) or more women.

Acronyms

DbS	Disaggregated by sex
DFID	Department for International Development
HMG	Her Majesty's Government
ODA	Overseas Development Assistance
PF	Prosperity Fund
WEE	Women's Economic Empowerment
WeFi	Women Entrepreneurs Finance Initiative
WOW	Work and Opportunities for Women

Executive Summary

This Work and Opportunities for Women (WOW) Helpdesk query is a stocktake of existing practices in measuring Women’s Economic Empowerment (WEE) in DFID and HMG economic development programmes. The question that it aims to answer is: what types of WEE indicators are currently being used, and to what extent, across key areas of DFID programming, and wider HMG including Prosperity Fund and WeFi? This query will form the basis for the second WOW Helpdesk Guidance Note on WEE measurement.

A total of 119 WEE-specific and mainstream economic empowerment programmes were reviewed using lists provided by DFID/HMG. Information on each programme was extracted from logframes and other publicly available information and inputted into a matrix. The team then classified programmes and indicators using the following:

- Expected domain of WEE impact were classified using the Calder (2019) WEE framework comprised of **3 domains**: (1) women’s access to economic assets, services and opportunities; (2) enabling environment and (3) women’s voice and agency. The primary domain is the principal area of programme focus. Some programmes had secondary and tertiary domains and these were listed too.
- WEE outcome and output indicators were classified according to **indicator type** (women’s jobs, products and services for women etc.)
- Programme focus on WEE and WEE measurement was assessed and assigned a **WEE marker**. One of five possible WEE markers, was decided upon, using information found within the logframe¹.

The analysis found a marked emphasis on indicators of economic advancement/participation compared to indicators that reflect the enabling environment and social norms change and power to make and act on economic decisions. At the outcome level, most programmes have indicators on women’s jobs, women’s earnings/productivity and products/services for women whereas at the output level, most of the indicators focus on capacity building, products/services for women and

¹ Level 0: an economic development programme with no mention of gender/WEE in the programme description or logframe;

Level 1a: at least one output indicator is disaggregated by sex but no indicators at outcome level are disaggregated by sex and there are no WEE-specific indicators;

Level 1b: at least one outcome indicator is disaggregated by sex; there may or may not be indicators at the output level that are sex disaggregated. There are no WEE-specific indicators;

Level 1c: there is at least one WEE-specific indicator. There may or may not be indicators that are disaggregated by sex;

Level 2: WEE is a top-level ambition of the programme as stated in the description, or impact/outcome statements. The logframe measures progress towards this ambition through gender-specific indicators and indicators are disaggregated by sex where applicable.

business practices. When the number of indicators is taken across the whole sample reflecting multiple indicators of the same type within one programme, research and capacity building indicators at the output level and product/services at the outcome level become more prominent. Few programmes sought to measure changes in the enabling environment and social norms or women's agency and confidence. Attempts to address economic participation, in the absence of supportive gender policies and where the nature of work itself is undergoing substantial change, may not be empowering ([IDRC 2017](#)). Recent shifts in the nature of work, such as increased automation and a rise in the gig economy, may require different types of indicators rather than economic participation alone.

The following list provides the **most common indicator types at the outcome level**, with a description of the types of indicators found.

- **Women's earnings/productivity:** most outcome indicators centre on income, productivity and sales, with only one programme focusing on savings. Most output indicators captured the number of women targeted for an increase in income.
- **Women's jobs:** most indicators are on the number of jobs created for women, usually at entry level, and the quality of jobs is rarely mentioned. Some programmes make the link between women trained in the programme and securing employment. Only three programmes mention the "sustainability" of jobs.
- **Products and services for women:** At the outcome level, indicators on access to financial services dominate such as the number of project clients accessing credit, savings, pensions, payments and insurance. Output level indicators also focused on access to finance.
- **Business practices:** Indicators were on expanded business networks and stronger network relations between beneficiaries, supply chain linkages, and addressing of WEE within those supply chains. Other indicators related to gendered business plans/screening products and gender responsive information, education and communication campaigns.
- **Women's agency/confidence:** Most outcome indicators focused on decision-making power at the household level. At the output level, indicators focused on confidence in using services and ability to make household-level decisions.

The assessment of the sampled programmes focuses on WEE and WEE measurement, found that most programmes scored 0 and 1c. With 0 indicating the least focus on WEE and 2 the most,

- 29.4% scored 0 – no mention of gender/WEE in prog description/logframe.
- 11.8% scored 1a - at least one output indicator disaggregated by sex. But no disaggregated outcome indicators or WEE specific indicators.
- 23.5% scored 1b, at least one outcome indicator disaggregated and possibly output indicators disaggregated. But no WEE-specific indicators.
- 25.2% scored 1c - at least one WEE-specific indicator. Possibly disaggregated indicators at outcome or output.
- 10.1% scored 2. WEE top-level ambition stated in description/logframe.

Programmes that are measuring women's jobs and women's earnings/productivity at the outcome level tend to have lower WEE marker scores. In contrast, programmes that have outcome indicators on women's agency/confidence tend to have higher scores—either 1c or 2. However there are few

programmes that aim to shift gender norms around women's voice and agency. While women's jobs and earnings are easier to measure and achieve, they may play less of a role in achieving more ambitious WEE outcomes. We find less WEE/gender sensitivity within programmes aimed primarily at the enabling environment.

There is significant potential to better track changes in WEE that current practice is not measuring.

Economic empowerment for women is most likely to occur in a sustainable way if there are changes within multiple domains of WEE. Programmes targeting multiple domains occur within all the WEE Marker groupings, including programmes that have a score of 0, suggesting potential unmeasured WEE. We judge that approximately half of the programmes that score a 0 could have included sex disaggregated indicators, which would have raised their WEE marker score to 1a. A total of 20% of Marker 0 programmes refer to gender in their descriptions or impact statements but do not have WEE-specific indicators at output and outcome levels.

Within programmes that have a WEE Marker Score of 2, there are either a mixed set of indicators (qualitative and quantitative) or solely quantitative indicators.

Women's perceptions of their own empowerment sometimes measured. However, qualitative indicators measuring relationships between men and women in the household and men's attitudes and behaviour concerning women's economic participation, advancement and agency are largely absent. We only found two programmes that disaggregated by a variable other than sex. We found few ambitious indicators measuring harder areas to measure and collecting harder to get data.

Lastly, an analyse of programme budgets finds a lack of attention to WEE within mainstream and large economic development programmes with unmeasured changes in women's lives as a result of programme interventions. Programmes that are have a Marker Score of 0 or are only disaggregating by sex at the output level (Level 1a) receive the highest proportion of Overseas Development Assistance (ODA) spending.

1. Introduction

The purpose of this research was to undertake a stocktake of which indicators are currently being used by DFID/HMG to assess WEE. The key question asked by this WOW Helpdesk query was: what types of WEE indicators are currently being used, and to what extent, across key areas of DFID programming, and wider HMG including Prosperity Fund, and WeFi? It will provide a point of discussion for internal conversations about WEE within DFID and potentially within other HMG and non-HMG departments. For the purposes of this research, the delivery team used the definition of WEE currently used by DFID: women having (i) the ability to succeed and advance economically and (ii) the power to make and act on economic decisions.

This research is intended to serve as an ‘entry point’ for the proposed WOW programme Guidance Note No. 2 on WEE measurement. The results of this initial mapping exercise will contribute to developing an understanding of the scope and type of guidance that would be useful for DFID/HMG in order to improve practice in this area.

2. Methodology

The first step of the query was to compile a list of economic development programmes in low- and middle-income countries across DFID and wider HMG. Most of these programmes were mainstream economic development programmes but others were targeted women’s economic empowerment. The delivery team requested DFID/HMG advisers to share lists of Economic Development programmes for inclusion in this review. The delivery team also conducted their own search in Dev Tracker for any obvious programmes that may have been omitted from the other lists.

The breakdown by type of key WEE and economic development programmes, according to [DevTracker](#) and other public sources, is given below.

