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The DCED is the long-standing forum for donors, foundations and UN agencies working in private sector development, who share their practical experience and identify innovations and formulate guidance on effective practice.

The WEDWG aims to harness the knowledge and expertise of DCED member agencies to overcome some of the major obstacles to Women's Entrepreneurship Development in developing countries. For more information on the DCED WEDWG, please visit the DCED website at <http://www.enterprise-development.org/page/wedwg>

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### **Disclaimer**

The views in this paper are the authors or derived from secondary and tertiary sources and are not necessarily endorsed by the DCED or any of its members.

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## Executive Summary

The Donor Committee for Enterprise Development (DCED) women's entrepreneurship development (WED) working group advances a learning and knowledge sharing agenda on the promotion of women's entrepreneurship development. Its mission is to promote equitable opportunities between women and men, as well as strengthen economic impact. A 2012 DCED Scoping Study on WED interventions reported that data on household level change in relation to WED or PSD projects represents an important gap in current measurement.<sup>1</sup>

Meanwhile household relationships have been identified as a key frontier for women's empowerment, which have important spill over effects on women's entrepreneurship development and all spheres of life. Decisions, relations and norms at the household level may affect opportunities for women and girls for education, autonomy and space to pursue their goals and innovations, as well as support networks, motivation and aspirations in entering entrepreneurship.<sup>2</sup> In particular, violence and fear of violence are central to women's disempowerment, social capital and engagement in public spaces.<sup>3</sup>

This paper is aimed to support DCED member projects to integrate gender considerations more fully into private sector development (PSD) measurement systems. It takes a first step at bridging the knowledge gap by:

1. Reviewing definitions of women's economic empowerment,
2. Identifying current measures for women's economic empowerment in WED, and
3. Offering practical ways forward for measuring household level change in women's economic empowerment

### Definitions of women's economic empowerment

Based on a literature review, this report proposes a set of four domains to represent economic empowerment:

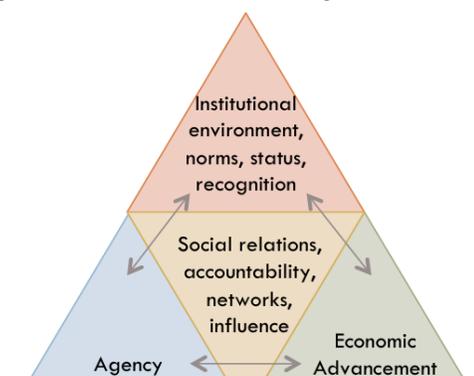


Illustration inspired by: CARE (2010). Governance Programming Framework

#### 1. Agency

Capabilities, knowledge, individual will, skills and confidence to pursue one's own interests, and access assets, services and needed support. This may include power of decision-making and control to adopt new strategies and technologies to enhance

<sup>1</sup> Nguyen, T. (2012). Scoping Study of Women's Entrepreneurship Development Interventions: knowledge gaps for assessment of project performance. Donor Committee for Enterprise Development: Women's Entrepreneurship Development Working Group. Retrieved May 6, 2013: <http://www.enterprise-development.org/page/download?id=2036>

<sup>2</sup> Mayoux, L. and Mackie, G. (2008). Guide to Gender Integration in Value Chain Development, "Making the Strongest Links". International Labor Organization.

<sup>3</sup> Kabeer, N. (1999). The Conditions and Consequences of Choice: reflections on the measurement of women's empowerment. UNRISD Discussion Paper No. 108.

productivity and income.

**2. Institutional environment, norms, recognition and status**

Systems of values, norms, institutions and policies that shape the economic and social environment and condition one's choices. This includes access issues in the social and physical environment, in relation to rights and use of assets and services, opportunities and expectations.

**3. Social relations, account-ability, networks, influence**

Power relations and networks that help women achieve their potential and negotiate for their rights and interests. This may involve processes of bargaining, negotiation, decision-making, collaboration and collective action.

**4. Economic Advancement**

Income, assets, resilience and return on labor.

This framework offers an important foundation for shaping the review on measuring economic empowerment in the context of women's entrepreneurship. However, it is important to note that the concept of women's economic empowerment is complex. Understanding women's economic empowerment requires taking into account the fact that economic empowerment definitions will vary across contexts and diverse groups. To begin to understand changes in women's economic empowerment requires reflection on inter-related aspects of a woman's life to explore not only what has changed but also how change has been experienced in order to ensure that positive gains are sustainable and that the intervention does no harm.

**Current measures**

*So how have projects measured household level changes in economic empowerment for women entrepreneurs?*

This review used the economic empowerment framework to map WED DCED project measures of change at the household level. Across the 30 project documents reviewed, nearly 2/3 did not have any indicators at the household level. For those that did, 75% did not appear to disaggregate household level change by sex to understand how different members of a household have experienced change.

Among changes tracked in relation to gender and the household level, indicators tended toward monitoring change in economic advancement outcomes (Domain 4) and to a lesser extent agency (Domain 1). However, far fewer projects tracked how the institutional environment, norms and status of women are shifting (Domain 2) or changes in social relations (Domain 3).

Looking more broadly across literature from governmental, non-profit, research and intergovernmental sources offered a broader set of factors used in measurement of women's economic empowerment at the household level.

The most common factors include:

<b>1. Access and control (decision-making, negotiation and voice) over productive assets and income</b>
<b>2. Access to information, services, resources and markets through both formal and informal sources</b>
<b>3. Average number of hours per day on housework as a percent of the working day, across men, women, boys and girls</b>
<b>4. Freedom/ restriction of mobility</b>
<b>5. Changes in domestic violence and conflict</b>
<b>6. Men's and women's perceptions, value and attitudes toward women's status, work and gender relations</b>
<b>7. Women's and men's sense of self-worth, self-efficacy, confidence and autonomous action</b>
<b>8. Women's control over their own sexual and reproductive health</b>
<b>9. Share of men's and women's investment to household, healthcare, children, self</b>

## **Practical ways forward**

While the broader literature review offered a spectrum of current measures for women's economic empowerment, it did not offer practical means toward prioritizing and selecting indicators in practice. In fact there is no 'quick and easy' answer on how to select measures for women's economic empowerment.

Part III highlights a set of practical approaches and resources toward identifying measures and methods for results measurement in women's economic empowerment. Foundational to this process is taking an approach that constructs pathways toward women's economic empowerment. This process aligns with and complements DCED Guidance on implementing results chains.

Working through pathways of change offers a means to review and refine existing project results chains in relation to the economic empowerment of women entrepreneurs. This may lead to stronger integration of gender in existing results chains or new results chains toward including and empowering women entrepreneurs. For issues beyond the scope or capacity of a particular project, teams may also use this process to identify institutional linkages or partnerships to supplement current gaps in relation to gender programming.

Through this process, project teams should be able to identify and prioritize indicators that are sensitive to gender and gender-related change in line with DCED Guidance on Results Measurement. Part III also presents a set of qualitative and quantitative resources and tools to explore and monitor economic empowerment of women entrepreneurs at the household level in the initial analysis, baseline, monitoring and results measurement. These resources offer a first step toward piloting and refining methods to identify and track changes in women's economic empowerment at the household level over time.

## Recommendations

To advance learning on WED and women's economic empowerment at the household level, the report identifies a number of programmatic and operational recommendations:

- 1. Integrate gender into current quantitative monitoring tools:** An important first step in integrating gender more effectively in current measurement frameworks is to ensure indicators are sex disaggregated. Measurement tools should also be reviewed to identify opportunities to integrate qualitative questions on women's economic empowerment at the household level.
- 2. Advance learning on qualitative measures for WED and women's economic empowerment:** By and large, reports reviewed had limited household level measures, and methods tended to rely heavily on quantitative metrics. To gain a more nuanced understanding of change in women's economic empowerment, further work is needed to explore qualitative approaches toward monitoring change.
- 3. Pilot methods for measuring women's economic empowerment at the household level:** Building from the literature review, a practical next step would be to support projects in reflecting on women's economic empowerment at the household level, and defining indicators and methods for monitoring change in this area.
- 4. Test hypotheses on the link between WED and women's economic empowerment:** To advance its own learning agenda, the DCED WED working group may identify and prioritize critical assumptions that underlie current thinking on WED and women's economic empowerment. This can offer a coherent theme around which to advance learning for program quality and leveraging impact.
- 5. Strengthen organizational commitment to results measurement and gender:** Robust measurement and commitment to WED and women's economic empowerment requires a strong organizational leadership and operational strategy for learning, measurement and gender.
- 6. Ensure Flexible Systems for Measurement:** Given the complexity of women's economic empowerment, systems of measurement should also be flexible to detect unpredicted changes as well as track important indicators that may emerge. This requires flexibility among organizations and donor relationships to strengthen effective results measurement.

## 1. Background

This paper takes a next step toward filling a knowledge gap on the collection of household level data through review of broader literature and current practices of WED and PSD projects on measuring household level change in the economic empowerment of women entrepreneurs. It draws from a broad range of resources to:

- Articulate a framework for women’s economic empowerment in the context of PSD
- Take stock of household-level indicators in WED/PSD projects, and
- Put forward practical ways toward measuring change in women’s economic empowerment within the household.

Literature compiled for this review falls across three categories:

1. Research documentation framing what women’s economic empowerment comprises, as defined across governmental, non-governmental, research and inter-governmental sources. This includes guidance documentation and conceptual frameworks on women’s economic empowerment and agricultural, enterprise and value chain development (see list of resources reviewed in Annex A).
2. DCED member project documentation in relation to women’s entrepreneurship development projects. Projects selected for this review were those reported in the DCED Scoping Study survey on women’s entrepreneurship development. Review of DCED member projects took into account measurement data from 30 projects submitted by 10 donor agencies (see list of projects reviewed in Annex B). While further projects were suggested in the initial survey, sufficient documentation on indicators and logical frameworks were not always available for inclusion in this review.
3. Methodological guidance on measuring change in women’s economic empowerment. This report is intended as a reference paper for DCED members to reflect on how to integrate household level measures for women’s economic empowerment into results measurement. It is relevant for all projects that include ‘women entrepreneurs’ among the people they hope to serve, regardless of whether or not the project focus is women’s entrepreneurship development.

Understanding changes in women’s economic empowerment in the context of PSD projects is important for multiple reasons. Analysis of household level gender relations can highlight opportunities and barriers to the growth of women’s enterprises with important implications on project performance. Measurement of women’s economic empowerment can also deepen the understanding of women’s and men’s contributions and benefits from interventions, as well as contribute more broadly to learning about the link between women’s economic empowerment and economic growth/business outcomes. Finally, monitoring potential risks or harms women may face as a result of their engagement in entrepreneurship is fundamental to ensure ethical engagement of women and men in private sector development programming.

## 2. Women's Economic Empowerment and Development

Women's empowerment and gender equality issues have been a part of international development discourse since the 1970s. Recently, the 2012 World Development Report highlighted the importance of women's empowerment and gender equality work as both ends in themselves as well as 'smart economics' - a key lever for development impact and poverty reduction.<sup>4</sup>

A number of studies have confirmed this relationship, as noted in a recent literature review by Naila Kabeer and Luisa Natali, though the kind of work women engage in matters – with the higher number of women in formal employment showing a stronger relationship toward economic growth. In many ways, these arguments have been framed in terms of how gender inequality leads to inefficiencies that stifle economic growth by raising gender-based barriers against women's entrepreneurship development.<sup>5</sup> In particular, household relationships have been identified as an influential sphere of life that can have important spill over effects on women's entrepreneurship development and all spheres of life.<sup>6</sup> The benefits of overcoming these barriers can have positive outcomes for economic growth and indirect social and development outcomes. For example, a study in Bangladesh found that credit provided to women has been correlated with better health and nutrition outcomes for boys and girls, as compared to credit provided to men.<sup>7</sup>

At the same time, the inverse relationship – that economic growth and development are good for women's empowerment and gender equality – has been less explored. A recent study looking at economic development and women's empowerment in China and India found that increasing labor opportunities for women is linked with better outcomes in terms of girl survival and education, women's employment rates and birth-rate imbalances.<sup>8</sup> Kabeer, however, points out that even in places where women enter the labor market, jobs they take can have little effect on their bargaining power in that economy and may also increase women's burden of labor. This is particularly true where reductions in public expenditures mean more unpaid domestic and care-giving work, which tend to fall on women's shoulders.<sup>9</sup> For women unable to complete unpaid household work, multiple studies have observed cases where men may prevent women from working, take control over women's income or increase violence against women. These constraints limit women's opportunities to expand their autonomy or grow their businesses.<sup>10</sup>

### 2.1 Framework for Women's Economic Empowerment

While a number of studies have emerged to justify the link between women's economic empowerment and economic growth, there is no clear agreement on what women's economic empowerment means.

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<sup>4</sup> The World Bank (2012). World Development Report 2012: Gender Equality and Development, pg. 2. Retrieved May 24, 2013 from: <http://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936222006/Complete-Report.pdf>

<sup>5</sup> Kabeer, N. and Natali, L. (2013) Gender Equality and Economic Growth: Is there a Win-Win? IDS Working Paper, v. 2013:417.

<sup>6</sup> Mayoux, L. and Mackie, G. (2008). Guide to Gender Integration in Value Chain Development, "Making the Strongest Links". ILO.

<sup>7</sup> Pitt, M., Khandker, S. and Cartwright, J. (2006). Empowering Women with Micro Finance: evidence from Bangladesh.

<sup>8</sup> Duflo, E. (2011). Women's Empowerment and Economic Development. Abdul Latif Jameel Professor of Poverty Alleviation and Development Economics. Massachusetts Institute of Technology.

<sup>9</sup> Kabeer, N. and Natali, L. (2013).

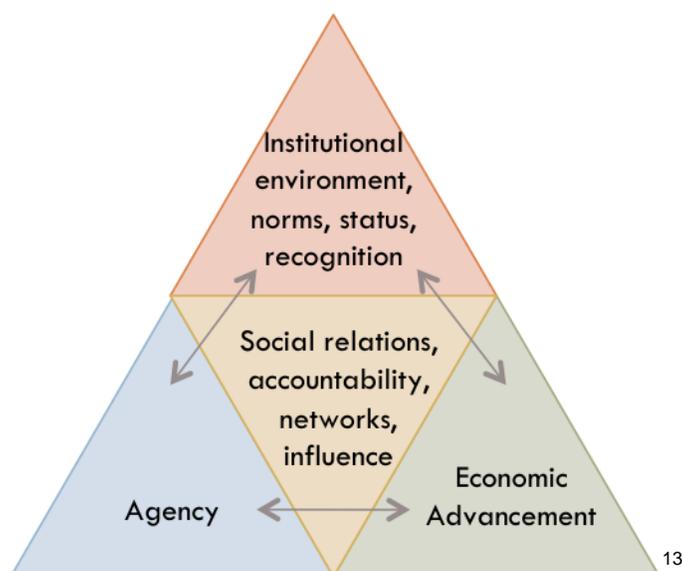
<sup>10</sup> Mayoux, L. (2001). "Jobs, Gender and Small Enterprises: getting the policy environment right". SEED Working Paper, No. 15. Series on Women's Entrepreneurship Development and Gender in Enterprises. Geneva: International Labor Organization.

