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Women's Empowerment in
Agriculture Index (WEAI)

Training Module

October 2020

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Objectives

The aim of today's training

The aim of this training is to provide a general overview of the WEAI to help participants gain a better understanding of **what it is**, **what it entails**, and **how it can be used** to inform **gender-responsive programming**.

By the end of the training participants should be able to:

- ✓ Describe what the WEAI measures
- ✓ Understand the domains and methodology used to measure women's empowerment
- ✓ Differentiate between the multiple versions of WEAI
- ✓ Interpret and explain WEAI results at a foundational level
- ✓ Make informed decisions on whether implementing a version of the WEAI, or a particular part of the WEAI, makes sense for their organization.

What is women's empowerment?

Three inter-related dimensions: Resources, Agency, and Achievements

“

The ability to exercise choice incorporates three inter-related dimensions:

- **Resources** (not only access, but also future claims, to both material and human and social resources)
- **Agency** (processes of decision making, as well as less measurable manifestations of agency, e.g. negotiation, autonomy)
- **Achievements** (well-being outcomes)

“...these three dimensions of choice are **indivisible** in determining the meaning of an indicator and hence its **validity as a measure of empowerment**.”

Kabeer (1999)

Resources, Agency, Achievements: Reflections on the Measurement of Women's Empowerment



WEAI is primarily focused on **agency**, less on resources or achievements¹.

¹ According to WEAI, the focus on agency is for two reasons: 1) Agency a more direct measure of empowerment; 2) Resources and Achievements easier to assess already

Source: Kabeer (1999) <https://www.utoronto.ca/~kmacd/IDSC10/Readings/research%20design/empowerment.pdf>

Why measure women's empowerment?

Empowerment contributes to improved agricultural and nutrition outcomes

1. There is a **growing commitment** to gender equality and women's empowerment in the development community
2. Consistent **approaches are lacking** for measuring women's empowerment
3. Appropriate metrics are needed to assess whether projects are **achieving their goals**, and to **monitor progress** toward achieving SDG 5

Why in agriculture?

- Women face **persistent obstacles and economic constraints** limiting further inclusion in agriculture
- Research shows that gender equality and women's empowerment contributes to **improved agricultural and nutrition outcomes**¹:
 - Improved agricultural productivity
 - Increased efficiency
 - Food security and reduced hunger



Who is measuring?



- International development agencies
- NGOs
- International organizations
- Research institutions
- Philanthropic foundations
- Universities
- Governments
- Private sector

Overview

Women's Empowerment in Agriculture Index (WEAI)

A tool for measuring **women's empowerment** and **inclusion** in the **agricultural sector**

It was launched in **February 2012** by the International Food Policy Research Institute (IFPRI), Oxford Poverty and Human Development Initiative (OPHI), and USAID's Feed the Future



Overview

Women's Empowerment in Agriculture Index (WEAI)

WEAI aims to **show**:

- The degree to which women are **empowered** in their households and communities
- The degree of **inequality** between women and men (who are married or in some other form of partnership) within the same household

WEAI is **used**:



To **measure and track changes** in women's empowerment as a direct or indirect result of interventions (e.g., USAID's Feed the Future)



As a **diagnostic tool** to identify geographic areas where women and men are disempowered and to target policy and programming in those areas



As a **research tool** to explore the linkages between women's empowerment in agriculture and well-being outcomes for households, women, and children

Overview

Women's Empowerment in Agriculture Index (WEAI)








WEAI has been employed by agriculture development programs and researchers from 89 organizations in 53 countries

- Enumerators collect **individual-level** data by conducting interviews of men and women within the same households
- They collect **nationally** or **regionally** representative samples of a population



Resulting in a final overall WEAI score from 0 to 1 for the country or region



 Liberia (6 districts) 0.69	 Ghana (45 districts) 0.71	 Kenya (27 districts) 0.72	 Zambia (5 districts) 0.80
 Malawi (7 districts) 0.84	 Uganda (38 districts) 0.86	 Rwanda (all districts) 0.91	

2014 data from Feed the Future and IFPRI

<http://ebrary.ifpri.org/utils/getdownloaditem/collection/p15738coll2/id/128190/filename/128190.pdf/mapsto/pdf>

How does WEAI measure empowerment?

WEAI is comprised of two sub-indices: 5DE & GPI

Sub-Index 1

Five Domains of Empowerment (5DE)

1. Decisions about agricultural production
2. Access to productive resources
3. Control over use of income
4. Leadership in the community
5. Time allocation

Each domain contains 1 – 3 indicators, and all five domains are given equal weight

90% of final WEAI score

Sub-Index 2

Gender Parity Index (GPI)

- Compares the 5DE profiles of women and men in the **same households**
- A woman is assumed to achieve gender parity if her achievements in the five domains are **at least as high** as those of the primary adult male in her household
- The GPI reflects **the percentage of women who have achieved parity**

10% of final WEAI score

Indicators

WEAI uses 10 indicators to calculate the Five Domains of Empowerment



Domain 1 20%

Decisions on agricultural production

- Indicator **1.1** Input in productive decisions
- Indicator **1.2** Autonomy in production



Domain 2 20%

Access to productive resources

- Indicator **2.1** Ownership of assets
- Indicator **2.2** Purchase, sale transfer of assets
- Indicator **2.3** Access to and decisions on credit



Domain 3 20%

Control over use of income

- Indicator **3.1** Control over use of income



Domain 4 20%

Leadership in the community

- Indicator **4.1** Group member
- Indicator **4.2** Speaking in public



Domain 5 20%

Time allocation

- Indicator **5.1** Workload
- Indicator **5.2** Satisfaction with Leisure

Each indicator is given:

Value of 1

if respondent has exceeded a given “adequacy threshold”

Value of 0

if respondent falls below the threshold

Scoring

Overall WEAI scored on 0-1 scale, with 1 being full women's empowerment and parity

A 5DE score is calculated for **all respondents**, men and women.