HMG classification of programme	No. of programmes	HMG classification of programme	No. of programmes
Agriculture/ land rights	19	Industrial development and policy	6
Business Policy and Administration	18	Infrastructure	5
SME development	12	Research	5
Financial sector	12	Multiple	4
Trade	11	Urban development	3
Social protection	9	Other	8
Technical and Vocational Education and Training	7		

There were a small minority of these programmes that did not have a focus on economic development either in the description or in the impact or outcome statements and therefore these were deleted from the list. There were also many duplicates i.e. the same programme within different lists. The total list of programmes for the stocktake was 119, including 94 from DFID, 24 from Prosperity Fund and 1 from WeFi. A total of 23 programmes are centrally managed, 12 are from regional offices and 84 are managed by country offices.²

Following the compilation of this list of programmes, a data-gathering exercise took place. This included the identification of impact statements, outcome statements, WEE-related outcome/output indicators, and other relevant information including sector, budgets, targeted countries and timelines.³ This information was collated through the examination of each programme logframe, publicly available information and information provided to the delivery team in emails. Most information, including logframes, was found on DevTracker but in cases where it was not available it was requested from DFID and PF. Due to limited resources, a large sample of programmes, and overstretched DFID/HMG staff, we did not request meetings with advisers to understand their programmes more fully.

Once this information was assembled, the delivery team made several classifications according to the Calder (2019) WEE framework (see Figure 1). As [IDRC \(2017 p. 3\)](#) states, “it is crucial that empowerment initiatives and those assessing them, adopt clear conceptual frameworks based on context-specific definitions of economic empowerment and related measures of progress. This is important for research design as it is for policy” ([IDRC 2017 p. 3](#)). It was not possible for us to assess context-specific empowerment frameworks for such a large sample; however we chose a broad framework that can be applied to different contexts (see Calder 2019).⁴ The three domains are:

- Women’s access to economic assets, services and opportunities—access to and control over financial, physical and knowledge-based assets, services and opportunities, including access to employment and income generation activities.
- Enabling environment—policies, laws, legislation, rules and regulations at the market and state level, and norms – exercised primarily at the household/family and community levels but also present in formal institutions – that mediate women’s access to and control over economic assets within their household, community and local economy.
- Women’s voice and agency—the individual capabilities, sense of entitlement, self-esteem and self-belief to make economic decisions, and the ability to organise with others to enhance economic activity and rights.

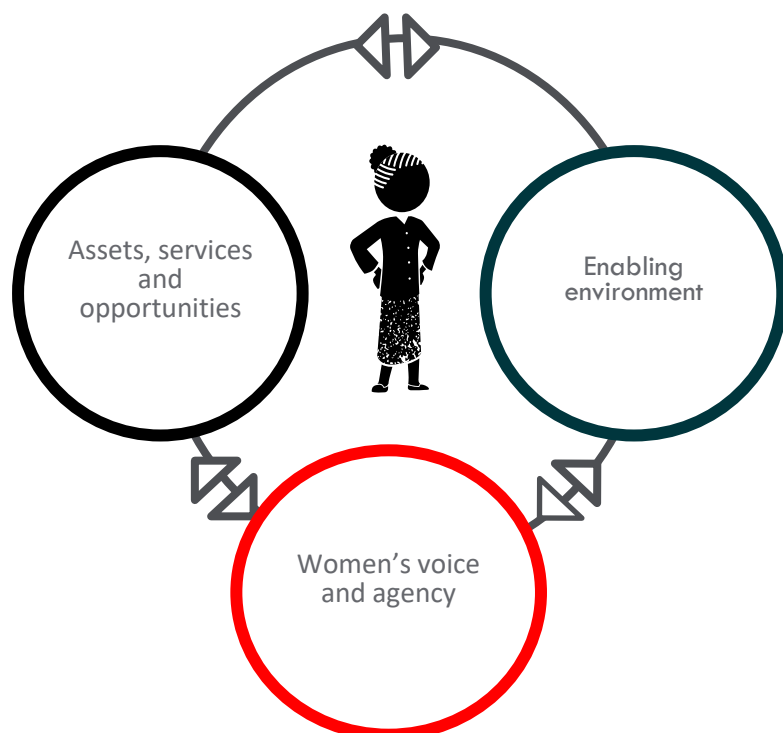
² This assumes that global programmes are centrally managed, and any programme focusing at the regional level would be managed at the regional level, and any programme focusing on a country would be managed by a DFID/HMG country office.

³ The delivery team felt that most of the outcome and output indicators were pitched at the right level. However for some programmes, we felt that output indicators would be better classified as outcome and vice versa. However since this was a stocktake of existing practice within DFID/HMG, rather than an exercise to improve the accuracy of indicators, we did not attempt to re-classify any indicators. Classification of indicators by outcome and output was carried out since WEE does not happen and cannot be “tracked” unless change is captured at both levels.

⁴ This framework has drawn upon 11 general empowerment frameworks and two women’s economic empowerment frameworks (ODI and UNHLP). It was applied Women’s Economic Empowerment Landscaping in East Africa, undertaken by KoreGlobal, Inc. and The Global Centre for Gender Equality at Stanford University, and was supported by a grant from the Bill and Melinda Gates Foundation.

This framework was used to determine the primary, secondary and tertiary domains. The primary domain was the main focus of the programme and some programmes had secondary and tertiary domains as well.

Figure 1: WEE Conceptual framework used for domain classification



Source: Calder (2019)

The Calder (2019) framework is used since it allows an exploration of why and how change has occurred and is explicit about the systematic and structural changes needed for empowerment. For example, it enables an assessment of whether women have gained ability from increased access to certain assets or whether it was more to do with policy change or normative change. In addition, the Calder framework provides a balance of women having ability/women having power, and the gender discriminatory institutions/rules of the game. It is for these reasons that used rather than the DFID definition of WEE, which is provided in the glossary.

In addition, the WEE outcome and output indicators were classified according to type. Classification of the indicators was general enough to be applied to both output and outcome indicators. A deductive approach was taken, allowing the data to inform the categories we chose rather assigning to a pre-determined list (e.g. based on the United Nations High Level Panel drivers of WEE) which may or may not fit the indicators found. A few indicators crosscut different indicator types and therefore were included under both. For example, “the number of individuals reporting an increase in knowledge and skills from services/activities implemented as part of market interventions” would be classified under “capacity building” and “products/services for women”.

There was also programme classification according to a WEE marker score, based on the focus of the programme and WEE measurement. The delivery team defined the categories, according to

information that could be found in the programme logframe, with Level 0 indicating the least focus on WEE and 2 the most:

- Level 0: an economic development programme with no mention of gender/WEE in the programme description or logframe.
- Level 1a: at least one output indicator is disaggregated by sex but no indicators at outcome level are disaggregated by sex and there are no WEE-specific indicators.
- Level 1b: at least one outcome indicator is disaggregated by sex; there may or may not be indicators at the output level that are sex disaggregated. There are no WEE-specific indicators.
- Level 1c: there is at least one WEE-specific indicator. There may or may not be indicators that are disaggregated by sex.
- Level 2: WEE is a top-level ambition of the programme as stated in the description, or impact/outcome statements. The logframe measures progress towards this ambition through gender-specific indicators and indicators are disaggregated by sex where applicable.

Analysis of WEE indicators does not consider unintended consequences on women. WEE interventions that intend to empower women may have unintended consequences which negatively (or positively) impact them. **Programmes should determine these unintended consequences via ongoing monitoring and evaluation, then add indicators to capture them with a view to adapting programmes accordingly.** It is not within the remit of this report to explore these unintended consequences since the delivery team has not considered programme monitoring and evaluation data in their analysis.

On completion of the mapping exercise, the delivery team analysed programmes making a distinction between WEE outcome and output indicators and comparing these against other variables in the table. The authors provide a balanced analysis of outcome and output indicators, since together both are necessary to tell a coherent story of change: outcome indicators are important since they measure actual results and output indicators are crucial as they measure what the programme delivered to obtain the results, which is critical for scaling and replicating. WEE does not happen and cannot be tracked unless change is captured at both levels. The findings from this analysis are displayed in a variety of charts and graphs within this report.

As it is the broader trends which are of greater interest, names of individual programmes have been omitted from this report. As a result, we have not generated specific programme case studies. However, the mapping spreadsheet attached to this report lists each individual programme included in the stocktake and can be referred to for programme-specific information. The mapping spreadsheet should be kept confidential.