The concept of women’s economic empowerment goes beyond ‘women’s development’, welfare or upliftment, to represent a process of conscientization and organized struggle for social change and gender equality – on individuals, relationships and groups.<sup>11</sup> The International Centre for Research on Women puts forward a concise definition for women’s economic empowerment:

*“A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions.”*

Building from this definition, and frameworks developed by other development agencies including CARE International, SIDA and the M4P Hub, it is possible to start to construct an overall framework for organizing the discussion on women’s economic empowerment and its measurement. Based on the review, this report understands women’s economic empowerment as the interrelated set of changes across four domains:<sup>12</sup>

Figure 1 Women's Economic Empowerment Framework



The domains of women’s economic empowerment can be defined as follows (see Table 1).

<sup>11</sup> Batiwala, S. (2007) “Taking the Power out of Empowerment – an experiential account.” *Development in Practice*, v. 17 (4/5): pp. 557-565; Eyben, R. and Napier-Moore, R. (2008).

<sup>12</sup> Golla, A.M., Malhotra, A., Nanda, P. and Mehra, R. (2011). “Understanding and Measuring Women’s Economic Empowerment Definition, Framework and Indicators. International Center for Research on Women: Washington, DC. Retrieved May 6, 2013, at: <http://www.icrw.org/publications/understanding-and-measuring-womens-economic-empowerment>; Jones, L. (2012). “How can the Making Markets Work for the Poor framework work for poor women and for poor men?” Conceptual Paper. Springfield Centre for Business in Development: [http://www.m4phub.org/userfiles/resources/32201210289657-M4P\\_WEE\\_Framework\\_Final.pdf](http://www.m4phub.org/userfiles/resources/32201210289657-M4P_WEE_Framework_Final.pdf); SIDA (2009) Women's Econ Empowerment Scope for SIDA's Engagement. Sida Working Paper: [http://www.sida.se/Global/SIDA52479en\\_Women's%20Economic%20Empowerment%20Scope%20for%20Sida's%20Engagement\\_webb.pdf](http://www.sida.se/Global/SIDA52479en_Women's%20Economic%20Empowerment%20Scope%20for%20Sida's%20Engagement_webb.pdf); Martinez, E. (2006). Courage to Change: confronting the limits and unleashing the potential of CARE's programming for women. CARE Strategic Impact Inquiry on Women's Empowerment: Synthesis Report. Retrieved May 6, 2013, at: [http://pgdl.care.org/sii/SIILibrary/SII%20Women%27s%20Empowerment%20Global%20Phase%202%20Synthesis%20Report%20006%20\(English\).pdf](http://pgdl.care.org/sii/SIILibrary/SII%20Women%27s%20Empowerment%20Global%20Phase%202%20Synthesis%20Report%20006%20(English).pdf);

<sup>13</sup> Illustration inspired by: CARE (2010). Governance Programming Framework: <http://governance.care2share.wikispaces.net/GPF>

**Table 1. Four Domains of Women's Economic Empowerment**

<b>1. Agency</b>	Capabilities, knowledge, will, skills and confidence to pursue one's own interests, and access assets, services and needed support. This may include power of decision-making and control to adopt new strategies and technologies to enhance productivity and income.
<b>2. Institutional environment, norms, recognition and status</b>	Systems of values, norms, institutions and policies that shape the economic and social environment and condition one's choices. This includes access issues in the social and physical environment, in relation to rights and use of assets and services, opportunities and expectations.
<b>3. Social relations, accountability, networks, influence</b>	Power relations and networks that help women achieve their potential and negotiate for their rights and interests. This may involve processes of bargaining, negotiation, decision-making, collaboration and collective action.
<b>4. Economic Advancement</b>	Income, assets, resilience and return on labor.

As the illustration above shows, each domain can interact with and influence the other. Also, social relations, accountability, networks and influence often characterizes the quality of interactions between other domains, and thus sits in the middle of the framework. Relations are an important mediating domain between how increases in women's income (Domain 4) may offer women both greater status in the household (Domain 2) and greater power to invest income as she sees best (Domain 1).

Thus, understanding and measuring changes in economic empowerment should consider shifts in all four domains. For example, looking at women entrepreneurs access to credit, should consider:

- Domain 1: Women's knowledge and use of credit;
- Domain 2: The requirements and procedures to access credit and broader perceptions of women-owned enterprises;
- Domain 3: Men's influence within the household over the control and use of loans; and
- Domain 4: How these transactions have been used in relation to benefits to women's interests and that of their households.

Some studies have found that sustainability of change in both women's entrepreneurship development as well as economic empowerment hinges on shifts across each domain. Notably, CARE's three-year impact study on women's empowerment found that across village savings and loans interventions, those that consistently worked with gender and power relations, women's status and gender norms, in addition to financial literacy and service linkages, showed stronger effects on both economic advancement as well as social and psychological aspects of empowerment. The study found that projects that focused narrowly on women's individual capabilities (Domain 1) and income (Domain 4) without taking consideration of institutional

barriers (Domain 2) or social relations (Domain 3) experienced smaller gains that were 'fragile and easily reversible'.<sup>14</sup>

## 2.2 Characteristics of Women's Economic Empowerment

The framework for women's economic empowerment helps us to consider the dimensions of women's economic empowerment that shape a woman entrepreneur's opportunities, power, bargaining, roles, recognition and aspirations.

Many WED programmes focus on working with women entrepreneurs to strengthen their knowledge, skills and confidence to grow their businesses, however, do not take into account the environment and relationships that shape their lives. Empowerment literature points out a number of factors to take into account in measuring women's economic empowerment:

### 1. Understanding changes in women's economic empowerment requires looking beyond the market and consider change across different aspects of a woman's life.<sup>15</sup>

Understanding what economic empowerment means for women entrepreneurs should be situated more broadly in their lives. For example, cultural norms and values restricting women to the household, lack of control over one's reproductive health, poor access to healthcare or education, and weak social capital at the community level, can work together to limit women entrepreneurs' opportunities and access to grow their businesses and advance their economic empowerment.

Conversely, as women gain opportunities as entrepreneurs, and take control of their businesses, this may contribute to their status in the household, or position in community-level decision-making. While economic empowerment alone is not sufficient for the fulfilment of women's empowerment overall, it can be an important opportunity and trigger for broader change toward women's equal human rights.

For these reasons, analysis of women's economic empowerment must take into account the various aspects of women entrepreneurs' lives and the diverse relationships they hold. This involves looking at their roles and relationships across both private and personal spaces and public spaces.

#### Private and personal spaces:

- ***In relation to self-esteem, confidence and aspirations*** – self-perception and confidence, often grounded in prevailing gendered expectations, household relationships and opportunities for women entrepreneurs;
- ***As part of a household and kinship network*** – gendered divisions of labor, decision-making and inheritance norms, support and bargaining within the household. This includes questions of unpaid work, distribution of workload, and recognition of different types of work toward supporting the household economy; and

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<sup>14</sup> Martinez, E. (2006).

<sup>15</sup> Jones, L. (2012).

## Public spaces:

- **Political** – Policy frameworks, rights commitments and women’s position in representing interests, negotiating and coalition-building to influence political decision-making;
- **Economic** – Skills, knowledge and autonomy to engage markets, property rights, access to, conditions of and roles in market and labor opportunities, livelihood networks;
- **Human/Social Development** – Access to services, information and resources; influence in shaping development priorities; and the responsiveness of service providers and line ministries to the position, rights and interests of women; and
- **Social Networks** – Access and strength of solidarity groups and networks to support and mobilize around women’s interests.

Literature on economic empowerment has also emphasized important cross-cutting norms, values and relationships that can shape women’s opportunities or barriers to effectively engage the market and benefit from it. These are:

- **Violence and control over one’s body** – control over one’s labor, sexual and reproductive health rights and mobility; perceptions, frequency and nature of gender-based violence / human security; and
- **Discrimination and attitudes around gender norms and relations** – perceptions, treatment and status of women across public and private spaces.<sup>16</sup>

## 2. Women’s economic empowerment is both a process and an outcome.

Changes in economic empowerment must be grounded in women’s own aspirations and experiences – it is just as important what changes for women entrepreneurs as it is how things are changing, and what triggered these changes.<sup>17</sup>

## 3. What women’s economic empowerment looks like will vary across contexts, diverse groups and time.<sup>18</sup>

Definitions of economic empowerment shift across diverse women and groups. Over time, aspirations and visions of economic empowerment will continue to evolve. Thus, the specific factors for progress in women’s economic empowerment will differ across different contexts, and may evolve over time.<sup>19</sup> Further, even within the same context, a change in the environment can lead to different responses, impacts and meanings for different groups.<sup>20</sup>

## 4. Change in women’s economic empowerment is complex, non-linear and often unpredictable.

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<sup>16</sup> McDevitt, A. (2010). “Helpdesk Research Report: Measuring Women’s Economic Empowerment.” Governance and Social Development Resource Centre, University of Birmingham. Retrieved May 6, 2013, at: <http://www.gsdrc.org/go/topic-guides/empowerment-and-accountability/measuring-empowerment-and-accountability>

<sup>17</sup> Narayan, D (2005). Measuring Empowerment: cross-disciplinary perspectives. Oxford University Press.

<sup>18</sup> Martinez, E. (2006).

<sup>19</sup> Golla, A.M., Malhotra, A., Nanda, P. and Mehra, R. (2011).

<sup>20</sup> Kabeer, N. (2001). Resources, Agency and Achievements: reflections on the measurement of women’s empowerment. Sida Studies.

Economic empowerment is a process of social change, which is deeply embedded in the broader set of actors, trends and systems, and women's choices in navigating within this environment. Thus, changes in economic empowerment are unpredictable, and emerge from multiple factors.<sup>21</sup>

### **5. Change in women's economic empowerment is a long-term process.**

Changes may take more time than traditional donor funding cycles allow for impact to become apparent.<sup>22</sup> This requires a more nuanced approach toward measurement to reflect on what are the incremental pre-conditions required to move toward women's economic empowerment, and establish measurement systems to capture different levels of change toward it. This also means that measuring empowerment requires some flexible and open ended measurement methods that can capture unanticipated changes, grounded in women's own aspirations.

### **6. Relationships matter for women's economic empowerment.**

Experiences have also highlighted the importance of household and intimate relations in affecting women's decisions and opportunities for economic empowerment.<sup>23</sup> Also, related to considering different aspects of women's lives, projects must be sensitive to key relationships that may support or act against women entrepreneurs' economic empowerment. This requires considering empowerment beyond changes in individual lives, but also in relation to groups.

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<sup>21</sup> Ibid; Martinez, E. (2006); Batliwala, S. and Pittman, A. (2011). "Measuring Change in Women's Realities". Association for Women's Rights in Development.

<sup>22</sup> Kantor, P. (2001), "Promoting Women's Entrepreneurship Development based on Good Practice Programmes: experiences from the North to the South". SEED Working Paper No. 9, International Labour Organization. Retrieved May 6, 2013, at: [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_113762.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_113762.pdf)

<sup>23</sup> Eyben, R. (2009). "Beyond Redistribution: relational perspectives on economic justice." IDS in Focus Policy Briefing 11: <http://www.ids.ac.uk/files/dmfile/IF11.4web.pdf>; Narayan, D (2005).

### 3. Current Measures for Women’s Economic Empowerment at the Household Level

Part 2 of this paper establishes a framework for understanding and analysing women’s economic empowerment. Building from this framework, this section reviews current household-level factors tracked across a selection of literature and DCED projects related to women’s entrepreneurship development and economic empowerment.

#### 3.1 Conceptualizing Economic Empowerment at the Household Level

Literature on economic empowerment highlights the central importance of intimate relations and the household in shaping empowerment, with spill over effects on women’s entrepreneurship development and all spheres of life.<sup>24</sup> For example, Mayoux and Mackie (ILO, 2008) note that household level relations and institutional norms that affect the household can perpetuate the denial of women’s rights to property, mobility, and learning opportunities. Further, traditional gender roles also have implications on women’s time and domestic workload. These factors can act to restrict women entrepreneurs’ ability to gain the capital, skills, technology and networks for effective market access.<sup>25</sup>

#### Defining the Household

Before we can begin to discuss women’s economic empowerment at the household level, it is important to develop a clear definition for the household. Given the diversity and complexity of living arrangements and relationships among individuals in any given community, this paper considers the household in regard to the set of relationships it represents. This comprises pooled income, production and consumption patterns. A household definition can extend beyond residency, to take into account kinship networks, which often play an important role in supporting livelihoods and access to resources.<sup>26</sup>

In application, it is important to consider how the definition of household can best be adapted for the country context. These considerations should also ensure no individuals are left out completely from the sample frame in local definitions of households (e.g. domestic workers are sometimes rendered invisible in household surveys due to their economic relationship and subordinate status within households where they work).<sup>27</sup> Focusing on the household level, the women’s economic empowerment framework can be more tightly defined as follows (see Table 2).<sup>28</sup>

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<sup>24</sup> Martinez, E. (2006); SIDA, Golla, et al (2011); Kantor, P. (2001); BRIDGE, CIDA, Razavi, World Bank, <sup>24</sup> Mayoux, L. and Mackie, G. (2008). Guide to Gender Integration in Value Chain Development, “Making the Strongest Links”. International Labour Organization.

<sup>25</sup> Mayoux, L. and Mackie, G. (2008). Guide to Gender Integration in Value Chain Development, “Making the Strongest Links”. ILO.