A woman is considered empowered if her 5DE score is **80% or higher**.

 **Rwanda** (all districts; 2014)

	Indicator	Baseline value	
	5DE score	0.90	The 5DE sub-index assesses the extent of women's empowerment in the five domains. A higher number reflects greater empowerment.
	Disempowerment score (1 - 5DE)	0.10	
Total number of women interviewed	<i>N</i> (number of observations)	1,481	Percentage of women with 5DE scores of 80% or more
	% of women achieving empowerment	70.21	
	% of women not achieving empowerment	29.79	Percentage of women with 5DE scores of less than 80%
	Mean 5DE score for not yet empowered women	0.67	
The average disempowerment score among women who are not yet empowered. A higher number reflects greater disempowerment	Mean disempowerment score (1 - 5DE) for not yet empowered women	0.33	The GPI sub-index measures the inequality in 5DE scores between the primary adult male decisionmakers and primary adult female decisionmakers in the households. A higher number reflects greater gender parity.
	GPI score	0.96	
The number of households with both a primary male and primary female decisionmaker	<i>N</i> (number of dual-adult households)	878	Percentage of women who have 5DE scores lower than those of the men in their households
	% of women achieving gender parity	73.46	
	% of women not achieving gender parity	26.54	For women lacking parity, the average percentage shortfall they experience relative to the males in their household
	Average empowerment gap	0.15	
Percentage of women who have 5DE scores equal to or higher than those of the primary adult males in their households	WEAI score	0.91	

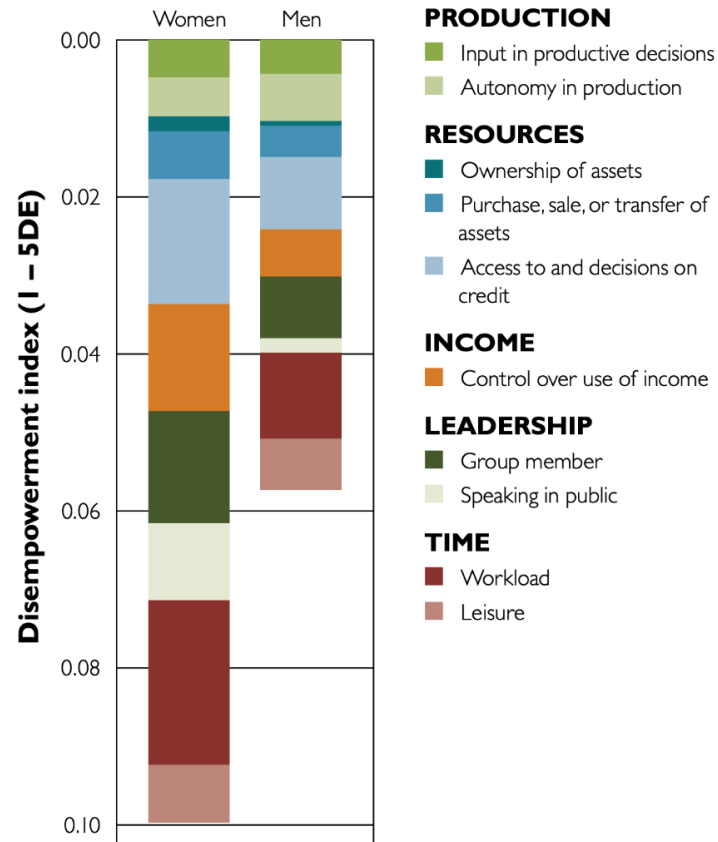
The WEAI score is composed of 90% 5DE and 10% GPI.

Scoring

5DE scores can also be disaggregated at the indicator and domain level

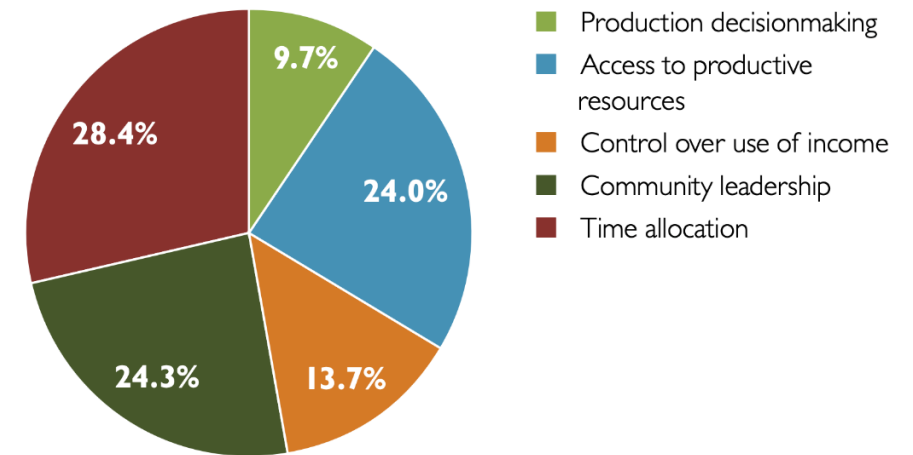
Contribution of each **indicator** to disempowerment

 **Rwanda** (all districts; 2014)



Contribution of each **domain** to disempowerment

 **Rwanda** (all districts; 2014)



Versions

Since the Original WEAI release, multiple versions of the WEAI have been developed