3. Findings and Analysis

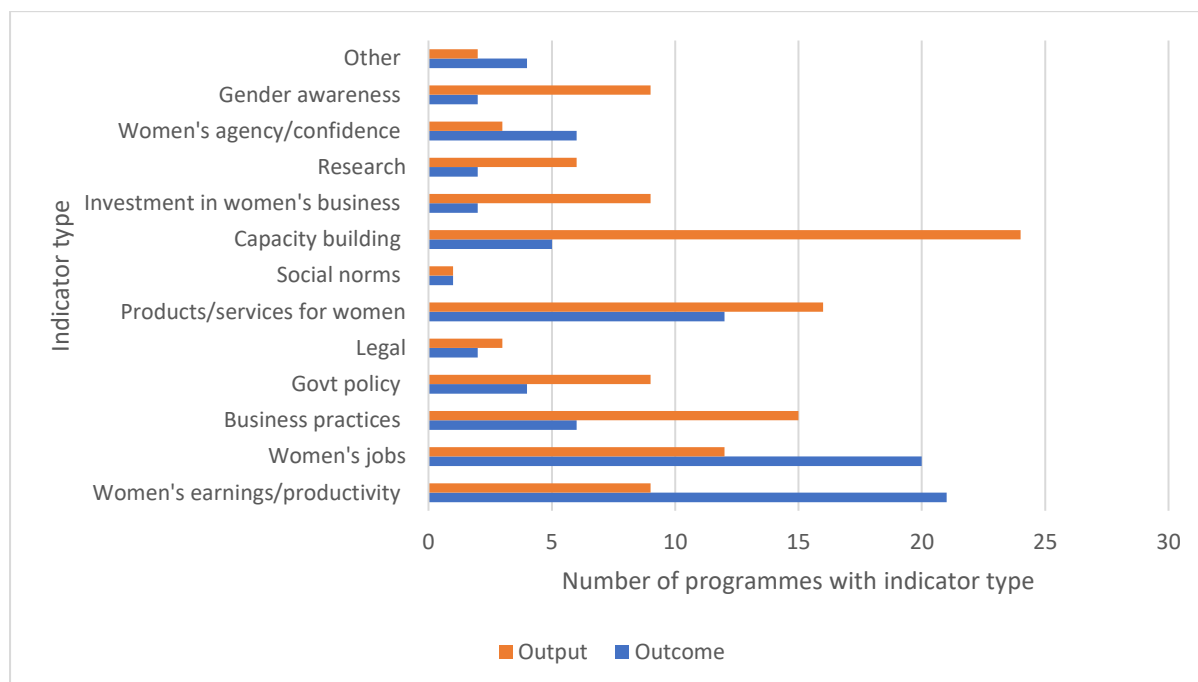
What types of WEE indicators are currently being used?

At the outcome level, most programmes have indicators on women's jobs, women's earnings/productivity and products/services for women whereas at the output level, most of the

indicators focus on capacity building, products/services for women and business practices.⁵ However, the stocktake identified a wider range of indicators that are used to measure women’s economic empowerment across a diverse range of programmes and contexts within which DFID/HMG works, including those that measure changes in the legal and policy environment, and those that measure changes in women’s confidence and agency.

Figure 2 below displays the frequency of programmes that have one or more indicators on a certain theme.

Figure 2: Frequency of programmes that contain WEE outcome and output indicators



There is a marked emphasis on indicators of economic advancement/participation such as women’s earnings/productivity, creation of women’s jobs and products/services for women, compared to indicators that reflect social norms change and power to make and act on economic decisions. This is despite DFID’s concern not only with women’s ability to succeed and advance economically but also with the power to make and act on economic decisions. Far fewer programmes sought to measure changes in social norms or women’s agency and confidence, for example. Similarly, there was an emphasis on quantitative indicators over qualitative; for example, few indicators sought to measure changes in men’s and women’s perceptions of how their lives had changed as a result of project interventions related to economic development.

We find only four programmes (3 DFID and 1 PF) targeting government policy at the outcome level, signalling a lack of efforts to understand or increase the gender inclusivity of government policy.

⁵ Outcomes are short-term changes, benefits, learning or other effects that result from what a project or organisation does. These short-term steps will contribute to a final goal and may include changes in users’ knowledge, skills, attitudes, and behaviour. A useful way to think about intermediate outcomes is the outcomes achieved after the project—what service users take away from it. Outputs are products, services or facilities that result from an organisation or project’s activities. These are often expressed quantitatively; for example, number of users, how many sessions they receive and the amount of contact they had with a project.

Attempts to address economic participation, in the absence of supportive gender policies and where the nature of work itself is undergoing substantial change, may not be empowering ([IDRC 2017](#)). For example, the rise in automation has the potential to displace women from formal employment ([McKinsey 2019](#) in [Hearle et al. 2019](#)). Long established barriers will make it harder for women to make these transitions than men. The gig economy is expanding globally and exponential growth is forecast in female-dominated sectors such as on-demand household services ([Hunt et al. 2019](#)). Yet gig workers face significant financial insecurity ([Hunt et al. 2019](#)). Indicators on women's jobs in the annex suggest often do not state the creation of "decent" or "better" jobs—a significant omission since not all jobs are empowering. Recent shifts in the nature of work may require different types of indicators rather than economic participation alone.

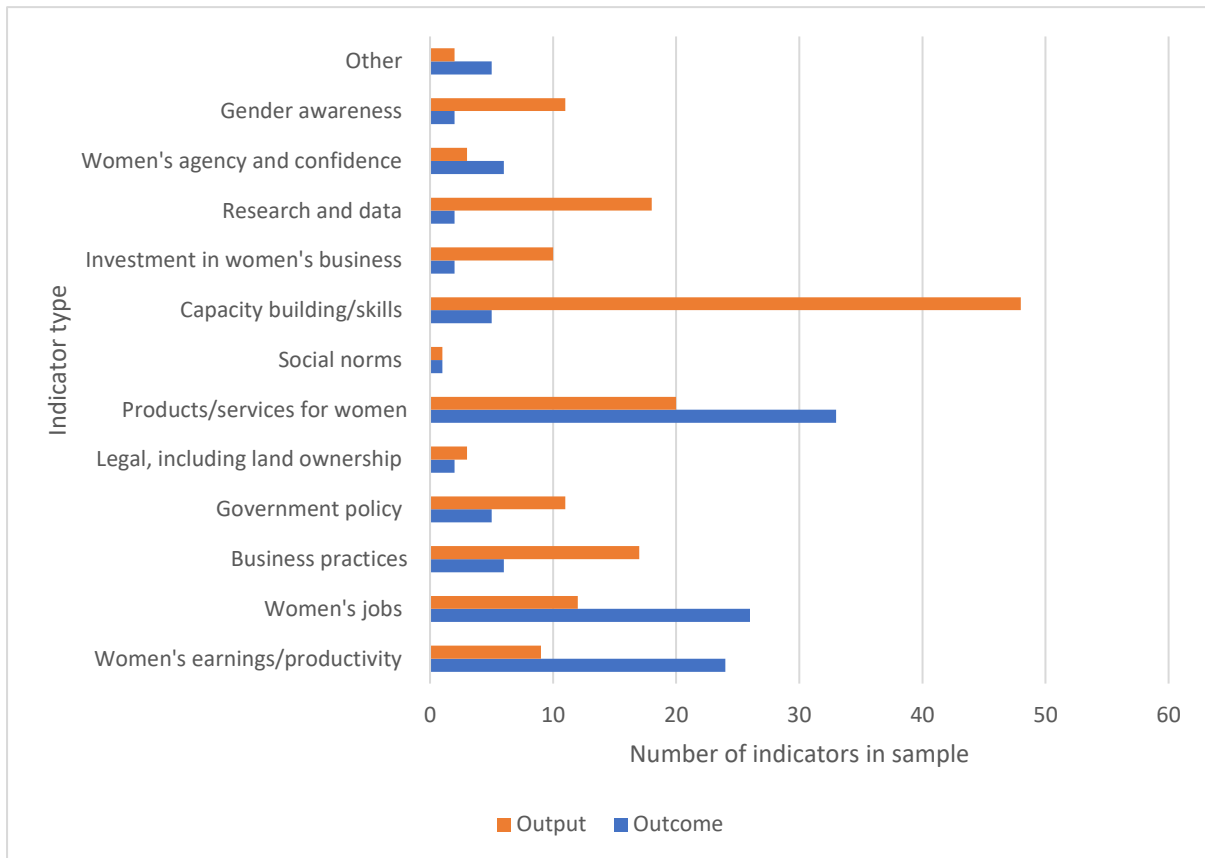
Women's perceptions of their own empowerment are *sometimes* measured; however, **indicators measuring changes to relationships between men and women in the household, and men's attitudes and behaviour concerning women's economic participation, advancement and agency are largely absent**. This is particularly evident among the women's agency/confidence indicators where you would expect these aspects to be reflected. Typical indicators within the women's agency/confidence category are "percentage of women who report increased decision-making power in the household/firm" and "percentage of women who report increased confidence in using digital financial services". An exception to this finding is some of the social protection programmes which assess men and women's views about decisions related to cash transfer expenditure. Progress towards WEE is difficult to assess unless the views of men are considered ([Taylor and Perezniето 2014](#)).