<sup>26</sup> Eyben, R. (2009). Highlights the importance of considering inter-connections and social networks in analysis of resource and service provision. In development, the tendency to focus on market solutions. This represents an important blind spot in understanding women’s economic empowerment and economic security. In: “Beyond Redistribution: relational perspectives on economic justice.” IDS in Focus Policy Briefing 11: <http://www.ids.ac.uk/files/dmfile/IF11.4web.pdf>

<sup>27</sup> Beaman, L, and Dillon, A. (2010). Do Household Definitions Matter in Survey Design? Results from a randomized survey experiment in Mali. Retrieved May 1, 2013, from: <http://www.ifpri.org/sites/default/files/publications/ifpridp01009.pdf>

<sup>28</sup> Mayoux, L. and Mackie, G. (2007). Making the Strongest Link; Kantor, P. (2001), “Promoting Women’s Entrepreneurship Development based on Good Practice Programmes: experiences from the North to the South.” SEED Working Paper No. 9, International Labour Organization. Retrieved May 6, 2013, at: [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_113762.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_113762.pdf); Golla, A.M., Malhotra, A., Nanda, P. and Mehra, R. (2011). “Understanding and

**Table 2. Household Level Descriptors for the Economic Empowerment Framework**

<p><b>Domain 1: Agency</b></p>	<p>Women’s freedom, capabilities, knowledge, will, skills and confidence to pursue one’s own interests, and access assets, services, technology and needed support independently or with their household.</p> <p>This can link to issues of mobility, access to education, skills, ownership and self-esteem. This may also include power of decision-making, time available, risk-taking habits and control to adopt new strategies and technologies to enhance productivity and income.</p>
<p><b>Domain 2: Institutional environment, norms, recognition and status</b></p>	<p>Current norms, expectations and values that can shape the management of households and control over resources. These norms touch issues of ownership, division of labor and consequences on unpaid domestic work and childcare.</p> <p>It also speaks to household member perceptions, expectations and attitudes around gender masculinity and femininity values. This includes how households value education/training, healthcare and entrepreneurship for women, girls, men and boys.</p> <p>Institutions and norms also shape policies and procedures that define what claims and autonomy women can exercise to access services, resources, businesses or cooperative membership. For example, issues of childcare and maternity leave can have a huge impact on the nature of and benefits from women’s economic engagement. Values systems may also shape family codes and customary law, land and property legislation, personal status laws, male permission requirements to access loans, labor rights, etc.<sup>29</sup></p>
<p><b>Domain 3: Social relations, accountability, networks, influence</b></p>	<p>How women entrepreneurs are able to bargain and negotiate for their interests and priorities within the household. This domain describes the quality of interactions between Agency (Domain 1) and Institutional environment, norms, recognition and status (Domain 2). This is more difficult to measure, but relates to how men and women share responsibility and power in decision-making around strategic household decisions.</p> <p>This also considers relationships of support within households and kinship clans that provide opportunities for collaboration, social protection and collective action in ways that involve women.</p> <p>Household relations can reinforce and influence women’s control over their own reproductive health rights, levels of autonomy and mobility. Violence is also closely tied to power relations, as a tool of control or reaction against the prospect of change in a context of women entrepreneurs’ growing economic contributions and access to income/assets.</p>
<p><b>Domain 4: Economic Advancement</b></p>	<p>Household income, assets, resilience and return on labor, and how women and girls, men and boys benefit from it. These measures consider how women manage income, as well as household benefits from women’s participation.</p>

Based on these descriptions, it becomes clear how economic empowerment at the household level can affect how women can access and are affected by WED and PSD interventions. For example, in contexts where women have limited autonomy, mobility or social acceptance as

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Measuring Women’s Economic Empowerment Definition, Framework and Indicators.” International Center for Research on Women: Washington, DC. Retrieved May 6, 2013, at: <http://www.icrw.org/publications/understanding-and-measuring-womens-economic-empowerment>; Alsop, R. and Heinsohn, N. (2005). Measuring Empowerment in Practice: structuring analysis and framing indicators. World Bank Policy Research Working Paper 3510: Washington, DC. Retrieved May 6, 2013, at: [http://siteresources.worldbank.org/INTEMPowerment/Resources/41307\\_wps3510.pdf](http://siteresources.worldbank.org/INTEMPowerment/Resources/41307_wps3510.pdf)

<sup>29</sup> Razavi, S. (2011). World Development Report 2012: Gender Equality and Development: an opportunity both welcome and missed (an extended commentary). UNRISD.

entrepreneurs, women may be inadvertently excluded from PSD and WED interventions. This has important implications for project reach and performance.

### 3.2 Current Practice among DCED Projects

The economic empowerment domains described previously offer a useful framework against which to map measures for women's economic empowerment among DCED WED and PSD projects. Overall, very few project documents included indicators that reached the household. Looking across 30 recommended projects, 18 projects reviewed did not include indicators at the household level. For those that did, 8 did not consistently look within the household to understand who is benefiting from changes. This hides differences in how men, women, boys and girls experience or benefit from household level change.

In relation to the domains of women's economic empowerment, current household level measures focus primarily on **economic advancement** (e.g. land tenure, housing materials, child health, change in income, savings, expenditures and assets, productivity and wages, poverty rates, turn-over of women owned businesses).

**Agency**-related changes were also common among project reporting, particularly in relation to women's and men's participation in, adoption of and satisfaction with training, employment, services and technologies.

This, however, sometimes only considered individual participation without regard to household, or household participation without considering who from households participate. Other agency-related changes tracked by DCED projects include: awareness of rights (1), control over investment of household economic resources (3) and improvements in women's mobility (1).

In the table below, measures that specifically look at gender within the household are emphasized in bold italic.

**Table 3. Summary of DCED Project Measures**

<b>Summary of projects</b>		
Projects reviewed		30
Projects with no household level indicators		18
Projects with household level indicators, and no gender disaggregation		8
<b>Gender-specific considerations at household and individual levels</b>		
<b>Domain 1: Agency</b>	# of men and women participating in or using services	11
	<b><i>Women’s control over economic resources within the household</i></b>	<b>3</b>
	Women reporting awareness of rights	1
	<b><i>Improvements in women’s freedom of mobility</i></b>	<b>1</b>
<b>Domain 2: Institutional environment, norms, recognition and status</b>	Perceptions of women entrepreneurs and businesses	2
	Women reporting improved social status	1
<b>Domain 3: Social relations, accountability, networks, influence</b>	<b><i>Incidents of domestic violence</i></b>	<b>1</b>
<b>Domain 4: Economic advancement</b>	Turnover of growth-oriented women’s enterprises	1

Across projects reviewed, there were few examples of projects that also traced change in **institutional environment and norms (Domain 2)**, or in **social relations (Domain 3)**. Exceptions to this included:

- *Promoting Women in Business*, IADB, and *WEDGE in Southern Africa*, ILO, which looked at perceptions of female entrepreneurship though not specific to the household; and
- *Gender Equality and Women’s Empowerment in the Occupied Palestinian Territories*, ILO, defined indicators on domestic violence. This project included a WED component but was more generally focused on gender equality and women’s empowerment issues.

### **3.3 Measures for Women’s Economic Empowerment**

A broader review of women’s economic empowerment literature offers a wider array of measures for tracking women’s economic empowerment at the household level in relation to WED. Based on a review of measurement frameworks, reviews and guidance from governmental development agencies, intergovernmental organizations, research institutions and academic literature and non-governmental development organizations, this review compiled measures for women’s economic empowerment (see Annex C for complete table of measures identified).

These measures more fully cut across each domain of women’s economic empowerment, in relation to: **women’s agency** (confidence, ownership titles, decision-making patterns, use of

services, mobility, engagement in business, etc.); **norms and institutional environments** (access to information and services, division of labor, and perceptions and attitudes toward women); and **economic advancement** (changes in household income and assets, health and development outcomes).

Fewer sources had measures for changes in **social relations**, which tended to focus on household conflict, support and bargaining power. A subset of indicators placed particular focus on issues of violence in the context of economic empowerment. This reflects empowerment literature, which places violence and fear of violence as a central factor of women's disempowerment, in terms of social capital and engagement in public spaces.<sup>30</sup>

It is also worth noting that gains in the domain of '**Economic Advancement**' are generally presented in ways that are not always specific to *women's* economic empowerment. This category of indicators tends to focus on the consequences of women's economic engagement for the household in terms of household income and assets, child education, health, nutrition and food security or housing security outcomes.

The most common household level factors specific to women's economic empowerment are listed in Table 4. Note that each factor may include specific indicators in relation to each domain of economic empowerment.

What is most striking looking across these common factors is the range of issues they examine. These factors highlight different aspects of women's lives, which can influence economic empowerment. In particular, these factors draw out the links across unpaid household work, access to productive assets and services, restrictions of movement, violence and attitudes towards women entrepreneurs, in the context of women's entrepreneurship and economic empowerment.

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<sup>30</sup> Kabeer, N. (1999). The Conditions and Consequences of Choice: reflections on the measurement of women's empowerment. UNRISD Discussion Paper No. 108.

Table 4. Most common factors for women's economic empowerment (author depiction)

Factors:	Access and control over productive assets and income	Access to information, services, markets	Time use across men, women, boys and girls (workload, roles)	Mobility	Changes in domestic violence and conflict	Changes in perceptions, values and attitudes toward gender relations	Control over women's own sexual/reprod. health
Domain 1: Agency	<ul style="list-style-type: none"> <li>Ownership/titles over property, assets, contracts, businesses.</li> <li>Planting decisions (what crops, how much)</li> <li>Loan management</li> </ul>	<ul style="list-style-type: none"> <li>Productive tools, technologies</li> </ul>	<ul style="list-style-type: none"> <li>Time spent on productive activities vs. household management and care work</li> </ul>	<ul style="list-style-type: none"> <li>Freedom to: travel alone, to access transport</li> <li>Freedom to visit health services, markets; family or friends in another village</li> </ul>	<ul style="list-style-type: none"> <li>Rights awareness in relation to violence</li> </ul>	<ul style="list-style-type: none"> <li>Women's and men's sense of self-worth, self-efficacy, confidence and autonomous action</li> </ul>	<ul style="list-style-type: none"> <li>Choice of spouse, child spacing and fertility</li> </ul>
Domain 2: Institutional environment, norms, recognition and status	<ul style="list-style-type: none"> <li>Inheritance rules, land tenure arrangements and titles; signature and collateral requirements for loans</li> </ul>	<ul style="list-style-type: none"> <li>Access to markets, jobs, educ., media, maternity leave, child support, health care, social protection, justice, pension, fin. services</li> </ul>	<ul style="list-style-type: none"> <li>Perceptions of women's and men's roles in relation to housework and productive activities</li> </ul>		<ul style="list-style-type: none"> <li>Perceptions of violence</li> <li>Changes in laws and practices against violence</li> </ul>	<ul style="list-style-type: none"> <li>Perceptions of women farmers, entrepreneurs, workers</li> <li>Women's rights and autonomy, status, masculinity and power relations</li> <li>Division/value of labor</li> <li>Girls' education</li> </ul>	
Domain 3: Social relations, accountability, networks, influence	<ul style="list-style-type: none"> <li>Household decision-making and negotiation on management of assets and income</li> </ul>	<ul style="list-style-type: none"> <li>Social and kinship networks</li> </ul>	<ul style="list-style-type: none"> <li>How household responsibilities and duties are shared within the household</li> </ul>	<ul style="list-style-type: none"> <li>Permission requirements to travel beyond homestead</li> </ul>	<ul style="list-style-type: none"> <li>Changes in the prevalence of domestic violence</li> </ul>		<ul style="list-style-type: none"> <li>Negotiation/discussion over sexual relations/ contraceptive use</li> </ul>
Domain 4: Economic Advancement	<ul style="list-style-type: none"> <li>HH asset management</li> <li>Share of men's/ women's investment to HH, healthcare, children, self</li> </ul>						

## 4. Practical Ways to Measure HH Change in Women’s Economic Empowerment

As described in the previous section, measures for economic empowerment of women entrepreneurs offer a spectrum of areas of inquiry for understanding change in the context of WED and private sector development. However, it is challenging for project teams to know in practical terms, how to prioritize these areas of inquiry for a results measurement system. In fact, there is no ‘easy answer’ in terms of specific indicators that can be prescribed across all projects to monitor change in women’s economic empowerment.<sup>31</sup> Identifying what to measure requires a reflective approach to results measurement, which focusses on asking the right questions to identify relevant issues to monitor over the course of an intervention in a given context. It also requires recognition that change is not linear, particularly in the complex contexts within which many development projects operate. Rather than assume stability in operating contexts, systems must be able to adapt to unexpected crises – natural, political, financial, etc. – in their measurement.<sup>32</sup>

A process for identifying what to measure in household level change in women’s economic empowerment will be the focus of this section.

### 4.1 Change Pathways toward Women’s Economic Empowerment through Women’s Entrepreneurship Development and Private Sector Development

As a starting point, measuring change in women’s economic empowerment requires an initial contextual and gender analysis. This identifies key bottlenecks or barriers facing women entrepreneurs, which must be overcome for women’s economic empowerment. Understanding these issues can help teams to consider what change might look like in order to overcome these barriers. Based on this analysis, teams can then begin to articulate what sequences of preconditions are necessary to achieve success in women’s economic empowerment.<sup>33</sup> This goes beyond results chains thinking, which tends to view change narrowly in the context of project activities, inputs, outputs and outcomes.<sup>34</sup>

These sequences of preconditions toward economic empowerment are often described as pathways.<sup>35</sup> Based on the literature review, an illustrative example set of four pathways toward women’s economic empowerment is outlined in Figure 3. Each pathway stems from a strategic area of change. In Figure 3, strategic areas from which pathways emerge are:

- a) Gender discrimination in household and societal attitudes;

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<sup>31</sup> Kabeer, N. (1999).

<sup>32</sup> Alpizar, L, Clark, C., Rosenhek, S. and Vidal, V. (2010). Context and Trends for Influencing the Funding Landscape for Gender Equality and Women’s Organizations and Movements. Association for Women’s Rights in Development

<sup>33</sup> Eguren, R. (2011). Theory of Change: a thinking and action approach to navigate in the complexity of social change processes. Hivos, Democratic Dialogue and UNDP: <http://www.sdc-learningandnetworking-blog.admin.ch/uploads/2011/05/Theory-of-Change-Manual-HIVOS-and-UNDP.pdf>

<sup>34</sup> Batiwala, S. (2011). Strengthening Monitoring and Evaluation for Women’s Rights: thirteen insights for women’s organizations. Association for Women’s Rights in Development. Retrieved May 6, 2013, at: <http://www.awid.org/Library/Strengthening-Monitoring-and-Evaluation-for-Women-s-Rights-Thirteen-Insights-for-Women-s-Organizations>; Alsop, R. and Heinsohn, N. (2005). Measuring Empowerment in Practice: structuring analysis and framing indicators. World Bank Policy Research Working Paper 3510: Washington, DC. Retrieved May 6, 2013, at:

<http://siteresources.worldbank.org/INTEMPowerment/Resources/41307wps3510.pdf>

<sup>35</sup> Terminology of pathways comes from Theory of Change

- b)** Unequal access to skills, technologies or linkages for business development;
- c)** Exclusion from group support networks; and
- d)** Legal and service policies and procedures that marginalize women.