Original WEAI

As described

- Designed for population-based monitoring
- 2 sub-indices
- 5 domains
- 10 indicators

A–WEAI

Abbreviated

- Same 5 domains
- **4 fewer indicators** – excludes indicators 1.2, 2.2, 4.2, 5.2
- **30% less time** to implement
- Used when time and resources are limited

Pro–WEAI

Project

- Currently **being tested** on 13 projects
- **Not comparable** to Original or A–WEAI
- Specialized **project-relevant modules**
- Optional add-on modules for **livestock, nutrition, and health** projects
- 2 indices, 3 domains, 12 indicators
- Domains grouped by type of agency:
 - **Intrinsic Agency** (power within)
 - **Instrumental Agency** (power to)
 - **Collective Agency** (power with)

Note: A fourth version, WEAI for Value Chains, is currently under development
 More information on WEAI versions is available at: <http://weai.ifpri.info/versions/>

Pro-WEAI

Used to measure women's empowerment at the project level and as diagnostic tool

Pro-WEAI vs. WEAI

Differences

- Respondents of the pro-WEAI are the intended beneficiaries of the project's intervention, not a nationally representative sample like WEAI
- More explicit links to empowerment theory
- Pro-WEAI can be used as a diagnostic tool
- Pro-WEAI uses 3 domains (3DE) instead of 5 (5DE)
- Pro-WEAI uses 12 indicators instead of 10
- Includes indicators that are relevant to project success

Similarities

- Similar scoring with 2 indices: Empowerment + GPI

Intrinsic Agency (Power Within)

Domain 1



- 1.1 Autonomy in income
- 1.2 Self-efficacy*
- 1.3 Attitudes about IPV¹ against women*
- 1.4 Respect among household members*

Instrumental Agency (Power To)

Domain 2



- 2.1 Input in productive decisions
- 2.2 Ownership of land and other assets
- 2.3 Access and decisions on financial services
- 2.4 Control over use of income
- 2.5 Work balance
- 2.6 Visiting important locations*

Collective Agency (Power With)

Domain 3



- 3.1 Group membership
- 3.2 Influential group membership*

* Indicates new indicator as compared to Original WEAI; full details in Appendix

¹ IPV = Intimate Partner Violence

Pro-WEAI is **still under development**; currently being tested on 13 agriculture projects, with end line **results expected in 2020**

Pro-WEAI Add-On Modules

Optional add-ons in nutrition, health, and livestock are currently being developed

Standardized and validated “add-on” modules focusing on specific projects – **livestock, nutrition, and health** – are currently being developed

Nutrition & Health Module



- Motivated by an increased focus on nutrition-sensitive agriculture
- Evidence that women's income generation and other enabling resources are related to improvements in women's dietary diversity and nutrition
- Indicators have not yet been finalized, but will include:
 - Women's health and nutrition indicators
 - Child health and nutrition indicators
 - Decisions on obtaining food

Livestock Module



- Indicators have not yet been finalized but will incorporate aspects of ILRI's Women's Empowerment in Livestock Index (WELI)
- WELI explores how livestock is related to and supports women's empowerment and the health and nutrition of women and children
- WELI focuses on livestock production:
 - Animal health, breeding, and feeding
 - Use of livestock products, such as animal-source-food processing and marketing

Sources:

Heckert et al. (2019) <https://onlinelibrary.wiley.com/doi/full/10.1111/mcn.12871?af=R>

Malapit et al. (2019) <https://www.sciencedirect.com/science/article/pii/S0305750X19301706?via%3Dihub>

WEAI, Pro-WEAI, and Nutrition

Many of WEAI's indicators already have direct links to nutrition

Interventions aimed at improving women's empowerment may also contribute directly or indirectly to the **year-round consumption of safe, diverse, nutritious foods**.

Women's empowerment is 1 of the 3 pathways linking Agriculture and Nutrition

1. Food production pathway

2. Agricultural Income pathway

3. **Women's empowerment pathway**

Women's empowerment leads to nutrition outcomes through:

- ✓ Food and non-food expenditures
- ✓ Caring capacity and practices
- ✓ Time use and labor savings

Which can be measured using WEAI and Pro-WEAI domains:



WEAI Domain 2 – Access to productive resources



WEAI Domain 3 – Control over use of income



WEAI Domain 5 – Time allocation



Pro-WEAI Domain 1 – Intrinsic Agency (Power Within)



Pro-WEAI Domain 2 – Instrumental Agency (Power To)



Therefore, organizations implementing **nutrition-sensitive agriculture** interventions may also benefit from measuring certain aspects of the WEAI

Process (1 of 3)

There are numerous steps to ensuring data collection and analysis is successful

Ethics & Informed Consent



- Data collection firm must obtain the required **ethics approvals** from the appropriate institutions in the country where the WEAI will be implemented
- **Research plans** and **instruments**, as well as guidelines around **informed consent** of interview subjects must be submitted for ethics review

Training



- Basic interviewer training + training on **distinctive features of the WEAI**
- **Some issues that may require additional attention include:**
 - Selecting primary male and female respondents not based on headship
 - Interviewing men and women separately; getting respondents alone
 - How to interpret questions in local language to convey complex concepts
- Subject of the survey is **highly sensitive**; consider **cultural norms** that may require matching interviewers to respondents by gender, race, religion, or other characteristics

Adapting to Local Context



- Ensure survey instruments are **accurately translated** to appropriate local languages and dialects
- Carefully review, modify, or add **response codes** to reflect local conditions; e.g. modify asset list to reflect commonly held durables in that country or region