When the number of indicators is taken across the whole sample, in comparison to Figure 2, research and capacity building indicators at the output level and product/services at the outcome level become more prominent. When compared with Figure 2,

Figure 3 illustrates how these types of programmes have numerous indicators of the same type. This includes projects targeting women's access to finance, as well as research programmes which have separate indicators on (a) research products produced and (b) research products disseminated, and capacity building which has different indicators for (a) participation in training courses; (b) skills gained through training; and (c) application of those skills.

Figure 3, therefore, shows an even greater focus on economic advancement indicators.

Figure 3: Number of indicators across the whole sample



Annex A lists the indicators within each classification. A synopsis of findings from this annex can be found in Table 1 below, which we have listed in order from highest frequency of outcome indicators to lowest frequency. At a minimum, all the indicators viewed disaggregate by sex, but some are specific to WEE.

Table 1: Description of indicator type

Indicator type	Typical outcome indicator	Typical output indicator	Description
Women's earnings/ productivity	% of women who report increase in income in last 12 months.	Number of beneficiaries/ households who benefit from increased income/sales/profits	At the outcome level most indicators centre on income, productivity and sales, with only one programme focusing on savings. Some indicators classified as "other" could be proxies for income since they focus on "enterprise/household performance" and number of women "progressing in their role". At the output level, there were some indicators on increased earnings but also some on the numbers of women targeted for an increase an income. Social protection projects had indicators on the number of women who receive a cash transfer.
Women's jobs	Net additional (new) full-time jobs created	Number of job placements agreed with employers for graduates from training programme	Across the sampled list of programmes, at the outcome level, indicators on the number of jobs created for women dominate. The quality of those jobs is rarely mentioned, although some mention that they are full-time and "skilled". For most indicators it is challenging discern the level at which jobs are created; however, for the jobs where this is possible, these are at the entry level. We did not find any programmes that are creating jobs at the managerial or C-Suite level, although two programmes refer to "upgraded jobs", "higher productivity jobs/higher return jobs". Some programmes make the link between women who have been trained in the programme and securing employment and one programme included indicators on jobs created in women-owned businesses—held by men and women. Only three programmes mention the "sustainability" of jobs. Other indicators are more general such as "reducing barriers or creating opportunities for women in global supply chains". Like the outcome level indicators, at the output level most indicators are on jobs created for women—there was only one output indicator on business establishment.
Products and services for women	Number of project clients accessing financial services e.g. credit; savings and pensions;	Number of participants that increase the number of women/girls reached with products/services	At the outcome level, indicators on access to financial services dominated. Many indicators concerned the number of project clients accessing financial services such as credit, savings, pensions, payments and insurance. Others included the total value of insurance pay-outs, average monthly use of bank accounts,

	payments; and insurance (that consider differentiated gender needs).		number of accounts and percentage increase in formal sector lending to women entrepreneurs/woman-led Small-to-Medium-sized Enterprises (SMEs). Two indicators mentioned technology-enabled financial services. At the output level indicators on access to financial services dominated and there were ten indicators focused on women's and girls' access to services and products. Programmes targeting businesses included indicators on the number of enterprises that increase the number of women/girls reached with products/services, while those intervening at the beneficiary level had indicators on the numbers who report increased access to services or products. A significant proportion of output indicators focused on increased awareness/knowledge due to acquisition of new information.
Business practices	Improved capacity for data management across company registries and availability of data on women's entrepreneurship through greater standardization and systems to conduct data analytics	Number of supported businesses agreeing high quality and gendered business plans/screening products etc.	Across outcome and output levels, indicators centred on changes in practices such as expanded business networks and stronger network relations between beneficiaries, supply chain linkages, and addressing of WEE within those supply chains through, for example, undertaking gender value chain mapping to collect sex-disaggregated data on workers at different value chain tiers. Other indicators related to gendered business plans/screening products and gender responsive information, education and communication campaigns. Four indicators focused on perceptions of changes to business practices regarding women's participation in markets; two of these four related specifically to women-owned businesses.
Women's agency/confidence	% of women who report increased decision-making power in the household/firm	% of women who report increased confidence in using digital financial services	Most outcome indicators focused on decision-making power at the household level, but one focused on voice and choice in the labour market and another focused on independence from husbands while outside of the home. At the output level, indicators focused on confidence in using services and ability to make household-level decisions—either alone or jointly between husbands and wives.
Capacity building	Number of poor women with an increase in skills	Number of staff/farmers/enterprise	Most of the indicators on capacity building were at the output level where there are a total of 31 indicators either on number of beneficiaries trained, number of

	as a result of programme activities	owners receiving training on X	training programmes conducted or number of training modules on gender and inclusion. A total of 9 indicators focused on skills learned during the training, either measured using trainee perceptions of skills learned, or trainee test scores. Fewer indicators focused on the application of skills in the workplace and the links between trainees and employers. One indicator measured the proportion of gendered capacity building plans completed and another on whether it was implemented according to schedule. At the outcome level, indicators measured the result of capacity building outputs, which included actual indicators of capacity improvements.
Government policy	Number of changes to formal policy that addresses market constraints for poor women	Number of govt officials trained to integrate gender and inclusion priorities	At the outcome level most policy indicators focused on the incorporation of programme recommendations within policy. However, there was one indicator on the “number of stakeholders that have “the potential” to take-up or champion programme learning or approaches”. At the output level, policy-focused indicators were largely concerned with training government officials to integrate gender and inclusion priorities and changes to policy as a result of programme activities e.g. “number of agreed governance models with gender considerations developed in supported departments”.
Legal	Number of men and women with improved land tenure security	Number of target population with use or ownership rights recorded in a manner recognised by national/ customary law	Many of the legal indicators focused on land ownership, both at the outcome and output level; most of these were drawn from programmes listed in the commercial agricultural portfolio mapping exercise. Other indicators focused on legal, regulatory or procedural reforms that address market constraints for women, including supporting women’s entrepreneurship.
Investment in women’s business	Number of programme participants securing external investment	Value of investments/investment plans made by firms	At the outcome level these indicators centred on either the number of programme participants securing external investment, or the amount of investment secured. At the output level, indicators focused on the amount of money invested by programme supported institutions, numbers of people trained in investment, number of training participants who have improved their investment readiness, and number of investment applications received.

Research and data	Number of companies that pilot research guidelines/toolkits to undertake a gender value chain mapping to collect gender-disaggregated data on workers at different value chain tiers, identify data and information gaps and address issues related to women's work and roles.	Number of companies adopting research methodology developed by the programme to collect and report gender-disaggregated data	There was only one indicator at the outcome level which focused on the collection of sex-disaggregated data and "addressing issues related to women's work and roles". At the output level there were 6 indicators on the collection and reporting of sex-disaggregated data, gender specific indicators and frameworks; 5 indicators on WEE/gender research produced; and 6 indicators on research products disseminated to "targeted stakeholders" including community members and industry actors. One programme had an output indicator on the proportion of women among the contracted external researchers that come from developing countries.
Gender awareness	% of beneficiaries/companies who report improved gender awareness and/or inclusivity	Number of staff receiving gender awareness training	11 output indicators were related to training on gender relations—either numbers trained, or number of training sessions. At the outcome level there were two indicators on reported awareness of gender issues and the importance of inclusion.
Social norms	Evidence of system-level changes in social norms that positively effect women's participation in focus markets	Level of perception among target beneficiaries on changes in household and business attitudes regarding women's participation in markets	The two indicators focused on changes in social norms regarding women's participation in markets. The outcome level indicator was "evidence of system-level changes in social norms that positively effect women's participation in focus markets" and the output level indicator was "level of perception among target beneficiaries on changes in household and business attitudes regarding women's participation in markets."

To what extent are WEE indicators being used?

The most common WEE marker of programmes sampled is 0: a total of 29.4% of programmes scored 0, 11.8% scored 1a, 23.5% scored 1b, 25.2% scored 1c and 10.1% scored 2.

Table 2 shows that there is a wide spectrum of programmes from those with a Marker of 0 to those with a Marker of 2. According to [DCED \(2018\)](#) if programmes decide to use an individual unit of analysis for beneficiary-focused indicators, then sex-disaggregated indicators should always be required. In some occasions it may not make sense to have gender-specific indicators for programmes operating at the more macro-level. Prosperity Fund programmes tend to operate at this more macro-scale, focusing on the enabling environment. The overwhelming majority (87.5%) of these programmes are focused on shifting the enabling environment, compared to 48.4% of DFID programmes. A total of 45.8% of Prosperity Fund programmes scored 0 for the WEE marker score, in comparison to 25.2% of DFID programmes.