Note that these areas encompass aspects of each of the four domains of economic empowerment described earlier.

Moving forward in time, pathways are not meant to be linear cause-and-effect processes. Pathways of change will inevitably interact across strategic change areas, and with one another. Pathways toward economic empowerment may also undergo periods of advancement or regression, particularly within shifting contexts of stability, emerging opportunities as well as shocks over time. Across the change pathways, key actors are depicted in orange circles.<sup>36</sup>

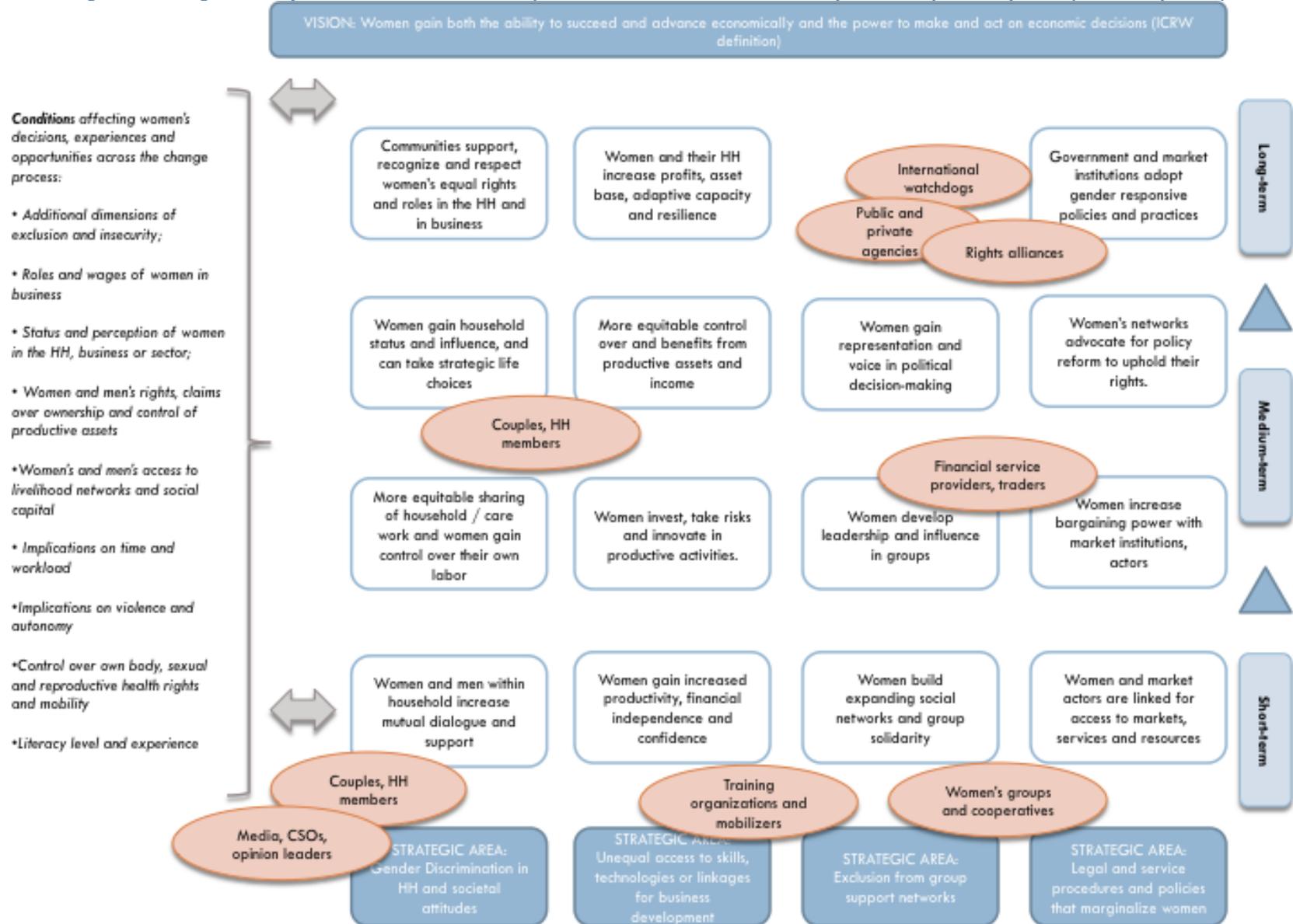
While the pathways presented in Figure 3 offer a general narrative of women's economic empowerment, to be a useful tool in project planning and measurement, teams should undertake their own analysis and reflection to develop pathways toward women's economic empowerment, adapted to the beneficiary population and context.

Identifying key pathways toward women's economic empowerment can help to surface key assumptions around women's economic empowerment, identify important risks and trends to monitor, and inform intervention strategies for supporting economic empowerment in WED and private sector development programming.

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<sup>36</sup> This framing of pathways draws from Eguren, R. (2011).

Figure 3. Change Pathways: Women's Economic Empowerment in the Context of Entrepreneurship Development (author depiction)



## 4.2 Testing Critical Hypotheses

Looking at the example change pathway, there are a number of assumptions about what it takes to advance women's economic empowerment. For example, some assumptions include:

1. Women's increasing control and bargaining power in relation to household assets will strengthen livelihood security and economic growth for their households.
2. Women who gain more enterprise development skills and confidence will increasingly take control of their business assets, invest in and take risks to grow their businesses.
3. Businesses, service providers and government agencies see value in engaging women entrepreneurs' associations and cooperatives to develop more accountable and responsive relationships toward women's entrepreneurship development.

These assumptions represent our hypotheses of how we believe change will happen toward women's economic empowerment. Based on the analysis and reflection, we can begin to prioritize critical hypotheses and formulate questions for testing them over time to deepen learning. This helps to adapt projects to be more effective toward supporting women's economic empowerment. This is also important to ensure accountability of programming to those affected by it, promote good practice in pro-poor and equitable development and improve programme quality and performance.<sup>37</sup>

## 4.3 Mapping Results Chains to Change Pathways

Change Pathways are also important to inform what further actions might be necessary to support women's economic empowerment within project designs. For example, the review of DCED member project measurements found very little attention to how women entrepreneurs' activities are negotiated within the home in terms of control of resources, mobility, social expectations or violence. At a minimum, PSD and WED projects should consider and track risks or harms in women's economic empowerment in relation to programming.<sup>38</sup>

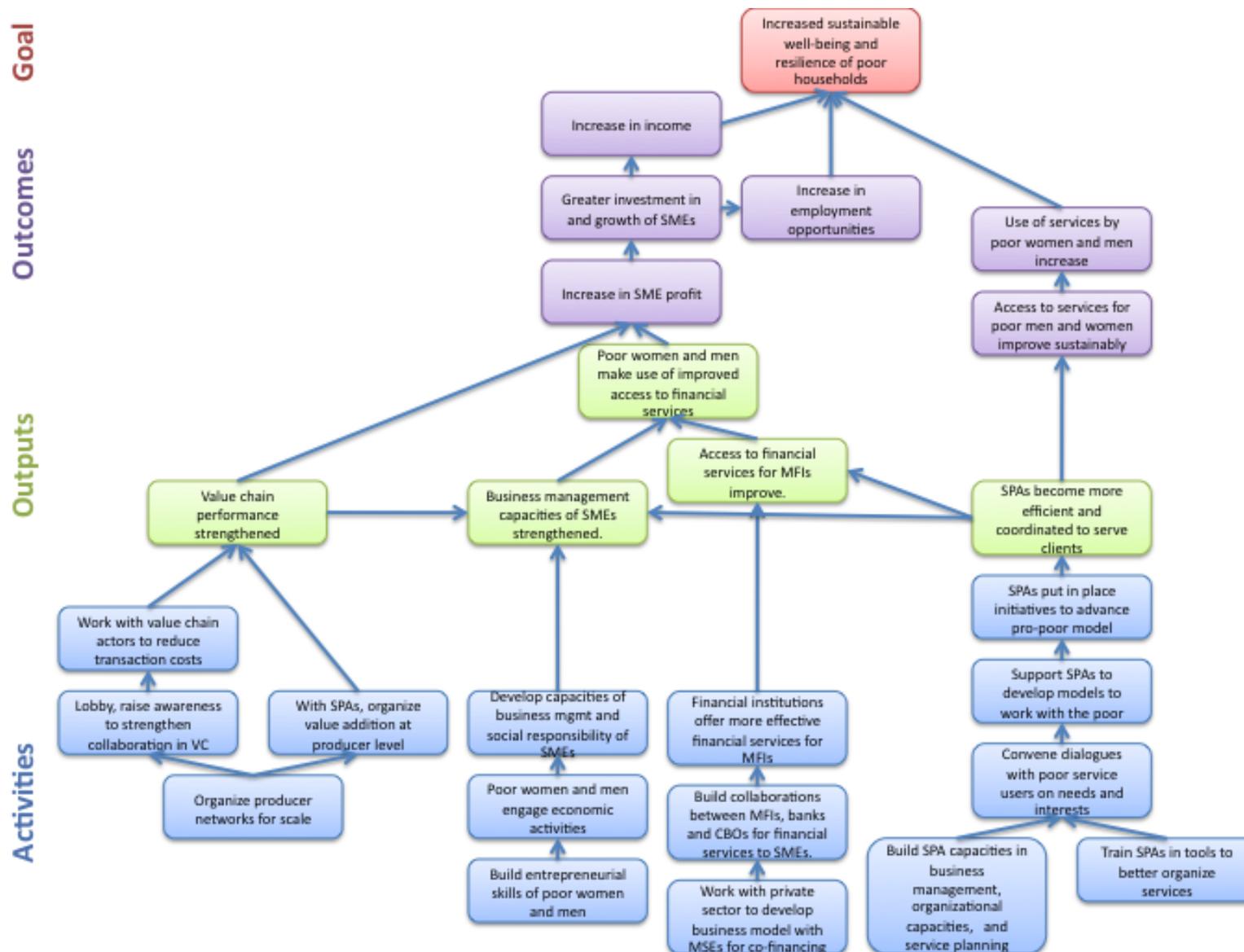
To identify important opportunities and risks related to women's economic empowerment and PSD projects, teams may map project results chains against change pathways for women's economic empowerment. For example, the results chain below is adapted from the Samriddhi project (2010). Samriddhi aimed to contribute toward the economic empowerment of poor households in Bangladesh through a mix of operational strategies to promote value chain development, service provider associations and enterprise development among small and medium enterprises (SMEs).

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<sup>37</sup> Picard, M. and Gillingham, S. (not published). Women's Empowerment Impact Measurement Initiative Guidance Document. CARE International; OECD (2011). Women's Economic Empowerment: issues paper. DAC Network on Gender Equality (GENDERNET); SIDA (2009) Women's Econ Empowerment Scope for SIDA's Engagement. Sida Working Paper: <http://www.enterprise-development.org/page/download?id=1524>; Batiwala, S. (2006). "Measuring Social Change – Assumptions, Myths and Realities" Alliance, volume 11 (1). Retrieved May 6, 2013, at: <http://www.awid.org/Library/Measuring-Social-Change-Assumptions-Myths-and-Realities>

<sup>38</sup> McDevitt, A. (2010). "Helpdesk Research Report: Measuring Women's Economic Empowerment." Governance and Social Development Resource Centre, University of Birmingham. Retrieved May 6, 2013, at: <http://www.gsdrc.org/go/topic-guides/empowerment-and-accountability/measuring-empowerment-and-accountability>

Figure 4. Outcome Area Results Chain: Adapted from Samridhhi Project Document (author depiction)

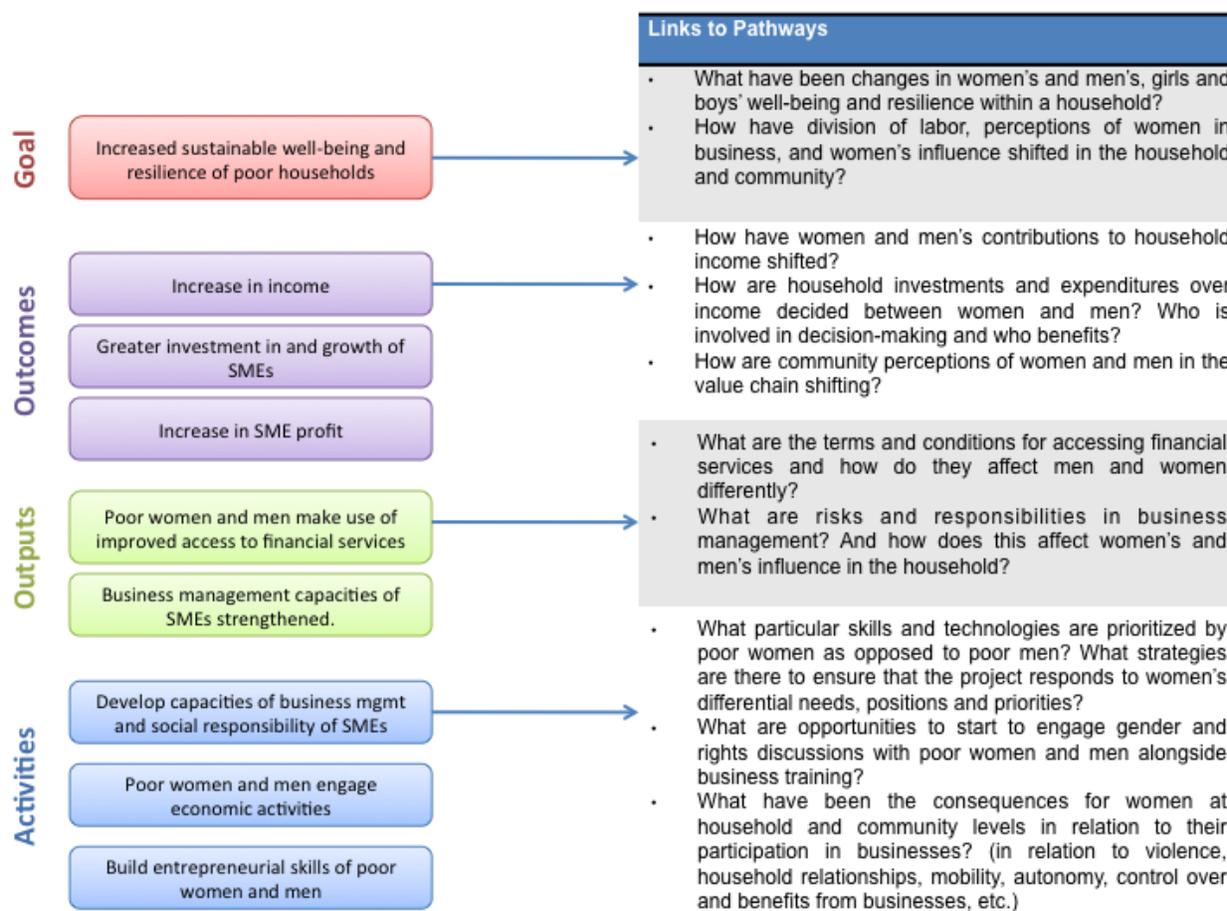


While the results chain (Figure 4) does not articulate an explicit gender focus, mapping the results chain against women’s economic empowerment pathways helps projects to consider opportunities, challenges and gaps in relation to women’s economic empowerment.