Process (2 of 3)

There are numerous steps to ensuring data collection and analysis is successful

Sampling



- Design **representative samples** at the country or regional level
- WEAI can be **disaggregated** to the level at which the survey is representative
- Survey must include **sufficient sample sizes** for single female households and dual adult households
- Ensure that the WEAI is collected in the same households from which **other key outcomes of interest** (e.g., poverty, nutrition, etc.) are being collected

Household Structure & Choice of Respondents



- Define **household** as a group of people who live together and take food from the “same pot” (Ayad et. al., 1994; Glewwe, 2000)
- A **household member** is someone who has lived in the household at least six months, and at least three days in each week in those months. Servants, lodgers, or agricultural laborers are members of the household if they meet these qualifications
- The **primary and secondary respondents** are those who are self-identified as the primary members responsible for decision-making, both social and economic, within the household. Usually husband and wife; however, can be other members as long as one male and one female, aged 18+

Process (3 of 3)

There are numerous steps to ensuring data collection and analysis is successful

Logistics



- Enumerators travel in **male and female pairs**, each with electronic copies of the WEAI module to facilitate interviewing the primary male and female decision-maker separately and in private.
- This can also **reduce the total time** spent interviewing, and **improve safety considerations**.
- Introduce the survey to **community leaders** before it begins in such a way that you build community support for interviewing men and women separately

Tabulations & Reporting



- **STATA do files** for tabulations are provided by IFPRI, as well as **interpretation** and **reporting guidelines**
- **Reporting should aim to answer the following:**
 - What are the overall patterns of women's empowerment?
 - How do women compare with men in terms of empowerment in the five domains of agriculture?
 - How similar or different are women's configuration of disempowerment in the five domains of agriculture compared to men's?

Time and Resources

Implementing the WEAI is a time and resource-intensive process



Data Collection & Analysis

1 to 6 months

Planning and collecting

Depending on sampling design, geographic constraints, and resources available

30 – 40 minutes

per interview, per adult

Therefore, 60 – 80 minutes for dual-adult households.

Only includes WEAI questions, not any others included in the survey



Cost of Data Collection*

\$36,000 to \$200,000+ USD

excluding cost of planning

Depending on country and sampling design

Uganda (350 households) **\$36,000**

Guatemala (350 households) **\$56,000**

Rwanda* (2,000 households) **~ \$200,000**

Note: Rwanda collected additional data simultaneously for a total cost of \$400,000; Feed the Future estimates that WEAI accounted for 50% of enumerator time

*Note: This is for collection of the entire WEAI, collecting indicators or pieces of the WEAI will be significantly less cost intensive.

Considerations

There are numerous considerations to think about before implementing WEAI

Implementation

- **Resource-intensive** in terms of time and costs
- **Long questionnaire** – respondent fatigue
- Questions on **Autonomy** and **Time Use** proved difficult in the field
- Term “**empowerment**” does not translate well across languages and cultural contexts
- **Scoring** can be difficult to interpret

Design

- **Not representative of empowerment of all adult women** as respondents are primary decisionmakers, and therefore more empowered than other women in their households
- Women who are not involved in agricultural decisions may appear disempowered even if they are engaged in decision-making on **non-agricultural activities**
- Men are **less likely to report** joint decision-making or joint ownership of assets
- Women in households that do not have a male decisionmaker are likely to be identified as empowered because of WEAI’s **focus on decision-making**

Conceptual

- **Focuses on agency**, not resources or achievements (Kabeer)
- Other domains of empowerment are **not captured** in WEAI
 - e.g. nutritional status, sexual and reproductive health and rights, women’s attitudes and aspirations
- **Individual-based measure** which doesn’t capture contexts where group production, distribution, and consumption are preferred
- Easily understood and applied in **Western societies**, but risks discounting the interdependence of household life in many cultures and the possibility that women prefer to make choices with others

Adaptation & Application

How can WEAI be adapted and applied to your organization's specific needs?

The WEAI is a time and resource intensive exercise and **may not be an option** for all organizations.

Despite this, many of WEAI's concepts can still be applied and numerous interventions are available to impact women's empowerment, regardless of whether a full WEAI assessment is completed.

Adapting WEAI to your needs

- Measure particular WEAI domains or indicators **by themselves**
- Include WEAI indicators in your **results framework**
- Conduct **gender analysis** to determine which WEAI indicators are most important for your organization
- Adapt the WEAI to your needs by capturing **different** or **additional indicators**
- If you collect **data only on women**, you can still calculate the 5DE or 3DE sub-index for male- and female-headed households
- Consider using the **A-WEAI** if time and cost constraints are an issue

Interventions that impact women's empowerment

Domain 1: Decisions on agricultural production

- In-person training & extension, ICTs for ag, social & behavior change

Domain 2: Access to productive resources

- Land rights, community savings, inclusive finance, financial ed.