There is significant potential to better track changes in WEE that current practice is not measuring.

The delivery team analysed the programmes at Level 0 to determine whether they could have included WEE-related indicators. It found that 49 percent of them (n=17) could have at least included indicators that required sex disaggregation, which would have raised their WEE marker score to 1a. A total of 20% (n=7) of Marker 0 programmes refer to gender in their descriptions or impact statements but do not have WEE-specific indicators at output and outcome levels. These references to gender are largely WEE-related but sometimes refer to other aspects of gender equality. This suggests an intention to tackle gender inequality at programme design stage which did not translate into output/outcome level measurement, thereby making it impossible to measure the programme's actual gender repercussions. Of these seven programmes, six are in the enabling environment domain.

Table 2: Primary domain according to assigned WEE marker

		Primary domain			TOTAL
		Assets, services and opportunities	Enabling environment	Voice and agency	
WEE marker	0	5	30 (11)	0	35 (11)
	1a	7	7 (3)	0	14 (3)
	1b	18	10 (2)	0	28 (2)
	1c	15 (3)	15 (4)	0	30 (7)
	2	6	5 (1)	1	12 (1)
TOTAL		51 (3)	67 (21)	1	119 (24)

Key: red numbers in brackets denote PF programmes

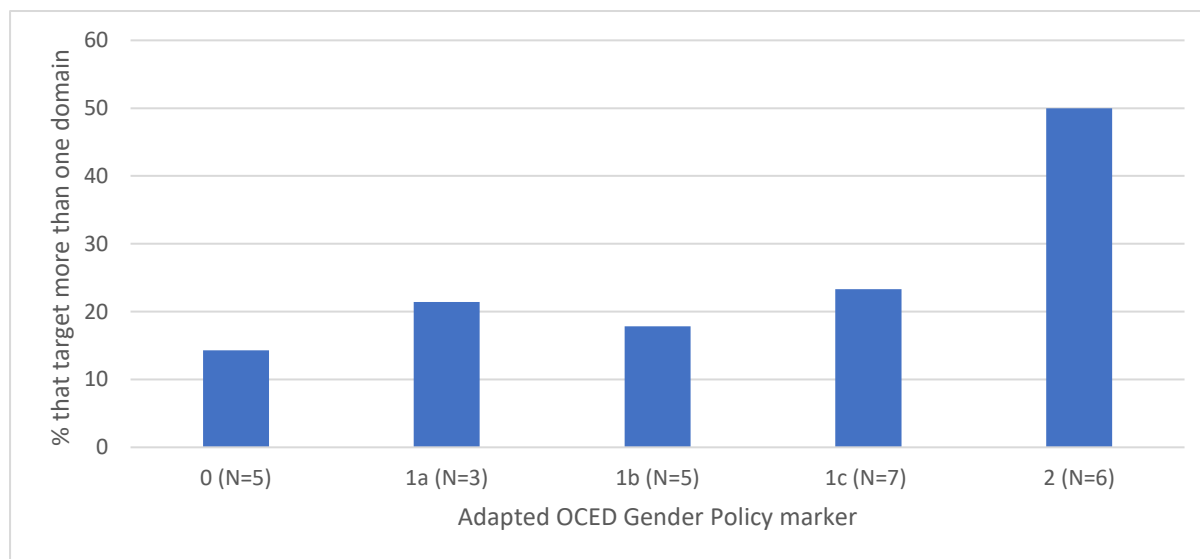
We find less WEE/gender sensitivity within programmes aimed primarily at the enabling environment, and few programmes that aim to shift gender norms around voice and agency.

Table 2 also compares the primary domain of the programme with the WEE marker. It suggests that for programmes that have the primary domain of enabling environment, nearly half have a Marker Score of 0. Of the programmes that do have WEE-relevant indicators, most focus on formal institutions rather than informal institutions and norms, and there is minimal focus on workplace protection and workplace equality for women. For programmes with the primary domain of assets, services and opportunities, nearly two thirds are classified as 1b or 1c. A stand-out finding from the table is that only one programme has its primary aim to increase the voice and agency of women which suggests a much weaker focus across DFID/HMG on the power to make and act on economic decisions.

Programmes targeting multiple domains occur within all WEE marker groupings, including programmes that have a score of 0 suggesting potential unmeasured WEE. Economic empowerment for women is most likely to occur in a sustainable way if there are changes within multiple domains of WEE. Figure 4 displays the WEE marker for all programmes that are targeting more than one domain. Unsurprisingly, Marker 2 programmes had the most programmes targeting multiple domains, but this was still only 50 percent of the Marker 2 programmes. It may be that the single domain-focused Level

2 programmes not represented in Figure 4 below are complementing the efforts of other programmes that focus on different domains. More surprising is that nearly 15 percent of programmes scoring 0 for the WEE marker that are targeting multiple domains. This includes a Prosperity Fund programme that aims at driving “inclusive economic growth” and supporting “gender equality and WEE”. Another example is a programme that has “to increase incomes and create employment, especially for women” within its impact statement. This suggests that the potential for WEE is evident and yet there is no way of measuring this progress since indicators are not disaggregated by sex and there are no gender specific indicators.

Figure 4: % of programmes that address more than one domain within each WEE marker

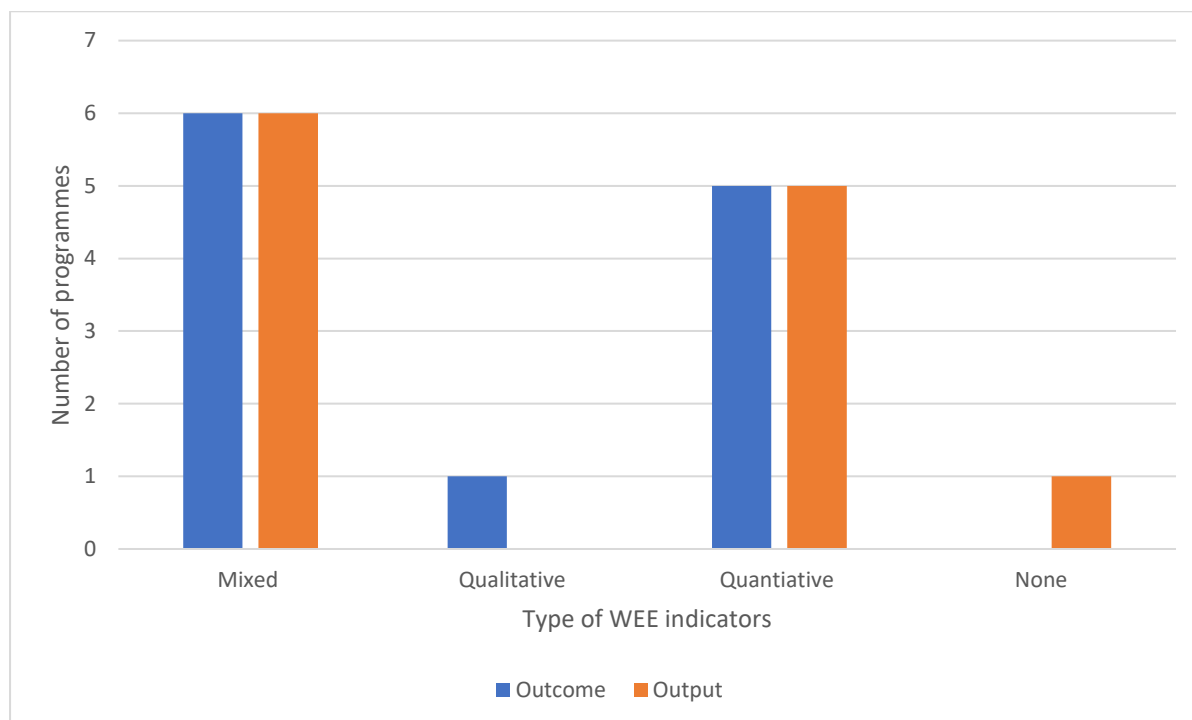


Note: we insert “N” to indicate the number of programmes.

Figure 5 illustrates that, within the Marker 2 programmes, there are either a mixed set of indicators (qualitative and quantitative) or solely quantitative indicators. The complex and non-linear process of empowerment means that qualitative indicators are particularly important for understanding relevant proxies such as decision-making influence, respect, mobility and self-confidence ([Markel 2014](#), [DCED 2018](#)).