Using the change pathways as a framework for examining each of the activities, outputs and outcomes articulated in the results chain, helps us to reflect on the logic of the project through a more gendered lens.

Looking at the Samriddhi example, we see a number of questions arise when thinking about different elements of the results chain in relation to the change pathways toward women’s economic empowerment. This helps to identify current gaps in project design in terms of how well it takes into consideration the particular positions of women and men entrepreneurs. This process may also identify key actors (e.g. such as household members) who had not been considered in project development but who may be key in ensuring its success.

**Table 5. Mapping Results Chain to WEE Change Pathways**



Mapping results chains and empowerment change pathways should be undertaken for each intervention strategy within the project. This process can lead to decision points for how projects may take women’s economic empowerment into consideration in project interventions.

These decision points may include:

- Integration of gender within existing intervention strategies;
- Development of new intervention strategies for women’s economic empowerment; or

- Revisiting project outcomes, scope and partnerships in light of gender considerations.

During the process of mapping results chains to change pathways, teams may also identify knowledge gaps in project designs. This could serve as the basis for further analysis to inform project decisions.

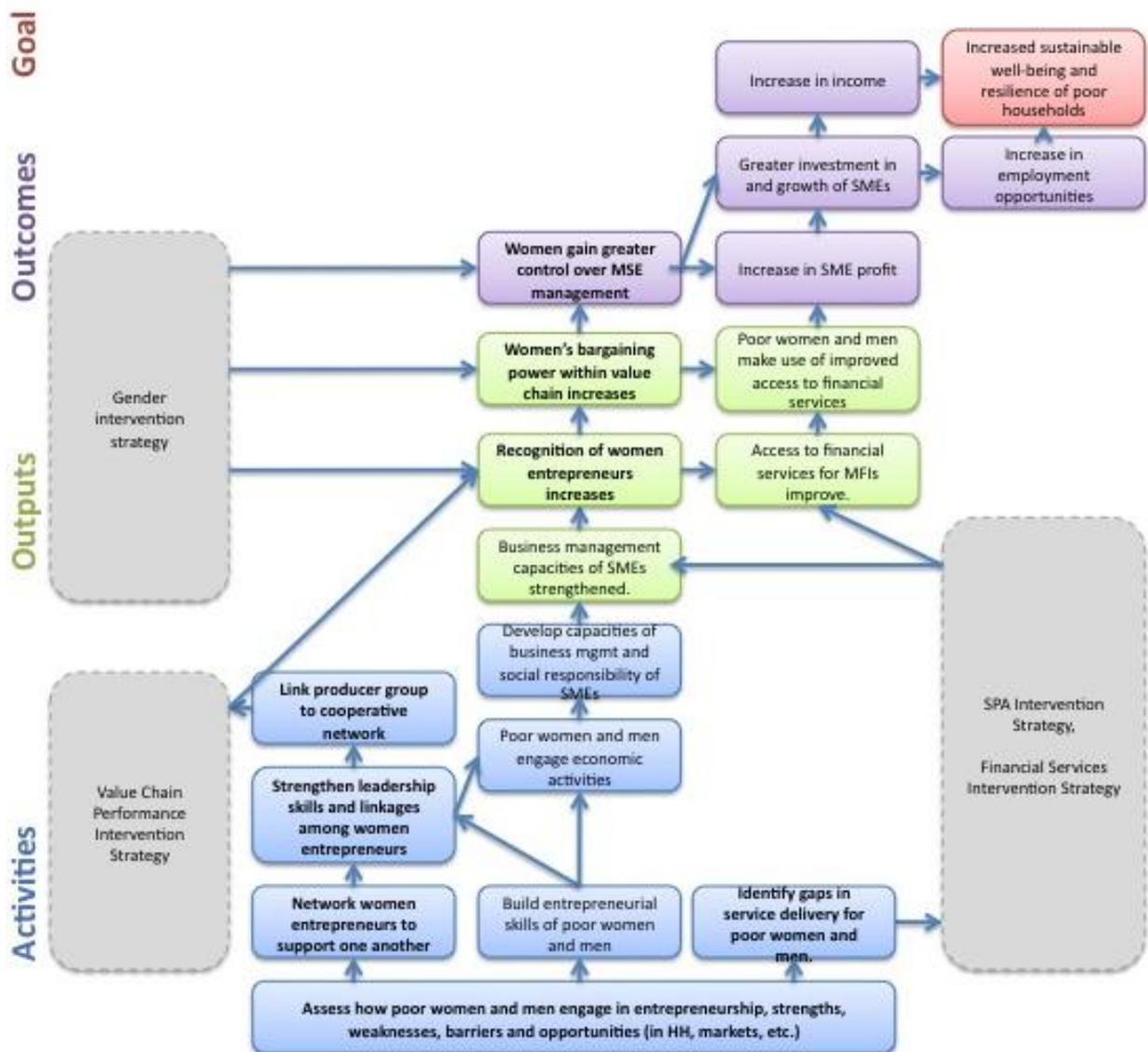
The following sections will walk through the scenarios for each decision point mentioned.

#### 4.3.1 Integration of Gender within Existing Intervention Strategies

Based on mapping of intervention strategies and economic empowerment change pathways, project teams may want to revisit and reformulate existing intervention strategies in a given project. This process should place stronger focus on changes across the results chains that enable and promote the economic empowerment of women entrepreneurs and their enterprises.

Figure 5 offers an illustration of how an existing results chain may be updated to integrate gender, based on reflection on empowerment change pathways. In this example, the proposed modifications to the results chain place greater emphasis on support for women entrepreneur's networking, skills development and market linkages within activities. In terms of outcomes, it also places greater emphasis on perceptions of women entrepreneurs, women entrepreneurs' bargaining power with value chain actors and women entrepreneurs' control over management of businesses to achieve the project goal. The text in bold offers additional points integrated as a result of the change pathways mapping exercise.

Figure 5. Integrating Gender into Enterprise Development Results Chain (author depiction)



#### 4.3.2 Development of New Intervention Strategies for Women's Economic Empowerment

Mapping results chains against change pathways helps to highlight gaps in supporting women's economic empowerment within the project. Looking at the project's original results chains, gaps include:

- Broader awareness-raising opportunities for gender equality at community and household levels;
- Engagement of household relationships to reflect on decision-making patterns, gender expectations, division of labour, violence and their implications on the household;
- Women's leadership and solidarity-building, either through networks or other support mechanisms within the project;

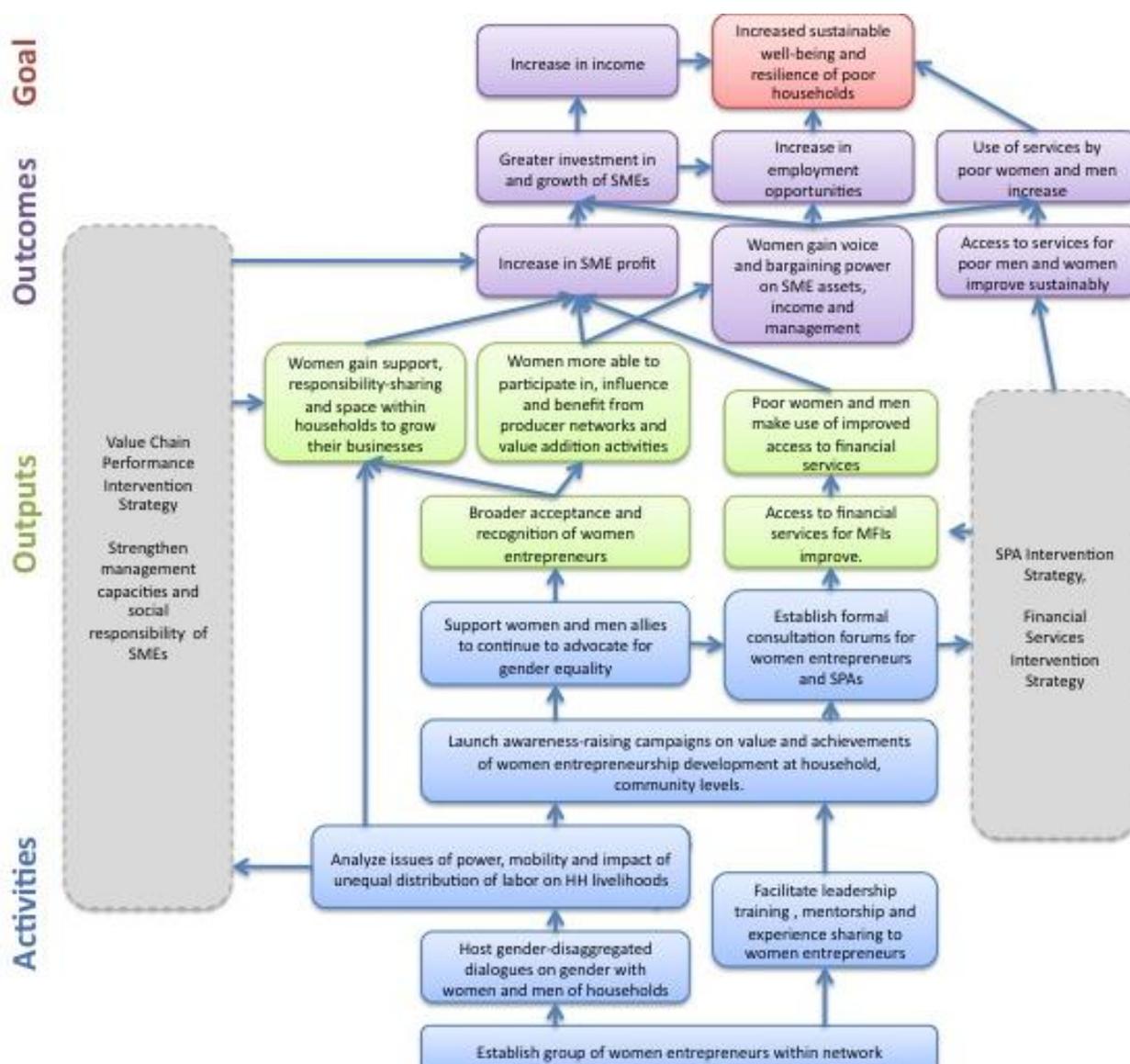
- Lack of consideration on the quality and types of employment generated, and implications for women and men.

In light of gaps, project teams may consider a subsequent intervention strategy on “women entrepreneurs’ voice and bargaining power on SME assets, income and management” and develop a results chain to integrate women’s economic empowerment more fully into the project design.

Building from the Samridhi example, Figure 6 illustrates a potential results chain for strengthening the project’s support toward women’s economic empowerment. This strategy places a strong emphasis on facilitating reflection on gender relations and norms with women entrepreneurs and their households. It also articulates important household level changes that can take place to enable outcome and goal level change for women entrepreneurs’ economic empowerment.

\*This is a hypothetical example for illustration purposes only.

Figure 6. "Women's Voice and Bargaining Power" intervention strategy (author depiction)



### 4.3.3 Revisiting Project Intended Outcomes, Scope and Partnerships

When reflecting on gaps between existing results chains and change pathways toward women's economic empowerment, it is also worth acknowledging that a project may not have the capacity to fill all gaps. In this case, project teams will have to decide minimum requirements and necessary adaptations for upholding the interests and rights of women entrepreneurs. Accordingly, project teams may also want to critically reflect on which adjustments to project design may be necessary in relation to expected outcomes and intervention strategies.

Identification of gaps can also be useful for projects to identify potential partnerships, institutional linkages or synergies with other projects within the programming area to reinforce women's economic empowerment in the context of WED and private sector development. Looking across the DCED projects, this type of synergy is already taking place with projects, such as Samridhi, which has coordinated with other interventions operating within the area.

## 4.4 Prioritizing Measures for Women's Economic Empowerment

Similar to results chains, change pathways are critical for informing monitoring approaches and indicator selection. Prioritization of indicators can be informed by current measures described in Part I. Ultimately, however, measures should emerge from a strong analysis of gender in the specific context to understand the key opportunities and constraints affecting women entrepreneurs' economic empowerment, and identify change pathways toward women's economic empowerment. *This aligns with DCED Guidance on developing indicators and should be integrated as a part of the indicator development process – not viewed as an add-on.*

To develop a robust set of indicators for monitoring change in women's economic empowerment, measurement should be grounded in an understanding of the diversity among women, and their realities and aspirations. This helps to identify the significance of incremental changes that women experience over time to shed light not only on what has changed, but how change has been experienced.<sup>39</sup> Refining indicator definitions should follow the DCED Guidance on how to develop indicators that are relevant, precise, measurable, time-bound, realistic and useful.<sup>40</sup>

As noted in Part I, change measurement must also monitor change across each of the four domains of women's economic empowerment.<sup>41</sup> It should also look beyond changes in women's enterprises to consider other aspects of women's lives. As mentioned earlier, this may include public spaces (e.g. political, market, social and development), private spaces (e.g. household and kinship relationships, and self-efficacy) and take into consideration any cross-cutting issues related to violence and control over one's body, and cultural norms and attitudes.