Domain 3: Control over use of income

- Small-holder sourcing, wage employment, entrepreneurship, secure deposits

Domain 4: Leadership in the community

- Participation in groups, leadership in groups, literacy & numeracy

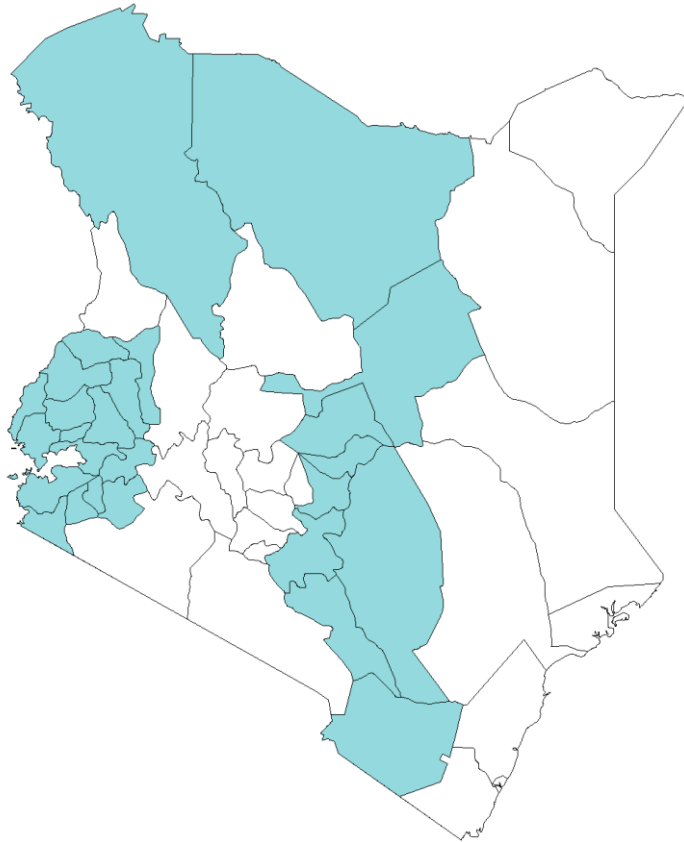
Domain 5: Time allocation

- Time/labor saving tech, men as caregivers, social & behavior change

Note: Altering the WEAI means your organization must clearly state that it is using an adaptation, and not WEAI itself

Case Study: Kenya

Key constraints for women related to credit, workload, and control over income



5DE Score (90%)	0.71
GPI Score (10%)	0.81
Overall WEAI	0.72

Note: scores only reflect the Zone of Influence (shaded on map), and therefore are not reflective of Kenya as a whole

- Data collection in **January – February 2013** for Feed the Future
- The Kenya National Bureau of Statistics selected the sample of **669 households**
- **Key constraints for women:**
 - Access to and decisions on credit
 - Workload
 - Control over use of income

Data is only representative of the shaded region, which represents the Zone of Influence from the Feed the Future program

Case Study: Kenya

Kenya's score is low when compared to other African states

TABLE I. WEAI SCORE

Indicator	Baseline value
5DE score	0.71
Disempowerment score (1 – 5DE)	0.29
<i>N (number of observations)</i>	669
% of women achieving empowerment	31.70
% of women not achieving empowerment	68.40
Mean 5DE score for not yet empowered women	0.57
Mean disempowerment score (1 – 5DE) for not yet empowered women	0.43
GPI score	0.81
<i>N (number of dual-adult households)</i>	254
% of women achieving gender parity	36.20
% of women not achieving gender parity	63.80
Average empowerment gap	0.29
WEAI score	0.72

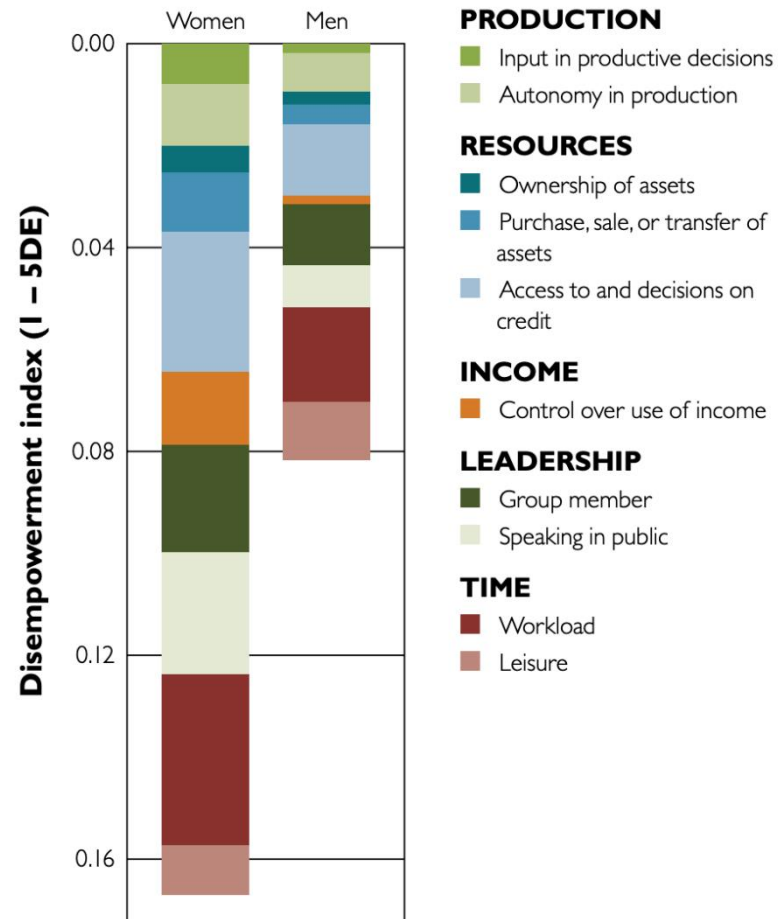
Overall, only **31.7% percent** of Kenyan women have achieved adequate empowerment

- Kenya's score **comparable to Ghana**, but worse than Rwanda, Uganda, Malawi, and Zambia
- The **68.4%** of women who are not empowered have a mean 5DE score of 0.57, **well below** the 0.80 threshold
- Only **36.2%** of the women in the survey have achieved gender parity
- For those without gender parity, the **average empowerment gap** to the adult males in their household is 0.29, relatively high compared to other countries

Case Study: Kenya

Women are less empowered in all indicators except leisure

FIGURE I. CONTRIBUTION OF EACH INDICATOR TO DISEMPOWERMENT



Overall women are about **twice as disempowered** as men

- For **9 of the 10 indicators**, men fare better than women, with the exception of leisure
- **Largest sources of disempowerment** for both women and men are workload, access to and decisions on credit, and speaking in public
- The indicators displaying the **largest gap** between male and female disempowerment are:
 - speaking in public
 - workload
 - access to and decisions on credit
- Resources, Time, and Leadership domains each **contribute about 25%** to women's disempowerment



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Thank you!