We also find there was a lack of more ambitious indicators within these Marker 2 programmes. Ambitious indicators may be those measuring harder areas to measure, harder to get data, harder to get programmes to measure impact or it is challenging to attribute results. For example, only one programme had an indicator on unpaid care, none on time use, none on mobility and only one on shifting social norms at the household and enterprise levels that enable women to access paid work.

Figure 5: Type of indicator in programmes ranked as 2 in WEE marker



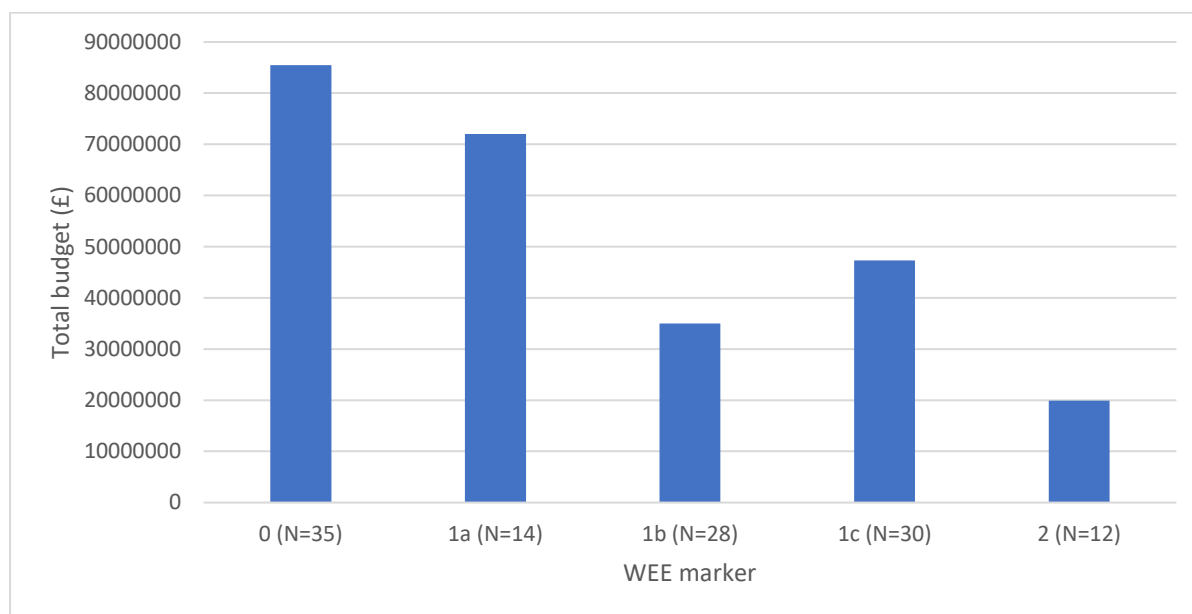
In addition, within these Marker 2 programmes, we only found two programmes that disaggregated by a variable other than sex. We would expect that there would be disaggregation beyond sex to variables such as age, ethnicity, head of household, disability, employment status or other variables that intersect with gender. One programme had an indicator at the outcome level and one programme that had an indicator at the output level that disaggregated by marital status and age, respectively. [Taylor and Perezniето \(2014\)](#) also find that few WEE programmes disaggregate by other aspects of identity. Disaggregating beyond sex is important as different sub-groups of men and women have different needs, different responses to development interventions, and different experiences of empowerment. For example, a female unpaid family labourer will typically have a different pathway to empowerment than a female wage worker, and progress needs to be measured using different metrics. [DCED \(2018\)](#) recommends that more programmes should disaggregate data by life course stages to understand, for example, how adolescent girls or women of childbearing age may be affected differently by an intervention.

We find a lack of priority to WEE within mainstream and large economic development programmes and how changes in women’s lives as a result of programme interventions are not being measured.

Figure 6 shows the total budget for programmes of different WEE marker classifications. Programmes that have a Marker of 0 or are only disaggregating by sex at the output level (Level 1a) receive the

highest proportion of ODA spending. The total budgets for Level 0 and Level 1c would significantly increase if the budgets from the Prosperity Fund programmes are included in this chart.

Figure 6: Total budget for programmes with various WEE marker classifications

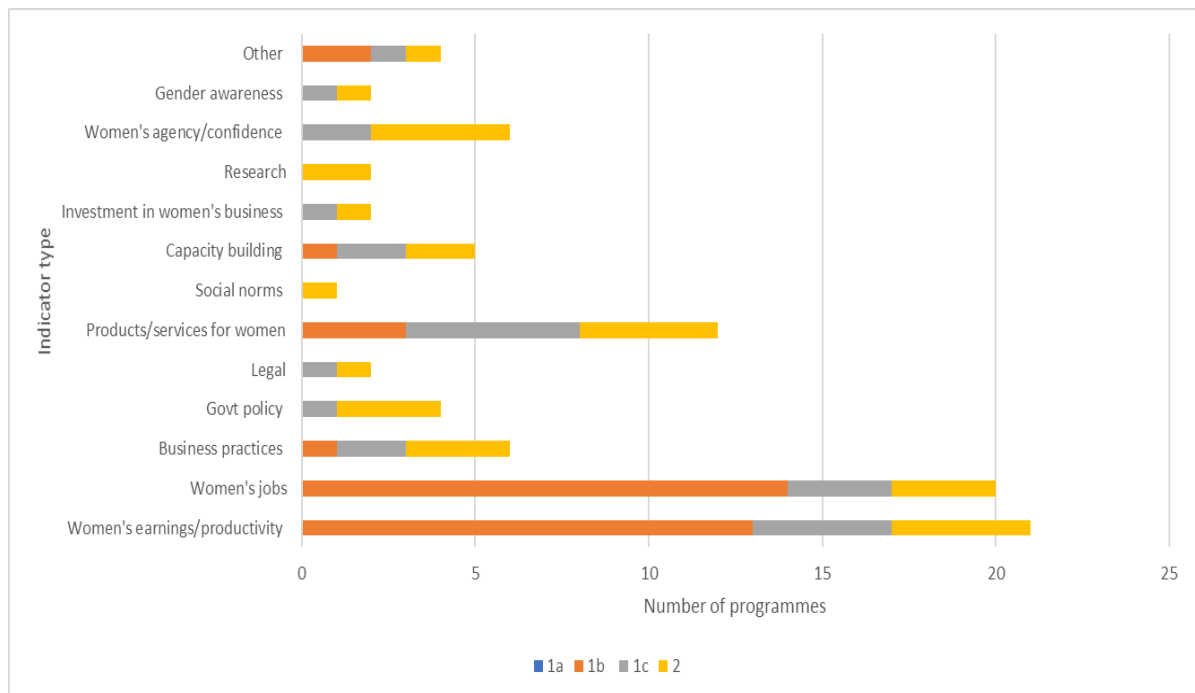


Note: We were not able to access information about budgets from Prosperity Fund programmes, and therefore this data has been omitted from this chart.

Programmes that are measuring women’s jobs and women’s earnings/productivity at the outcome level tend to have lower WEE marker scores. In contrast, programmes that have outcome indicators on women’s agency/confidence tend to have higher scores—either 1c or 2 (see