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<sup>39</sup> Batiwala, S. and Pittman, A. (2011). "Measuring Change in Women's Realities"; Batiwala, S. (2006). "Measuring Social Change – Assumptions, Myths and Realities" Alliance, volume 11 (1). Retrieved May 6, 2013, at: <http://www.awid.org/Library/Measuring-Social-Change-Assumptions-Myths-and-Realities>; Kantor, P. (2001), "Promoting Women's Entrepreneurship Development based on Good Practice Programmes: experiences from the North to the South. SEED Working Paper No. 9, International Labour Organization. Retrieved May 6, 2013, at: [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_113762.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_113762.pdf)

<sup>40</sup> Sen (2013). *DCED Standard for Results Measurement: Defining Indicators of Change* Accessed May 3, 2013: <http://www.enterprise-development.org/page/download?id=2132>

<sup>41</sup> Martinez, E. (2006). *Courage to Change: confronting the limits and unleashing the potential of CARE's programming for women. CARE Strategic Impact Inquiry on Women's Empowerment: Synthesis Report.* Retrieved May 6, 2013, at: [http://pgdl.care.org/sii/SIILibrary/SII%20Women%27s%20Empowerment%20Global%20Phase%202%20Synthesis%20Report%20006%20\(English\).pdf](http://pgdl.care.org/sii/SIILibrary/SII%20Women%27s%20Empowerment%20Global%20Phase%202%20Synthesis%20Report%20006%20(English).pdf); Kabeer, N. (2001). *Resources, Agency and Achievements: reflections on the measurement of women's empowerment.* Sida Studies.

Further tips on measuring empowerment are outlined in Text Box 4, which offers further recommendations for measuring empowerment more broadly.<sup>42</sup>

**Text Box 4: Tips for Measuring Empowerment.**

1. Track how change happens and how gender relations are shifting, rather than performance against predetermined activities and goals
2. Consider how indicators measure and test assumptions / hypotheses articulated through the pathways and theory of change.
3. Bear in mind that women's economic empowerment is a long-term process beyond the scope of any single project or intervention. Consider how we can capture change processes at a larger scale.
4. Adapt monitoring approaches to consider complex environments – which are often subject to political, economic and natural shocks.
5. Track negative change, reversals, backlash and unexpected changes in women's economic empowerment, including how power structures respond to WED and WEE interventions.
6. Consider how to track less tangible, social and psychological changes toward women's economic empowerment.
7. Consider user-friendly, culturally sensitive tools that can be used with a broad spectrum of actors.
8. Ensure flexibility in measurement strategies and systems to allow adjustment to indicators and measurement strategies to ensure their relevance.
9. Support measurement with the investment, reflective learning approach, capacities and organizational culture that use monitoring and learning as core to programming.

Batliwala and Pittman (2010)

#### 4.4.1 Referencing Existing Indices

While identifying how and what to measure should be grounded in a deeper analysis of gender, existing national indices can provide an initial understanding of gender dimensions relevant to a particular country context and inform indicator prioritization and selection. From an operational perspective, it is useful to draw from data already being collected.

At the country level, statistics bureaus and national government publications may have research related to long-range poverty reduction strategic plans, household surveys and gender policies. Various international development agencies and intergovernmental organizations also conduct research on human development that can offer useful indicators for tracking change (e.g. World Bank, UNDP, UNICEF, UN Women). Further, a number of additional databases exist on women's entrepreneurship development or provide sex disaggregated data on enterprises and can point generally to the kinds of barriers women face when starting and operating their business in a given context (GEM, World Bank enterprise surveys, IFC). However, one of the key challenges in this domain remains to be gathering representative information on the informal economy, where many women entrepreneurs operate. These diverse sources can point

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<sup>42</sup> Batliwala, S. and Pittman, A. (2011). "Measuring Change in Women's Realities". Association for Women's Rights in Development.

to relevant gender indicators for tracking women's economic empowerment, alongside a gender analysis exercises (see Annex D for a list of potential sources of gender-related indices at the national level).

In comparison to the measures for women's economic empowerment at the household level listed in this paper, these indicators and analyses can inform *which specific indicators* (e.g. decision-making areas, sexual and reproductive health rights issues, etc.) may be most relevant for women's economic empowerment for a particular context and how to ensure indicators are appropriate for the operating context.

#### 4.4.2 Participatory Approaches toward Developing Indicators

A promising approach for ensuring relevant and contextualized indicators for women's economic empowerment is to engage a participatory and consultative process for defining women's economic empowerment in a given working area. A number of resources offer guidance on how to facilitate a participatory process for defining indicators for women's economic empowerment exist. Here are a few:

- **“Measuring Empowerment: Ask Them”** outlines an approach for identifying and measuring indicators for empowerment. This process is facilitated by participants themselves to define changes they hope to realize through their engagement. This was done through gender disaggregated groups who developed three role-play dramas on a) depicting life before engaging with the intervention, b) what the present situation is like, and c) what they hoped to achieve through the intervention. This was followed by a discussion and articulation of change areas. As a second phase, programme staff reviewed various empowerment statements and organized them into consolidated statements that covered different domains of empowerment and diverse spheres of life. In a way, this process of discussing and constructing outcome chains and indicators for empowerment are co-created with participant groups themselves.<sup>43</sup>
- Similarly, ActionAid's **“Accountability, Learning and Planning System”** (ALPS) requires participatory baselines and indicators across all programmes, which involve stakeholders, including partners and poor people, to develop indicators together. This process ensures indicators are relevant to populations that its programmes seek to serve.<sup>44</sup>
- From 2005-2009, CARE International's **“Strategic Impact Inquiry”** explored definitions of women's empowerment and CARE's impact on it through a series of studies at the country, regional and global levels. This research highlighted that any definition of empowerment, should look across women's definitions for empowerment in the broader context of dominant gender norms in context. Reflections on the study noted, “Juxtaposing external and local indicators of women's empowerment exposed blind spots on both sides, and led to some of the richest learning.”<sup>45</sup>

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<sup>43</sup> Jupp, D. and Ali, S.I. (2010). Measuring Empowerment? Ask Them: quantifying qualitative outcomes from people's own analysis. Sida Studies in Evaluation: <http://www.oecd.org/derec/sweden/46146440.pdf>

<sup>44</sup> ActionAid (2011). Alps: accountability, learning and planning system – 2011 Update. [http://www.actionaid.org/sites/files/actionaid/alps2011\\_aug11.pdf](http://www.actionaid.org/sites/files/actionaid/alps2011_aug11.pdf)

<sup>45</sup> CARE (2009). Toward Meaningful Indicators of Empowerment (2009) Strategic Impact Inquiry Library: <http://pqdl.care.org/sii/compendium/Module%205.aspx>

## 4.5 Method Mix for the Measurement of Household-level Change in WEE

As noted in the DCED Guidance on measuring indicators, it is important to consider what is realistic (in terms of human resources, time and budget), who should collect data and how information will be used.

For knowledge gaps that cannot be filled from existing data, teams may consider how to integrate gender across quantitative and qualitative exercises. For both approaches, any primary data collection must be sensitive in creating a safe and equitable space for diverse women and men to participate freely. This includes sex-disaggregated group discussions, consideration of the sex of the facilitators<sup>46</sup>, space where discussions will be held and ensuring confidentiality of respondents.

The literature on empowerment research also emphasizes that methods may draw from the expertise and facilitation of grassroots organizations embedded in the local context. These groups can incorporate local insights and understandings into the analysis.<sup>47</sup> The Participatory Ethnographic Evaluation and Research (PEER) approach coaches members of communities to carry out in-depth interviews with peers. More on this method is available at: [http://www.options.co.uk/images/stories/resources/peer/peer\\_process.pdf](http://www.options.co.uk/images/stories/resources/peer/peer_process.pdf).

In building a sound method mix to effectively monitor change in women's economic empowerment at the household level, quantitative measures can demonstrate the breadth and statistical significance of change experienced across households, in ways that can relate back to national data. These methods are useful to gain a broader picture of what is changing in women's economic empowerment. However, such approaches should be paired with qualitative and participatory methods that can probe into how change is being experienced by women entrepreneurs and perceptions on why particular change takes place (or fails to take place). Qualitative methods are also useful to detect unintended outcomes through more open-ended discussions. Qualitative and participatory measures can offer a more nuanced understanding of why and how things are experienced by diverse women and men.<sup>48</sup> This provides important opportunities for triangulation and probing.

Qualitative tools may be facilitated across survey sites or in a sub-sampling of sites to offer a picture of 'typical' or 'atypical' cases in a given context.<sup>49</sup> In this sense, it may be less resource and time intensive to cover a broader range of questions through qualitative discussions. However, sampling of sites and participants for qualitative exercises must be deliberate to consider different types of communities affected by WED and PSD initiatives, and different groups of men and women (across class, caste, location or other significant categories) within each community.

*The method mix on how to construct a results measurement framework should thus include a mix of both quantitative and qualitative measures.*

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<sup>46</sup> SDC (2007). Gender in Household and Community Analysis:

[http://www.sdc.admin.ch/en/Home/Themes/Gender/General\\_and\\_thematic\\_tools/ressources/resource\\_en\\_24020.pdf](http://www.sdc.admin.ch/en/Home/Themes/Gender/General_and_thematic_tools/ressources/resource_en_24020.pdf)

<sup>47</sup> Kabeer, N. (1999). The Conditions and Consequences of Choice: reflections on the measurement of women's empowerment. UNRISD Discussion Paper No. 108.

<sup>48</sup> Moser, A. (2007). Cutting Edge Pack: Gender and Indicators Overview Report. BRIDGE, IDS:

<http://www.bridge.ids.ac.uk/reports/IndicatorsORfinal.pdf>

<sup>49</sup> Alsop, R. and Heinsohn, N. (2005). Measuring Empowerment in Practice: structuring analysis and framing indicators. World Bank Policy Research Working Paper 3510: Washington, DC. Retrieved May 6, 2013, at: [http://siteresources.worldbank.org/INTEMPowerment/Resources/41307\\_wps3510.pdf](http://siteresources.worldbank.org/INTEMPowerment/Resources/41307_wps3510.pdf)

#### 4.5.1 Quantitative Measures and Participatory Numbers

A recent DCED Scoping Study on Women's Entrepreneurship Development highlighted that, most project indicators rely primarily on quantitative measures. However, a basic next step would be to review the operationalization of existing household-level measures and ensure that they are disaggregated by sex to capture changes for different members of a household and community. This gap also emerged from the Scoping Study:

*"A lack of disaggregated knowledge of economic, social and psychological results across various gradations of beneficiaries (ranging from the extreme poor to those at the margins of the poverty line) is a further knowledge gap. The baselines and results across these various gradations would vary widely, and donor agencies (and implementing agencies) often lack this knowledge in assessing impacts."*

Across DCED projects, measures already exist in relation to changes in household income, expenditures, membership in cooperatives and access to resources, information and services. For these, it is important to break down measures to understand how men, women, boys and girls manage, benefit from and contribute to household enterprises, investments, savings and expenditures.

In addition to household income, productivity, investment and expenditure patterns, other quantitative measures and 'participatory numbers' measures which shed light on women's economic empowerment include:

1. **Time use survey questions**, which ask men, women, boys and girls how they spend their time during a 'typical' 24-hour day. This may be operationalized by focusing on a particular season, and tracking time spent on different forms of unpaid labor, paid labor and leisure time. A number of resources exist that describe how different studies offer examples on how indicators around time use have been operationalized.<sup>50</sup>
2. **Household decision-making and influence**, which can touch on both economic decisions, family planning and mobility issues.<sup>51</sup> These questions often ask what decisions can be taken or implemented alone, or who has the final say in different decision areas.<sup>52</sup>
3. **Men's and women's perceptions, value and attitudes toward women's status, work and gender relations**: A number of scales exist with measures on gender norm attitudes, gender beliefs, and men's perceptions on gender norms. These are available on the Gender Scales Compendium.<sup>53</sup>
4. **Violence and control over one's body**: The Gender Scales Compendium includes questions in relation to sexual and reproductive health rights, couples communication on sex, violence, and mobility (under 'women's empowerment'). Given sensitivity and potential harms in discussing experiences of violence, most questions on this topic relate to perceptions. Official records may also exist on prevalence of reported violence in a given area. It is worth noting however, that given the normalization and stigmatization surrounding violence, this indicatory category is difficult to track. Initiatives with a focus on gender-based

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<sup>50</sup> Moser, A. (2007). Cutting Edge Pack: Gender and Indicators Overview Report. BRIDGE, IDS:

<http://www.bridge.ids.ac.uk/reports/IndicatorsORfinal.pdf>; An, M. (2008). The Political and Social Economy of Care: South Korea Research Report 2. UNRISD; Pandey, R.N. (2000). Conducting the Time Use Survey – Indian experience. Country Paper for the Expert Group Meeting on Time Use Survey: 23-27 October, 2000.

<sup>51</sup> Mason and Smith (2003), as described in Alsop, R. and Heinsohn, N. (2005).

<sup>52</sup> Pitt, M., Khandker, S. and Cartwright, J. (2006). Empowering Women with Micro Finance: evidence from Bangladesh.

<sup>53</sup> C-Change, USAID and FHI360 (no date). Compendium of Gender Scales: <http://www.c-changeprogram.org/content/gender-scales-compendium/index.html>

violence may find reported incidences of violence increase before any decline, as the reporting of cases increase.

5. **Economic Advancement:** A number of existing studies examine changes in household income, assets and productivity. The Gender, Agriculture and Assets Project offers a table for mapping gender and asset ownership and control among women and men.<sup>54</sup> A recent World Bank research working paper also examined differences in productivity between female- and male-managed plots and reasons for the gender gap, in terms of a) access to inputs, b) adult labor inputs and c) child dependency ratio.<sup>55</sup>

The suggested resources offer questionnaires, questions and scales used to measure factors related to women's economic empowerment. However, questions would need to be refined and pared down in ways that are manageable for project measurement and relevant to WED and private sector development.

Quantitative methods are often resource and time intensive processes, which should also be taken into account in how to approach surveys. As such, it is important to complement quantitative measurement with qualitative methods.

#### 4.5.2 Qualitative Methods

A few compendiums of field exercises exist to document qualitative exercises for understanding women's economic empowerment. Many of these tools may be adapted for baseline studies and revisited over time to track change. Initially, it may be useful to take a 2-phase approach in analysis, with the first round of discussions framed more broadly to identify specific areas of inquiry to explore more profoundly over the second phase.