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Appendix

Indicator 1.1

Input in productive decisions

Original WEAI Domain 1
Decisions about agricultural production

Weight
50% of Domain **10%** of 5DE

Pro-WEAI

Indicator 2.1 in Pro-WEAI

Pro-WEAI uses stricter adequacy cut-off

Survey Questions

1. How much input did you have in making decisions about:

- Food crop farming?
- Cash crop farming?
- Livestock raising?
- Fish culture?

Response Coding

Orange is adequacy threshold

- 1 = no input,
- 2 = input into very few decisions
- 3 = input into some decisions**
- 4 = input into most decisions
- 5 = input into all decisions

2. To what extent do you feel you can make your own personal decisions regarding these aspects of household life if you want(ed) to:

- Agriculture production?
- What inputs to buy?
- What types of crops to grow for agricultural production?
- When or who would take crops to market?
- Livestock raising?

- 1 = not at all
- 2 = small extent
- 3 = medium extent**
- 4 = to a high extent

Score of 1
if respondent rated adequate in at least two responses

Score of 0
otherwise

Indicator 1.2

Autonomy in production

Original WEAI Domain 1
Decisions about agricultural production

Weight
50% of Domain **10%** of 5DE

Pro-WEAI

Indicator 1.1 in Pro-WEAI

Pro-WEAI focuses only on the use of income generated

Survey Questions

This indicator is measured by Relative Autonomy Indicator (RAI) (Ryan & Deci, 2000, 2011)

- RAI varies between -9 and 9
- An RAI value that is greater than 0 means that the individual is moved more by his or her own values than by coercion or others' influence

Questions cover four activity areas:

- Which inputs to buy
- Which types of crops to grow
- When to take or who should take crops to market
- Livestock production

Response Coding

- 1 = never true
- 2 = not very true
- 3 = somewhat true
- 4 = always true

1. **My actions in [activity] are partly because I will get in trouble with someone if I act differently**
2. **Regarding [activity] I do what I do so others don't think poorly of me**
3. **Regarding [activity] I do what I do because I personally think it is the right thing to do. The answer scale for these questions is**

Score of 1
 If respondent's RAI is greater than 1 in at least one of the four activity areas

Score of 0
 otherwise

Indicator 2.1

Ownership of assets

Original WEAI Domain 2
Access to productive resources

Weight
33% of Domain **6.7%** of 5DE

Pro-WEAI

Indicator 2.2 in Pro-WEAI

Pro-WEAI uses stricter adequacy cut-off

Survey Questions

1. Who would you say owns most of each item?

- Agricultural land
- Large livestock
- Small livestock
- Chicks
- Fish pond / equipment
- Farm equipment (non-mech)
- Farm equipment (mechanized)
- Non-farm business equipment
- House
- Large durables
- Small durables
- Cell phone
- Non-ag land (any)
- Transport

Response Coding

- 1 = no ownership
- 2 = joint ownership
- 3 = sole ownership

A person is considered adequate in this area if he or she reports having sole or joint ownership, conditional on the household's owning those assets.

Score of 1
 if respondent owns at least one asset, so long as it is not only chickens, ducks, turkeys, pigeons, non-mechanized farm equipment, or small consumer durables

Score of 0
 otherwise

Indicator 2.2

Purchase, sale, or transfer of assets

Original WEAI Domain 2
Access to productive resources

Weight
33% of Domain **6.7% of 5DE**

Not included in
Pro-WEAI

Survey Questions

1. Who is the person who can decide regarding the purchase, sale, or transfer of land and assets?

Refers only to agricultural productive assets:

- Agricultural land
- Large livestock
- Small livestock
- Chickens, ducks, turkeys, pigeons
- Fish ponds or fishing equipment
- Non-mechanized farm equipment
- Mechanized farm equipment.

Response Coding

For each category of agricultural productive assets:

- 0 = respondent has no rights
- 1 = respondent has selling rights
- 2 = respondent has giving rights
- 3 = respondent has renting rights
- 4 = respondent has buying rights

This indicator assumes the value 1 if the respondent has, alone or jointly, at least one of the rights considered—to sell, to give, to rent, or to buy—over that type of asset

Score of 1
 if respondent has at least one type of right over at least one type of agricultural asset

Score of 0
 otherwise

Indicator 2.3

Access to and decisions on credit

Original WEAI Domain 2
Access to productive resources

Weight
33% of Domain 6.7% of 5DE

Pro-WEAI

Indicator 2.3 in Pro-WEAI

Pro-WEAI includes access to financial accounts as well

Survey Questions

1. **Has anyone in your household taken any loans or borrowed cash/in-kind from [SOURCE] in the past 12 months?**
2. **Who made the decision to borrow from [SOURCE]?**
3. **Who makes the decision about what to do with the money or item borrowed from [SOURCE]?**

Response Coding

- 1 = Yes, cash
- 2 = Yes, in-kind
- 3 = Yes, cash and in-kind
- 4 = No
- 5 = Don't know