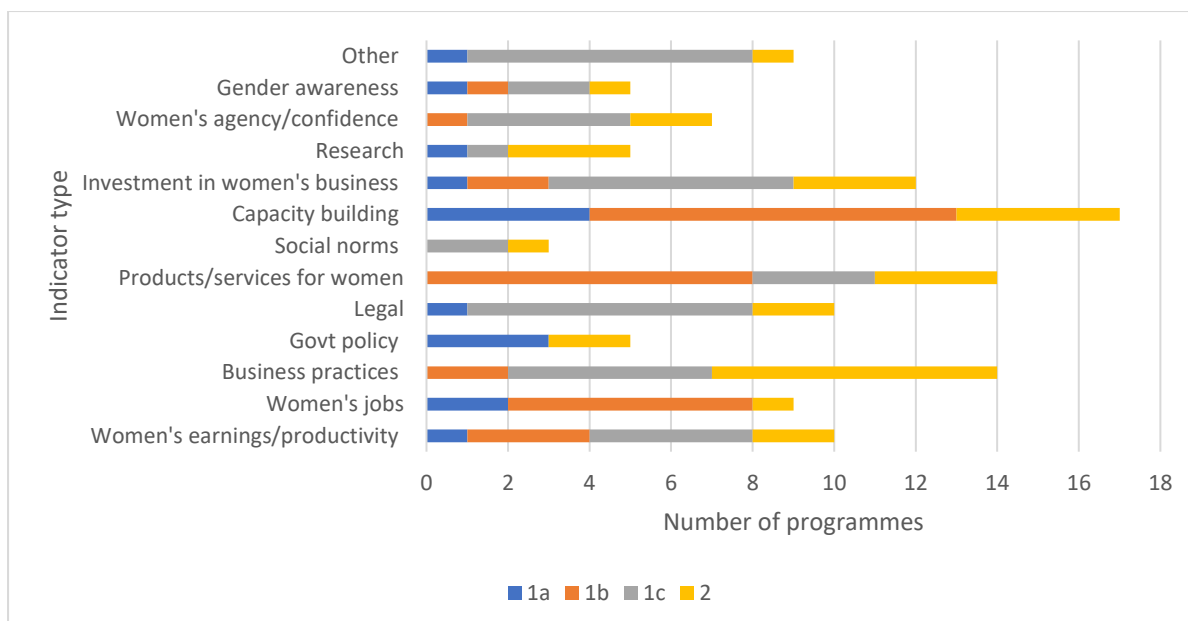
Figure 7 below). At the output level, programmes that tend to have higher WEE marker scores are those that have indicators on business practices, legal reform, women’s agency/confidence and investment in women’s business. Programmes with lower scores have indicators on capacity building, products/services for women and women’s jobs (see Figure 8). It could be that if time and resources are dedicated to thinking how WEE occurs at the design stage then there are strategies to include issues that are more difficult to gain traction on and measure such as agency or institutional constraints and barriers such as business practices, legal reform and investment. While indicators on women’s earnings, creation of women’s jobs, capacity building and products/services to women may be easier to measure and achieve, they play less of a role in striving for transformative outcomes for WEE.

Figure 7: Outcome indicators according to WEE marker



Note: there was no 1a scores as by definition, any programmes that have WEE-relevant indicators at the outcome level would not score 0 or 1a for the WEE marker.

Figure 8: Output indicators according to WEE marker



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Markel, E. (2014) *Measuring Women's Economic Empowerment in Private Sector Development: Guidelines for Practitioners*, Donor Committee for Enterprise Development

Taylor, G. and Perezniето, P. (2014) *Review of evaluation approaches and methods used by interventions on women and girls' economic empowerment*, Overseas Development Institute.

Annex

Women's earnings/productivity

Theme	Indicator	Frequency of indicator use
OUTCOME		
Income	<ul style="list-style-type: none"> • % of women who report increase in income in last 12 months. • Net additional income for small scale producers/entrepreneurs. • Cumulative number of people having additional income through getting jobs or upgrading jobs. • % change in earnings 	8
Productivity	<ul style="list-style-type: none"> • Number of women who experience increase in productivity/ crop yields/higher return jobs and/or more diversified roles. • Annual % increase in crop yields of targeted farmers 	7
Sales	<ul style="list-style-type: none"> • Number of farmers/entrepreneurs/firms who experience higher sales and higher turnover. • Number of farmers selling products 	6
Savings	<ul style="list-style-type: none"> • Number of beneficiaries with increase in savings or investment of remittances 	1
Changes in existing roles	<ul style="list-style-type: none"> • Number of people who report substantial increase in "enterprise/household performance" • Number of women showing a "progression in their role" 	2
OUTPUT		

Increased earnings (or proxies of)	<ul style="list-style-type: none"> • Number of beneficiaries/households who benefit from increased income/sales/profits • % of interventions that provide poor women more beneficial roles 	4
Numbers targeted	<ul style="list-style-type: none"> • Number of farmers/entrepreneurs supported to cope with the effects of climate change • Number of women using warehouse receipting to increase incomes • Number of clients reached to raise agricultural productivity 	3
Cash transfers to women	<ul style="list-style-type: none"> • Number of women directly receiving regular cash payments • % active beneficiaries receiving correct transfer amounts 	2

Women's jobs

Theme	Indicator	Frequency of indicator use
OUTCOME		
Job creation	<ul style="list-style-type: none"> • Net additional (new) full-time jobs created • Cumulative number of people having additional income through getting jobs • Number of jobs created in women-owned businesses number of jobs created in women-owned businesses that are held by women. • Number of trained beneficiaries in gainful/skilled employment. • Number of individuals engaged in productive activity • Total employment in selected industries • # of individuals who transition to full-time, seasonal and short-term employment, internships or apprenticeships. • Number of indirect jobs supported • Annual growth rate of jobs created 	21
Job sustainability	<ul style="list-style-type: none"> • Net additional full-time jobs sustained • Number of jobs safeguarded 	3
Other	<ul style="list-style-type: none"> • Number of companies/business initiatives that reduce barriers or create opportunities for women in global supply chains • Number of programmes reporting plans for improved design to reach higher number of women beneficiaries 	2
OUTPUT		
Job creation	<ul style="list-style-type: none"> • Net additional jobs created in enterprises supported by the programme • Number of jobs sustained to date through exited and active investments • Number of beneficiaries placed in employment • Number of job placements agreed with employers for graduates from training programme 	11

	<ul style="list-style-type: none"> • Number of households receiving regular wage payments from public works. • % of households receiving a cash transfer who report that the programme has enabled them to access employment • Number of direct jobs created by women-owned/led SMEs • Number of days' work for beneficiaries on programme activities 	
Business establishment	<ul style="list-style-type: none"> • % of budget spent to support disabled and widows to establish commercial enterprises 	1

Business practices

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Data	<ul style="list-style-type: none"> • Number of companies that undertake a gender value chain mapping to collect gender-disaggregated data on workers at different value chain tiers. • Improved capacity for data management across company registries and availability of data on women's entrepreneurship through greater standardization and systems to conduct data analytics • Implementation of gender indicators in the investors tracking system 	3
Other	<ul style="list-style-type: none"> • Number of farmers/entrepreneurs that make changes in their farming or business practices • Number of private sector partners adopting new business practices with the objective of creating opportunities for women in trade. • Number of private sector actors who have improved their own investment and supply chain management practices. 	3
OUTPUT		
Changes to business practices	<ul style="list-style-type: none"> • Number of actors adopting and/or adapting programme supported practices • Evidence of expanded business networks and relationships between beneficiaries • Number of business linkages facilitated between small-scale producers/entrepreneurs and input suppliers and/or buyers. • Number of companies/initiatives implementing agreed activities to address issues related to WEE in targeted supply chains • Number of supported businesses agreeing high quality and gendered business plans/screening products etc. • Ongoing gender responsive information, education and outreach campaign developed and implemented. • Number of finance institutions reporting the integration of gender in their existing policies 	11

	<ul style="list-style-type: none"> • Proportion of households adopting climate smart agricultural production technologies 	
Perceptions of changes to business practices	<ul style="list-style-type: none"> • Level of perception amongst target beneficiaries on whether the new practices of market actors have a positive change for them • Level of perception amongst target beneficiaries on changes in household and business attitudes regarding women's participation in markets • Number of women-owned businesses reporting changes in their business practices • % of women-owned businesses supported reporting productive engagement with the private sector 	4
Changes to business models to target women/girls	<ul style="list-style-type: none"> • Number of participants that refine their business model to meet the needs of target girls • Number of grants that have demonstrated practical pro-poor innovations in explicitly targeting the engagement of women/girls. 	2

Government policy

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Policy design	<ul style="list-style-type: none"> • Number of changes to formal policy that addresses market constraints for poor women • Number of national and regional programmes and policy instruments that take on board programme recommendations. • Number of programme proposals included in next departmental investment plans 	3
Policy implementation	<ul style="list-style-type: none"> • Number of assistant governments implementing measures to support inclusive trade 	1
Other	<ul style="list-style-type: none"> • Number of stakeholders that have the potential to take-up for champion programme learning or approaches 	1
OUTPUT		
Number of govt participants engaged	<ul style="list-style-type: none"> • Number of govt officials trained to integrate gender and inclusion priorities • Number of training sessions and/or modules dedicated to gender issues • Number of govt stakeholders who participate in dialogue events about programme approaches and vision 	5
Changes to policy	<ul style="list-style-type: none"> • Number of national competitiveness/sector specific action plans/innovation plans developed • Number of gender-sensitive public policies and practices demonstrating impact from training provided 	5

	<ul style="list-style-type: none"> • Number of agreed governance models with gender considerations developed in supported departments • Govt programme reaches underserved communities 	
Issues raised to govt	<ul style="list-style-type: none"> • Prioritised licensing issues for govt to address 	1