For monitoring purposes, teams may want to make use of 'participatory numbers' method, which uses participatory learning exercises to generate numbers through mapping, counting, scoring, estimation and ranking techniques. These can then be tracked over time as a means to monitor change.<sup>56</sup>

The resources presented below are not comprehensive, but offer guidelines for different field-based exercises for understanding household-level changes in the core indicator categories related to women's economic empowerment:

- The [SEAGA Field Guide](#) includes a number of tools to understand household management of resources, and household characteristics and relationships in terms of decision-making, benefits and control over income and assets:
- The ICRW-CARE [Inner Spaces Outer Faces Initiative \(ISOFI\)](#) outlines a number of gender exercises, which cover topics of sexuality, values discussions, division of labor, women's mobility and social mapping exercises, which offer insight on sexual and reproductive health rights, mobility and access to services:
- The [CARE Gender Toolkit](#) draws across CARE's experiences to present a range of qualitative analysis exercises, organized around: division of labor, household decision-

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<sup>54</sup> Behrman, J. , Karelina, Z., Peterman, A., Roy, S. and Goh, A. (2012). Gender Agriculture and Assets Project: a toolkit on collecting gender and assets data in qualitative and quantitative program evaluations: [http://gaap.ifpri.info/files/2011/12/GAAP\\_Toolkit\\_Feb\\_141.pdf](http://gaap.ifpri.info/files/2011/12/GAAP_Toolkit_Feb_141.pdf)

<sup>55</sup> Kilic, T., Palacios-Lopez, A. and Goldstein, M. (March 2013). Caught in a Productivity Trap: a distributional perspective on gender differences in Malawian agriculture. Policy Research Working Paper: 6381.

<sup>56</sup> See: Chambers, R. and Mayoux, L. (no date). Reversing the Paradigm: quantification and participatory methods

making, control over productive assets, access to services and mobility, claiming rights / participation in public decision-making, access to services and mobility, control over one's body, violence and aspirations for oneself:

- The [Swiss Development Corporation](#) also put forward a **gender analysis framework** with a simple framework of questions focused on gender differences in relation to access, control and benefits in relation to household productive assets, roles and values:
- As mentioned earlier, the SIDA tool ([Measuring Empowerment? Ask Them](#)) for developing indicators for women's economic empowerment may be revisited to monitor changes in each of the indicator categories generated, which can be determined through story-telling, discussions, drama and interviews:

Tools presented in these resources cover the following areas of inquiry related to women's economic empowerment. Note that some qualitative research tools can be used to cover more than one area of inquiry:

Indicator Categories for Women's Economic Empowerment	CARE Toolkit	ICRW-CARE	SEAGA	SIDA	SDC
Access and control (decision-making, negotiation and voice) over productive assets and income Share of men's and women's investment to household, healthcare, children, self <ul style="list-style-type: none"> <li>• Income and expenditures pie charts</li> <li>• Household decision-making interviews</li> <li>• Farming systems diagram</li> <li>• Resource picture cards</li> <li>• SDC gender analysis matrix</li> </ul>	X		X	X	X
Division of labor, time, workload <ul style="list-style-type: none"> <li>• Seasonal calendar</li> <li>• Pile sorting exercise</li> <li>• Daily time use exercise</li> <li>• Matrices: on cropping and wages conditions.</li> </ul>	X	X	X	X	X
Access to information, services, resources and markets through both formal and informal sources <ul style="list-style-type: none"> <li>• Resource mapping</li> <li>• Social mapping</li> <li>• Network analysis</li> </ul>	X	X	X	X	
Freedom/ restriction of mobility <ul style="list-style-type: none"> <li>• Relationships and mobility matrix</li> <li>• Circles of mobility</li> </ul>	X	X		X	
Changes in domestic violence and conflict <ul style="list-style-type: none"> <li>• Values clarification</li> <li>• Gender Norms and Trends</li> <li>• Role playing</li> </ul>	X			X	
Men's and women's perceptions, value and attitudes toward	X	X		X	X

women's status, work and gender relations <ul style="list-style-type: none"> <li>• Values clarification</li> <li>• Gender Norms and Trends</li> </ul>					
Women's and men's sense of self-worth, self-efficacy, confidence and autonomous action <ul style="list-style-type: none"> <li>• Defining and envisioning empowerment</li> </ul>	X			X	
Women's control over their own sexual and reproductive health (choice of partner/spouse, child spacing and fertility, negotiation/discussion over sexual relations/contraceptive use) <ul style="list-style-type: none"> <li>• Values clarification</li> <li>• Gender Norms and Trends</li> <li>• Role playing</li> </ul>	X	X		X	

A number of participatory methods can be applied to probe into any range of topics. These tools may be applied in the initial analysis to construct pathways for women's economic empowerment to inform the construction of a results measurement system as well as repeated to get a sense of how situations are changing in project communities. Tools for this include:

- **Problem Tree Analysis**: to reflect on root causes or influences perpetuating an issue.
- **Force Field Analysis**: to identify positive 'push' factors and negative 'pull' factors influencing change toward a particular goal.
- **Cob Web Analysis**: to identify and rank the importance of different factors in influencing a particular issue.

Beyond the structured exercises that delve into particular aspects of women's economic empowerment, the following are examples of open-ended participatory tools help to track unintended and sometimes negative changes in relation to a particular intervention.

Some examples of methods for open-ended discussions on change include:

- **Outcome Mapping**: Retrospectively mapping results chains with women and men affected by project interventions helps think through changes they have experienced over time.
- **Most Significant Change**: Another open-ended approach in collecting information on changes is through the Most Significant Change tool. This approach collects stories of change from participants to identify the most significant changes related to an intervention to deepen understanding around project impact.
- **Appreciative Inquiry**, which walks participants through a process of sharing their greatest successes, pathways toward this change, and future aspirations; and
- **Photo Voice**, which engages participants to tell their stories of change through photography
- **InsightShare**, which engages participatory video in evaluation.

The method mix across quantitative and qualitative measures builds a richer picture of change in ways that can be verified or triangulated across measures.

## 5. Recommendations

Understanding changes in women's economic empowerment at the level of the household has been a gap in PSD and WED programming and this paper offers a first step toward bridging it. Building upon this initial review, there are a number of key recommendations to continue to deepen learning on measurement of WEE in WED and private sector development projects:

### ***1) Integrate gender into current quantitative monitoring tools***

At a minimum, projects with household-level indicators should ensure data is sex-disaggregated. In addition, further review of current M&E tools can help to integrate gender considerations into project measurement systems, minimally ensuring that no harm is done.

### ***2) Advance learning on qualitative measures for women's economic empowerment through WED and Private Sector Development***

DCED projects reviewed in the Scoping Study noted that current measures for WED and PSD projects are heavily quantitative. Further exploration is needed to consider appropriate ways to strengthen monitoring of less tangible and more qualitative change that cannot be easily tracked through surveys and other purely quantitative metrics.

### ***3) Pilot mixed qualitative and quantitative methods for measuring Women's Economic Empowerment in the household***

Related to the previous points, DCED projects should build from this literature review to pilot efforts for measuring women's economic empowerment at the household level in the context of PSD. This process should support teams to develop their own change pathways toward women's economic empowerment based on robust analysis, and identify opportunities to integrate gender more explicitly in existing results chains, as well as develop specific intervention strategies for women's economic empowerment.

Through this process, DCED member projects may begin to articulate indicators and measure changes in women's economic empowerment in ways that combine both qualitative and quantitative measures. This pilot can offer important lessons in developing more concrete guidance around key areas of inquiry for women's economic empowerment and core indicators relevant for women's economic empowerment at the household level in WED and private sector development projects. It can also explore how to develop a practical method mix for results measurement and establish operational systems to support measurement and learning.

This exercise may also innovate on new and useful tools and practices for monitoring women's economic empowerment in the context of WED. While this paper focused explicitly on household level change, monitoring women's economic empowerment should also weave in changes taking place across different levels – from the individual to societal and national levels.

### ***4) Prioritize and test hypotheses on the link between WED and Women's Economic Empowerment***

To advance learning at the DCED level, the WED working group may reflect on what set of change pathways toward women's economic empowerment is relevant for the members and

prioritize critical hypotheses from which to advance further learning about the link between WED and PSD and WEE. This process can hone in the WED working group's learning agenda to improve programme performance and development impact through WED and women's economic empowerment.

### **5) Consider effects of PSD and WED on diverse women**

Beyond the scope of this study, there is also a need to consider what women's economic empowerment looks like for women who are not entrepreneurs, but occupy spaces in formal and non-formal economies and who may be directly or indirectly part of private sector development projects (for example as employees, invisible workers, etc.). In general, the majority of literature on economic empowerment reviewed has focused on the position of women entrepreneurs. Consideration of others has generally been discussed in terms of job creation, however the quality and conditions of work are less commonly examined in economic empowerment literature.

### **6) Strengthen organizational commitment to gender-sensitive Results Measurement**

To ensure the effectiveness of measurement efforts, measurement must be integrated into a broader learning system for project planning and implementation.<sup>57</sup> This requires political will, leadership, capacities and resources, including time to pilot efforts to integrate gender into staff development and results measurement. As outlined in DCED Guidelines for managing the system for Results Measurement, "results measurement should be part of everyone's job."<sup>58</sup> Similarly, women's economic empowerment and gender sensitivity should be integrated across project design, implementation, learning and measurement systems in order to leverage project impact and monitor risks. These risks are relevant across all programming that involves women – whether or not the project has a specific gender or women's empowerment focus.<sup>59</sup>

Measurement design and strategies should also be realistic. Decisions on what to measure should be light enough to effectively harness data analysis for successful application. It is better to collect less – but quality – information that is useful for project development.<sup>60</sup>

### **7) Ensure Flexible Systems for Measurement**

Finally, monitoring and evaluation on women's empowerment requires flexibility to adjust targets and indicators, should new circumstances or major shifts occur. As discussed in DCED Guidelines for managing the system for Results Measurement, this will require an organizational culture oriented toward learning and sensitivity to trends in the broader operating context.

This way of working has broader implications between development programming and the donor community to negotiate for more space and flexibility.<sup>61</sup> It requires a learning system that does not 'punish' a lack of immediate results, but fosters the ups and downs of risk-taking, innovation and learning. This is particularly important in measuring empowerment, where

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<sup>57</sup> Kessler, A., and Sen, N. (February, 2013). Guidelines to the DCED Standard for Results Measurement: managing the system for results management. <http://enterprise-development.org/page/download?id=2116>

<sup>58</sup> Kessler, A. and Sen, N. (February 2013). Guidelines to the DCED Standard for Results Measurement: measuring changes in indicators. <http://enterprise-development.org/page/download?id=2111>

<sup>59</sup> Eplen, E. and Bell, E. (2007). Gender and Indicators: supporting resources collection. BRIDGE.

<sup>60</sup> Batliwala, Strengthening ME for Women's Rights. AWID

<sup>61</sup> These points speak to broader tensions between learning and accountability, value-for-money and complexity of social change debates across the international development sector. An excellent resource on these debates is hosted at: <http://bigpushforward.net/>

change may only become apparent in the long-term and whose pathways can involve series of gains and losses along the way.<sup>62</sup>

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<sup>62</sup> Batliwala, S. and Pittman, A. (2011). "Measuring Change in Women's Realities". Association for Women's Rights in Development.

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## Annex A: Sources Reviewed for Women’s Economic Empowerment Measures

Source	Documents Reviewed	Link
BRIDGE, IDS	<p>Cutting Edge Pack: Gender and Indicators</p> <ul style="list-style-type: none"> <li>• Moser, A. (2007). Overview Report</li> <li>• Esplen, E. and Bell, E. (2007). Supporting Resources Collection</li> </ul>	<p>Overview Report:  <a href="http://www.bridge.ids.ac.uk/reports/IndicatorsORfinal.pdf">http://www.bridge.ids.ac.uk/reports/IndicatorsORfinal.pdf</a></p> <p>Supporting Resource Collection:  <a href="http://www.bridge.ids.ac.uk/reports/IndicatorsSRCfinal.pdf">http://www.bridge.ids.ac.uk/reports/IndicatorsSRCfinal.pdf</a></p>
Collective Action and Property Rights (CAPRI)	Pandolfelli, L., Meinzen-Dick, R. and Dohrn, S. (2007). Gender and Collective Action: a conceptual framework for analysis.	<a href="http://www.capri.cgiar.org/pdf/capriwp64.pdf">http://www.capri.cgiar.org/pdf/capriwp64.pdf</a>
CARE	<p>Program Framework Documents</p> <ul style="list-style-type: none"> <li>• Market engagement indicators,</li> <li>• A Place to Grow: Women and Agriculture</li> <li>• Strengthening Daily Value Chains</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="http://edu.care.org/ME/CAREMarketEngagementIndicators.pdf">http://edu.care.org/ME/CAREMarketEngagementIndicators.pdf</a></li> <li>• <a href="http://pgdl.care.org/sii/compendium/Original%20documents/Assessment%20framework_A%20Place%20to%20Grow_20_April%202008.pdf">http://pgdl.care.org/sii/compendium/Original%20documents/Assessment%20framework_A%20Place%20to%20Grow_20_April%202008.pdf</a></li> <li>• <a href="http://edu.care.org/Lists/Project%20List/DispForm.aspx?ID=15">http://edu.care.org/Lists/Project%20List/DispForm.aspx?ID=15</a></li> </ul>
Foreign Affairs, Trade and Development Canada	CIDA/ACDI (2010). Gender Equality Policy and Tools.	<a href="http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/\$file/Policy-on-Gender-Equality-EN.pdf">http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/\$file/Policy-on-Gender-Equality-EN.pdf</a>
DFID	DFID (2008). The Gender Manual: a practical guide	<a href="http://www.gadnetwork.org.uk/storage/dfid-gender-manual-2008.pdf">http://www.gadnetwork.org.uk/storage/dfid-gender-manual-2008.pdf</a>
DFID / M4P Hub	Coffey International Development (2012). M4P and Women’s Economic Empowerment: phase 2 guidelines for incorporating WEE into M4P Programmes.	<a href="http://www.m4phub.org/userfiles/file/12007XR%20Final%20Report.pdf">http://www.m4phub.org/userfiles/file/12007XR%20Final%20Report.pdf</a>
Governance and Social Development Resource Centre	McDevitt, A. (2010). “Helpdesk Research Report: Measuring Women’s Economic Empowerment.” Governance and Social Development Resource Centre, University of Birmingham.	<a href="http://www.gsdrc.org/go/topic-guides/empowerment-and-accountability/measuring-empowerment-and-accountability">http://www.gsdrc.org/go/topic-guides/empowerment-and-accountability/measuring-empowerment-and-accountability</a>
ICRW	Golla, A., Malhotra, A., Nanda, P. and Mehra, R. (2011). Understanding and Measuring Women’s Economic Empowerment: definition, framework and indicators.	<a href="http://www.icrw.org/files/publications/Understanding-measuring-womens-economic-empowerment.pdf">http://www.icrw.org/files/publications/Understanding-measuring-womens-economic-empowerment.pdf</a>
ICRW	Esim, S. (2001). See How They Grow: business development services for women’s business growth.	<a href="http://www.icrw.org/files/publications/See-How-they-Grow-Business-Development-Services-for-Womens-Business-Growth.pdf">http://www.icrw.org/files/publications/See-How-they-Grow-Business-Development-Services-for-Womens-Business-Growth.pdf</a>
IDS Working	Kabeer, N. and Natali, K. (2013). Gender	<a href="http://www.ids.ac.uk/publication/gender-equality-">http://www.ids.ac.uk/publication/gender-equality-</a>