Sources include:

- Non-governmental organizations (NGOs)
- Informal lender
- Formal lender (bank/financial institution)
- Friends or relatives
- Group based micro-finance or lending (including VSLAs / SACCOs / merry-go-rounds)

Score of 1
 if respondent participated in at least one decision about credit

Score of 0
 otherwise

Indicator 3.1

Control over use of income

Original WEAI Domain 3
Control over use of income

Weight
100% of Domain **10%** of 5DE

Pro-WEAI

Indicator 2.4 in Pro-WEAI

Pro-WEAI uses stricter adequacy cut-off

Survey Questions

1. **If an individual participated in the activity, how much input did the individual have in decisions about the use of income generated from:**
 - food crop farming
 - cash crop farming
 - livestock raising
 - fish culture

2. **To what extent does the individual feel he or she can make his or her own personal decisions regarding the following aspects of household life if he or she wanted to:**
 - his or her wage or salary employment
 - major household expenditures
 - minor household expenditures

Response Coding

Orange is adequacy threshold

- 1 = no input,
- 2 = input into very few decisions
- 3 = input into some decisions**
- 4 = input into most decisions
- 5 = input into all decisions

- 1 = not at all
- 2 = small extent
- 3 = medium extent**
- 4 = to a high extent

Score of 1
 if respondent rated adequate in at least one of the sub-indicators, so long as it is not making decisions re: minor household expenditures

Score of 0
 otherwise

Indicator 4.1

Group member

Original WEAI Domain 4
Leadership in the community

Weight
50% of Domain **10%** of 5DE

Pro-WEAI
 Indicator 3.1 in Pro-WEAI

Survey Questions

1. Is there a [GROUP] in your community?
2. Are you an active member of this [GROUP]?

Response Coding

- 1 = Yes
- 2 = No

Groups include:

- agriculture producers' or marketing groups
- water users' groups
- forest users' groups
- credit or microfinance groups
- mutual help or insurance groups (including burial societies)
- trade and business associations
- civic or charitable groups
- local government groups
- religious groups
- other women's groups

Score of 1
 if respondent is
 part of at least 1
 group

Score of 0
 otherwise

Indicator 4.2

Speaking in public

Original WEAI Domain 4
Leadership in the community

Weight
50% of Domain **10%** of 5DE

Not included in
Pro-WEAI

Survey Questions

1. **Do you feel comfortable speaking up in public to help decide on infrastructure (like small wells, roads, water supplies) to be built in your community?**
2. **Do you feel comfortable speaking up in public to ensure proper payment of wages for public works or other similar programs?**
3. **Do you feel comfortable speaking up in public to protest the misbehavior of authorities or elected officials?**

Response Coding

Orange is adequacy threshold

- 1 = No, not at all comfortable
- 2 = Yes, but with great difficulty**
- 3 = Yes, with a little difficulty
- 4 = Yes, fairly comfortable
- 5 = Yes, very comfortable

Score of 1
 if respondent
 rated adequate in
 at least one public
 speaking scenario

Score of 0
 otherwise

Indicator 5.1

Workload

Original WEAI Domain 5
Time allocation

Weight
50% of Domain **10%** of 5DE

Pro-WEAI

Indicator 2.5 in Pro-WEAI

In Pro-WEAI, childcare is the only measured secondary activity

Survey Questions

- The productive and domestic workload is derived from a detailed **24-hour time allocation** module
- Respondents are asked to recall the time spent on primary and secondary activities in the **24 hours prior to the interview, starting at 4:00 a.m.** on the day before the interview.
- The amount of hours worked is defined as the sum of the time the individual reported spending on work-related tasks as the primary activity plus 50 percent of the time she or he reported spending on work-related tasks as the secondary activity.
- The definition of work-related tasks include: wage and salary employment, own business work, farming, construction, shopping/getting service, fishing, weaving/sewing, textile care, cooking, domestic work, caring for children/adults/elderly, commuting, and traveling.
- Time is marked in **15-minute intervals**

Issues with Workload / Time Recall

- 24-hour recall does not adequately represent time allocation, especially in an agricultural society
- 15-minute time intervals are very granular and difficult to recall
- Seasonality of agriculture and holidays might impact workload
- However, recall of time allocation longer than 24 hours generally has higher recall error

Score of 1
if respondent works less than 10.5 hours in a day (time poverty line)

Score of 0
If works more than 10.5 hours

Indicator 5.2

Leisure

**Original WEAI Domain 5
Time Allocation**

Weight
50% of Domain **10%** of 5DE

**Not included in
Pro-WEAI**

Survey Questions

- How satisfied are you with your available time for leisure activities like visiting neighbors, watching TV, listening to the radio, seeing movies or doing sports?**

Response Coding

Scale of 1 – 10
1 means you are not satisfied
10 means you are very satisfied

If you are neither satisfied or dissatisfied this would be in the middle or 5 on the scale

Score of 1
if respondent
rated 5 or higher

Score of 0
If respondent
rated less than 5

Indicator 1.2

Self-efficacy

Pro-WEAI Domain 1
Intrinsic Agency

Weight
8.3% of 3DE

Survey Questions

Measured using the *New General Self-Efficacy Scale* which makes 8 statements to be agreed or disagreed with

1. I will be able to achieve most of the goals that I have set for myself
2. When facing difficult tasks, I am certain that I will accomplish them.
3. In general, I think that I can obtain outcomes that are important to me.
4. I believe I can succeed at most any endeavor to which I set my mind.
5. I will be able to successfully overcome many challenges.
6. I am confident that I can perform effectively on many different tasks.
7. Compared to other people, I can do most tasks very well.
8. Even when things are tough, I can perform quite well.