Legal, including land ownership

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Land ownership	<ul style="list-style-type: none"> • Number of men and women with improved land tenure security 	1
Other	<ul style="list-style-type: none"> • Number of changes to formal laws, regulations or procedures that address market constraints for women. 	1
OUTPUT		
Land ownership	<ul style="list-style-type: none"> • Gender proportion of privately-owned land • Number of target population with use or ownership rights recorded in a manner recognised by national/customary law 	2
Women's entrepreneurship	<ul style="list-style-type: none"> • Number of legal and regulatory reforms supported by the programme that remove constraints and support women's entrepreneurship 	1

Products/services for women

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Access to financial services	<ul style="list-style-type: none"> • Number of project clients accessing financial services e.g. credit; savings and pensions; payments; and insurance (that consider differentiated gender needs). • Total value of insurance pay-outs • Average monthly use of accounts from beneficiaries using financial services • % of beneficiaries using at least one Fintech solution every month e.g. mobile money • % of beneficiaries who have more than one product from financial services • Number of deposit accounts per 10,000 adults in programme location • % increase in formal sector lending to women entrepreneurs/women-led SMEs • Number of small businesses/merchants that have accessed a financial product or service from a financial service provider • Number of underserved adults benefitting from upgraded/modernised payments infrastructure 	30

	<ul style="list-style-type: none"> Number of adults gaining access to cheaper, more convenient and more secure technology-enabled international remittance services 	
Technology	<ul style="list-style-type: none"> Number of smallholders and small companies taking up transferred agricultural technology 	1
Other	<ul style="list-style-type: none"> Number of women/girls accessing participants' products and services. Number of participants who have increased sales from products, services or business models benefitting women/girls by X% or more. 	2
OUTPUT		
Access to services and products	<ul style="list-style-type: none"> Number of participants that increase the number of women/girls reached with products/services Number of participants who refine their business model, product or service to meet the needs of target girls Number of active customers that are women/ number of women who use products/services Number of programme participants reporting increased access to services or products Number of new or improved products/services targeting women. Number of farmers/entrepreneurs who are assisted to access new and/or improved products/services Number of people who are provided services 	10
Access to information	<ul style="list-style-type: none"> Number of women receiving information to improve decision making % of farmers who judge the advice to be helpful or very helpful Number of individuals reporting an increase in knowledge and skills from services/activities implemented as part of market interventions 	5
Financial services	<ul style="list-style-type: none"> Number of women who open new savings accounts Number of graduates receiving start-up loan % of households receiving credit for their business plan Number of financial service providers that have updated or implemented new screening procedures, or financial/non-financial products or services for women-owned/led SMEs 	5

Social norms

Theme	Indicator	Frequency of indicator use
OUTCOME		
System level	Evidence of system-level changes in social norms that positively effect women's participation in focus markets	1
OUTPUT		

Beneficiary level	Level of perception among target beneficiaries on changes in household and business attitudes regarding women's participation in markets	1
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Capacity building/skills

Theme	Indicator	Frequency of indicator use
OUTCOME		
Skills development	<ul style="list-style-type: none"> • Number of poor women with an increase in skills as a result of programme activities • X number of women managers/entrepreneurs' report improved capacity of which X% successfully go on to transact business • # of women and men whose resilience has been improved as a result of project support • Improved capacity for data management across company registries [...] through greater standardization and systems to conduct data analytics 	4
Training attendance	<ul style="list-style-type: none"> • % of women in population who take up training 	1
OUTPUT		
Participation in training	<ul style="list-style-type: none"> • Number of staff/farmers/enterprise owners receiving training on X • Number of trainees enrolled • Number of women-owned businesses trained and supported with tools and information to improve their competitiveness. • Number of training programmes conducted • Number of producers/providers trained to integrate gender and inclusion priorities • Number of training sessions/modules dedicated to gender issues 	31
Knowledge acquired from training	<ul style="list-style-type: none"> • % of target group who can recall at least 2 key messages from the training • Number of trainees who passed/completed the training course and gained a qualification • # of individuals reporting an increase in knowledge and skills • % of farmers who judge the training to be helpful or very helpful/level of satisfaction 	9
Application of skills learned from training	<ul style="list-style-type: none"> • % of women who reported to have adopted at least two techniques (from training) to increase yields • Number of graduates from programme using the training material • % of women-owned businesses supported reporting increased competitiveness and capacity to participate in trade. • Number of staff benefitting from training 	3

	<ul style="list-style-type: none"> Number of policies and practices/providers demonstrating impact from training provided 	
Linkages between employers and training provided	<ul style="list-style-type: none"> Number of employers who support TVET and employment in the programme Number of job placements agreed with employers for graduates 	2
Capacity building plans	<ul style="list-style-type: none"> Proportion of gendered capacity building plan completed. Proportion of gendered capacity building plan implemented according to schedule. 	2

Investment in women's business

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Investment into business	<ul style="list-style-type: none"> Number of programme participants securing external investment At least £X millions of impact investment into women-owned enterprises 	2
OUTPUT		
Value of investment	<ul style="list-style-type: none"> # of matching grants allocated to firms Amount of new financing given to women-owned/led SMEs by We-Fi supported institutions Value of investments/investment plans made by firms 	4
Knowledge and capacity	<ul style="list-style-type: none"> Number of participants that have improved their investment readiness Number of people trained on investment promotion 	2
Other	<ul style="list-style-type: none"> Cumulative number of investment applications received that meet standard required. Gendered investment plans are judged by Annual Reviewer to be of special benefit to women Total number of beneficiaries engaged to date through exited and active investments 	4

Research and data

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Sex-disaggregated data	<ul style="list-style-type: none"> Number of companies that pilot research guidelines/toolkits to undertake a gender value chain mapping to collect gender-disaggregated data on workers at different value chain tiers, identify data and information gaps and address issues related to women's work and roles. 	2
OUTPUT		

Global supply chains/ sex disaggregated data	<ul style="list-style-type: none"> • Number of companies adopting research methodology developed by the programme to collect and report gender-disaggregated data • Defining and using gender indicators • Number of methodologies, guidelines, toolkits and evidence digests publicly available as a resource to companies beyond programme partners to assist them in undertaking gender value chain mapping, data collection, identify data information gaps and address issues related to women's work in global value chains • Developed and validated measurement framework that can disaggregate impact on women 	6
Research products produced	<ul style="list-style-type: none"> • Number of reviews/research papers/learning products/resources/tools on WEE/gender 	5
Research products disseminated	<ul style="list-style-type: none"> • Number of programme level research outputs on WEE that are disseminated to stakeholders 	4
Other	<ul style="list-style-type: none"> • Number of completed projects that test approaches towards greater WEE and build knowledge about effectiveness and scalability • Proportion of impact evaluations with WEE-specific interventions • Proportion of women among the contracted external researchers from developing countries 	3

Women's agency/confidence

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Household	<ul style="list-style-type: none"> • % of women who report increased decision-making power in the household/firm • Proportion of women who report being able to take decisions on the household savings and investment • Proportion of beneficiary women who can visit market alone 	4
Labour market	<ul style="list-style-type: none"> • Number of poor women with improved voice and choice in the workplace as a result of programme activities 	1
Other/ knowledge	<ul style="list-style-type: none"> • % of women who demonstrate basic understanding of their rights to inheritance 	1
OUTPUT		
Decision making	<ul style="list-style-type: none"> • % of women who report being able to take decisions on household savings and investment • % of households reporting that use of transfers is decided jointly between husbands and wives 	2
Confidence	<ul style="list-style-type: none"> • % of women who report increased confidence in using digital financial services 	1

Gender awareness

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Gender awareness	% of beneficiaries/companies who report improved gender awareness and/or inclusivity	2
OUTPUT		
Training	<ul style="list-style-type: none">• Number of staff receiving gender awareness training• Number of beneficiaries participating in gender workshops• Number of training sessions and/or modules dedicated to gender issues• Training material on gender indicators	11

Other

<u>Theme</u>	<u>Indicator</u>	<u>Frequency of indicator use</u>
OUTCOME		
Various	<ul style="list-style-type: none">• Number of concrete examples of gender mainstreaming in programme interventions with partners• Number of deals for which the PBR element is paid for one or more of (d) gender• Number of specific and relevant cases of take-up of programme learning or approaches within DFID or other donors.• Average non-food expenditure of cash transfer clients• % of clients reporting that asset depletion is prevented as a result of transfers.	5
OUTPUT		
Various	<ul style="list-style-type: none">• Poverty and gender targets clearly defined and results achieved in invested infrastructure projects• Number of poor women participating in programme interventions	2