Response Coding

- 1 = strongly disagree
- 2 = disagree
- 3 = neither
- 4 = agree**
- 5 = strongly agree

Score of 1
If “agree” or greater on average with self-efficacy questions (Score ≥ 32)

Score of 0
Otherwise (Score < 32)

Indicator 1.3

Attitudes about intimate partner violence (IPV) against women

Pro-WEAI Domain 1
Intrinsic Agency

Weight
8.3% of 3DE

Survey Questions

Asks if a husband is justified in hitting or beating his wife in the following situations

- She goes out without telling him
- She neglects the children
- She argues with him
- She refuses to have sex with him
- She burns the food

Response Coding

- 1 = yes, justified
2 = no, not justified
 3 = don't know

Score of 1
If all five questions are scored "not justified"

Score of 0
otherwise

Indicator 1.4

Respect among household members

Pro-WEAI Domain 1
Intrinsic Agency

Weight
8.3% of 3DE

Survey Questions

Respondents are asked about their relationship with the other adult in the household

- 1) Respondent respects other adult
- 2) Other adult respects respondent
- 3) Respondent trusts other adult
- 4) Respondent is comfortable disagreeing with other adult

Response Coding

1 = most of the time

2 = sometimes

3 = rarely

4 = never

Score of 1
If all four questions are scored “most of the time”

Score of 0
otherwise

Indicator 2.6

Visiting important locations

Pro-WEAI Domain 2
Instrumental Agency

Weight
8.3% of 3DE

Survey Questions

Asks respondents how often they visit locations in the community

- How often do you visit an urban center?
- How often do you go to the market / haat / bazaar?
- How often do you go to visit family or relatives?
- How often do you go to visit a friend / neighbor's house?
- How often do you go to the hospital / clinic / doctor (seek health service)?
- How often do you go to a public village gathering / community meeting / training for NGO or programs?
- In the last 12 months, how many times have you been away from home for one or more nights (in other words, sleeping somewhere else for the night)?
- In the last 12 months, have you been away from home for more than one month at a time?

Response Coding

- 1 = Everyday
- 2 = Every week at least once
- 3 = Every 2 weeks at least once
- 4 = Every month at least once
- 5 = Less than once a month
- 6 = Never

Score of 1

If either:

1) visits at least two of city, market, or family/relative locations at least once per week; OR

2) Visits at least one health facility or public meeting at least once per month

Score of 0

otherwise

Indicator 3.2

Membership in influential groups

Pro-WEAI Domain 3
Collective Agency

Weight
8.3% of 3DE

Survey Questions

For respondents who are active members of groups:

- To what extent does this group influence life in the community beyond the group?

Response Coding

- 1 = Not at all
- 2 = Small extent
- 3 = Medium extent**
- 4 = High extent

Score of 1
If active member of at least one group that they report can influence the community to at least a “medium” extent

Score of 0
otherwise

Example Calculation

Original WEAI overall score calculation (Ghana)

Table 2: Ghana WEAI, Feed the Future Zone of Influence (ZOI)

Indexes	Overall ZOI	
	Women	Men
Disempowered Headcount (H)	72.1%	23.8%
Empowered Headcount (1-H)	27.9%	76.2%
Average Inadequacy Score (A)	40.8%	31.5%
Average Adequacy Score (1- A)	59.2%	68.5%
Disempowerment Index ($M0 = H \times A$)	0.295	0.075
5DE Index (1-M0)	0.705	0.925
No. of observations used	2160	2350
Total observations	3407	3684
% of Data used	63.4%	63.8%
% of women without gender parity (H_{GPI})	73.1%	
% of women with gender parity (1- H_{GPI})	26.9%	
Average Empowerment Gap (I_{GPI})	26.4%	
GPI ($1 - H_{GPI} \times I_{GPI}$)	0.807	
No. of observations used	1421	
Total no. of dual households	2723	
% of Data Used	52.2%	
WEAI ($0.9 \times 5DE + 0.1 \times GPI$)	0.716	

Note: Calculations weighted to adjust for sampling design.

Example Calculation

5DE decomposed by dimension and indicator (Ghana)

Table 3: Ghana 5DE decomposed by dimension and indicator

Statistics	Production		Resources			Income	Leadership		Time	
	Input in productive decisions	Autonomy in production	Ownership of assets	Purchase, sale, or transfer of assets	Access to and decisions on credit	Control over use of income	Group member	Speaking in public	Workload	Leisure
Indicator Weight	0.10	0.10	0.0667	0.0667	0.0667	0.20	0.10	0.10	0.10	0.10
WOMEN										
Censored headcount	0.287	0.221	0.387	0.583	0.619	0.200	0.264	0.256	0.343	0.117
% Contribution	9.7%	7.5%	8.7%	13.2%	14.0%	13.5%	9.0%	8.7%	11.6%	4.0%
Contribution	0.029	0.022	0.026	0.039	0.041	0.040	0.026	0.026	0.034	0.012
% Contr. by dimension	17.2%		36.0%			13.5%	17.7%		15.6%	
MEN										
Censored headcount	0.023	0.102	0.015	0.045	0.220	0.039	0.116	0.047	0.117	0.080
% Contribution	3.0%	13.6%	1.4%	4.0%	19.5%	10.5%	15.5%	6.3%	15.7%	10.6%
Contribution	0.002	0.010	0.001	0.003	0.015	0.008	0.012	0.005	0.012	0.008
% Contr. by dimension	16.6%		24.9%			10.5%	21.7%		26.3%	