Paper	Equality and Economic Growth: is there a win-win?	<a href="#">and-economic-growth-is-there-a-win-win</a>
International Labour Organization (ILO)	Mayoux, L. and Mackie, G. (2009). Making the Strongest Links: a practical guide to mainstreaming gender analysis in value chain development	<a href="http://www.ilo.org/empent/Publications/WCMS_106538/lang--en/index.htm">http://www.ilo.org/empent/Publications/WCMS_106538/lang--en/index.htm</a>
ILO/ African Development Bank	ILO/AfDB (2007). Assessing the Enabling Environment for Women in Growth Enterprises: an AfDB/ILO integrated framework assessment guide	<a href="http://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/AfDB-ILO%20Assessment%20Guide.pdf">http://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/AfDB-ILO%20Assessment%20Guide.pdf</a>
International Labour Organization (ILO)	Mayoux, L. (2001). Jobs, Gender and Small Enterprise: getting the policy environment right. Small Enterprise Development (SEED) Working Paper No. 15. International Labour Office: Geneva	<a href="http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_111394.pdf">http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_111394.pdf</a>
Pitt, M., Khandker, S. and Cartwright, J.	Pitt, M., Khandker, S. and Cartwright, J. (2006). Empowering Women with Micro Finance: evidence from Bangladesh.	<a href="http://econpapers.repec.org/article/ucpecdecc/y_3a2006_3av_3a54_3ai_3a4_3ap_3a791-831.htm">http://econpapers.repec.org/article/ucpecdecc/y_3a2006_3av_3a54_3ai_3a4_3ap_3a791-831.htm</a>
Razavi, S. (2011)	World Development Report 2012: Gender Equality and Development an opportunity both welcome and missed (an extended commentary). UNRISD.	<a href="http://www.unrisd.org/80256B3C005BE6B5/search/7F6321E556FA0364C12579220031A129?OpenDocument">http://www.unrisd.org/80256B3C005BE6B5/search/7F6321E556FA0364C12579220031A129?OpenDocument</a>
SEEP Network, Gender Working Group	Fraioli, L. and Byekirova, M. (2012). Gender Policy and Practice: self-assessments of microfinance and enterprise development organizations in Latin America	<a href="http://www.seepnetwork.org/gender-policy-and-practice--self-assessments-of-microfinance-and-enterprise-development-organizations-in-latin-america-resources-497.php">http://www.seepnetwork.org/gender-policy-and-practice--self-assessments-of-microfinance-and-enterprise-development-organizations-in-latin-america-resources-497.php</a>
SIDA	Women's Econ Empowerment Scope for SIDA's Engagement. Sida Working Paper, December 30, 2009	<a href="http://www.sida.se/Global/SIDA52479en_Women's%20Economic%20Empowerment%20Scope%20for%20Sida's%20Engagement_webb.pdf">http://www.sida.se/Global/SIDA52479en_Women's%20Economic%20Empowerment%20Scope%20for%20Sida's%20Engagement_webb.pdf</a>
USAID and IFPRI	Alkire, S., Malapit, H., Meinzen-Dick, R., Peterman, A., Quisumbing, A., Seymour, G. and A. Vaz. (2013). "Instructional Guide on the Women's Empowerment in Agriculture Index," Feed the Future.	<a href="http://www.ifpri.org/book-9075/node/9077">http://www.ifpri.org/book-9075/node/9077</a>
Womenable	Weeks, J. and Simmons-Benton, A. (2010). "Assessing Business Enabling Environments: how gender changes the equation."	<a href="http://www.womenable.com/userfiles/downloads/Womenable_Engendering_%20BEE_0810.pdf">http://www.womenable.com/userfiles/downloads/Womenable_Engendering_%20BEE_0810.pdf</a>
World Bank Policy Research Working Paper	Doss, C., Grown, C., Deere, C. (2008). "Gender and Asset Ownership: a guide to collecting individual-level data."	<a href="http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2008/09/02/000158349_20080902085153/Rendered/PDF/WPS4704.pdf">http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2008/09/02/000158349_20080902085153/Rendered/PDF/WPS4704.pdf</a>
World Bank Policy Research Working Paper	Kilic, T., Palacios-Lopez, A., and Goldstein, M. (2013). "Caught in a Productivity Trap: a distributional perspective on gender differences in	<a href="http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2013/03/11/000158349_2013031112435/Rendered/PDF/wps6381.pdf">http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2013/03/11/000158349_2013031112435/Rendered/PDF/wps6381.pdf</a>

	Malawian agriculture.”	
World Bank Policy Research Working Paper	Alsop, R. and Heinsohn, N. (2005). “Measuring Empowerment in Practice: structuring analysis and framing indicators.”	<a href="http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2005/03/06/000090341_20050306094734/Rendered/PDF/wps3510.pdf">http://www-wds.worldbank.org/external/default/WDSContentServer/IW3P/IB/2005/03/06/000090341_20050306094734/Rendered/PDF/wps3510.pdf</a>
World Bank Workshop on Poverty and Gender	Malhotra, A., Schuler, S., and Boender, C. (2002). “Measuring Women’s Empowerment as a Variable in International Development.”	<a href="http://siteresources.worldbank.org/INTGENDER/Resources/MalhotraSchulerBoender.pdf">http://siteresources.worldbank.org/INTGENDER/Resources/MalhotraSchulerBoender.pdf</a>

## Annex B: List of DCED Member Projects Reviewed

Project name	Location	Organization Name
Private Sector Development	Philippines	BMZ/GIZ
Financial System Development	Uganda	BMZ/GIZ
Promoting Employment for Women	Pakistan	CIDA
International Land Coalition	Colombia, DR Congo, India Pakistan, Kenya	Ministry of Foreign Affairs of the Netherlands
IFDC Strategic Alliance for Agricultural Development in Africa	West-Africa	Ministry of Foreign Affairs of the Netherlands
Sustainable Trade Initiative	Asia, Africa, South-America	Ministry of Foreign Affairs of the Netherlands
Finnish Concessional Aid Instrument	Multi-Country	Ministry for Foreign Affairs of Finland
Programme for Agriculture and Livelihoods in Western Kenya (PALWECO)	Kenya	Ministry for Foreign Affairs of Finland
Mtwara & Lindi Agribusiness Support Development (LIMAS)	Tanzania	Ministry for Foreign Affairs of Finland
Southern Africa Innovation Support Programme (SAIS)	Mozambique, Namibia, Zambia, Botswana	Ministry for Foreign Affairs of Finland
Innovation Partnership Programme (IPP)	Vietnam	Ministry for Foreign Affairs of Finland
UNDP Wider Europe: Aid for Trade for Central Asia, South Caucasus and Western CIS	Central Asia, South Caucasus, Western CIS	Ministry for Foreign Affairs of Finland
Promoting Women in Business	Chile	Inter American Development Bank
Creating Sustainable Women-Owned business	Colombia	Inter American Development Bank
Strengthening Women Entrepreneurship	Peru	Inter American Development Bank
Strengthening and Promoting Women Entrepreneurs	Jamaica	Inter American Development Bank
Women's Entrepreneurship Development and Gender Equality in Southern Africa	Malawi, Mozambique, Lesotho and South Africa	International Labour Organization
Women's Entrepreneurship Development and Gender Equality phase II	Ethiopia, Kenya, Tanzania, Uganda, Zambia, Cambodia, Lao PDR	International Labour Organization

Women's Entrepreneurship Development and Gender Equality phase III	Ethiopia, Kenya, Tanzania, Uganda, Zambia, Cambodia, Lao PDR, Vietnam	International Labour Organization
Gender Equality and Women's Empowerment in the Occupied Palestinian Territory	Occupied Palestinian Territory	International Labour Organization
Samriddhi	Bangladesh	Swiss Agency for Development and Cooperation - SDC
PymeRural	Nicaragua, Honduras	Swiss Agency for Development and Cooperation - SDC
Katalyst	Bangladesh	Swiss Agency for Development and Cooperation - SDC
Afghanistan Rural Enterprise Development Programme	Afghanistan	UK Department for International Development
India Poorest States Inclusive Growth (PSIG) Programme	India	UK Department for International Development
WED in Vietnam	Vietnam	UNIDO
Integrated Program	Kenya	UNIDO
Alternative Development program	Peru	USAID
Firms project	Pakistan	USAID

## Annex C. Factors on Household Level Changes toward WEE (author compiled)

	Nature of HH relations	Control over body and Violence	Access to Services	Economic engagement	Public particip., networks	Self-esteem & aspirations
<b>Domain 1: Agency</b>	<ul style="list-style-type: none"> <li>• Voice in the household</li> <li>• Time poverty and workload</li> <li>• Strategies to cope with constraints and maximize opportunities</li> <li>• Ability to spend money independently and to make household purchases</li> <li>• Control over labor</li> </ul>	<ul style="list-style-type: none"> <li>• Women making informed decisions about SRHR, FP</li> <li>• Awareness of rights violations (forced marriage, dowry, early marriage, trafficking)?</li> <li>• Control over one's body, choosing spouse</li> <li>• Changes in perceptions and fear of violence</li> <li>• Perceptions of autonomy; Ability and confidence to exit marriage</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of services</li> <li>• Use of services</li> <li>• Power regarding household borrowing and ability to borrow from informal sources</li> </ul>	<ul style="list-style-type: none"> <li>• Financial/functional literacy, skills and technical knowledge</li> <li>• Ability to cope with economic shocks</li> <li>• Management knowledge and experience of industry, accounting, etc.</li> <li>• Ownership of and decision-making over productive assets (land, livestock, etc.)</li> <li>• Women's investment into own or household business</li> <li>• Participation in and control over labor, occupation and employment</li> <li>• Name on accounts and control over credit</li> <li>• Decision-making over finances, expenditures, loans and responsibility for loan repayment</li> </ul>		<ul style="list-style-type: none"> <li>• Self-confidence to claim rights</li> <li>• Autonomous action</li> <li>• Conviction of power</li> <li>• Psycho-social well-being</li> <li>• Independent decision-making</li> <li>• Consciousness of gender power relations</li> <li>• Aspirations and outlook of the future</li> </ul>
<b>Domain 2: Institutional environment, norms, recognition and status</b>	<ul style="list-style-type: none"> <li>• Program and policy on family law for women's rights</li> <li>• Norms and attitudes around gendered division of labor</li> <li>• Share of time men and women spend on HH work</li> <li>• Decision-making patterns over social and domestic roles / responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Mobility and non-restriction of women's movement</li> <li>• Changes in GBV, security (attitudes, sanctions, protections and response)</li> <li>• Men's attitudes on dowry, women's status in HH</li> <li>• Reduced pressures and restrictions on women's mobility</li> </ul>	<ul style="list-style-type: none"> <li>• Accessible, responsive social service, protection and justice institutions to situation and priorities of diverse women and men (including childcare)</li> <li>• Access to appropriate technologies and tools</li> <li>• Programs to support women's participation and work-life balance/support</li> </ul>	<ul style="list-style-type: none"> <li>• Policies in relation to ownership rights and inheritance practices</li> <li>• Perceptions of women's ownership in relation to women's interests, community interests and discrimination</li> <li>• Access to land, savings and credit (requirements to secure loans: spousal signature, collateral)</li> <li>• Value of women's participation in economy</li> <li>• Gender differences in economic opportunities (discrimination, worker rights, cultural restrictions on work)</li> </ul>	<ul style="list-style-type: none"> <li>• Attitudes of men and women around women's participation in the public space/community decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• Priorities for change among women and men (as reflection of perceptions and norms)</li> <li>• Access to media, information</li> <li>• Recognition of human rights of women and girls</li> <li>• Shift in cultural constraints and stereotypes</li> <li>• Shifting concepts of femininity, masculinity and respectability</li> <li>• Perceptions of women's status and abilities</li> </ul>

<b>Domain 3: Social relations, accountability, networks, influence</b>	<ul style="list-style-type: none"> <li>• Bargaining power: Influence in HH decisions previously dominated by men</li> <li>• Family or other support for care</li> <li>• Appreciation in the household</li> <li>• Support from kin / in-laws</li> </ul>	<ul style="list-style-type: none"> <li>• Bargaining power with HH to make strategic life choices</li> <li>• Couple communication, negotiations over sexual relations</li> <li>• Conflict in HH and acceptance of women's economic roles</li> <li>• Changing nature and incidents of violence at the household level</li> </ul>	<ul style="list-style-type: none"> <li>• Attitudes and restrictions in relation to mobility and time</li> </ul>	<ul style="list-style-type: none"> <li>• Bargaining power: Family reactions to female participation</li> <li>• Balance of power in decision, implementation and HH spending</li> <li>• Voice and influence in male-owned or household businesses</li> <li>• Attitudes of men and women around women's economic security</li> </ul>	<ul style="list-style-type: none"> <li>• HH value and support to women to take positions in public decision-making</li> <li>• HH value and support to women to join coalitions</li> </ul>	<ul style="list-style-type: none"> <li>• Perceptions of family independence and support</li> </ul>
<b>Domain 4: Economic Advancement</b>	<ul style="list-style-type: none"> <li>• Use of income: changes in food/nutrition security esp. for women and girls</li> <li>• Improvements in housing conditions / security</li> <li>• Child well-being, education, money for child education</li> <li>• Male responsibility for HH investment</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in health, maternal health, SRHR</li> </ul>	<ul style="list-style-type: none"> <li>• Means to access services</li> </ul>	<ul style="list-style-type: none"> <li>• Income, yield, wealth, employment and productive assets – especially large assets</li> <li>• HH and individual savings, insurance and liquid assets</li> <li>• Sale of productive assets (coping mechanism)</li> <li>• Expenditures – who really benefits?</li> </ul>		

## Annex D. International and National Statistical Sources on Gender

Source	Description
<b>Social Institutions and Gender Index:</b> <a href="http://www.genderindex.org">http://www.genderindex.org</a>	Gives country profiles on gender discrimination across: family code, restricted physical integrity, son bias, restricted resources and entitlements and restricted civil liberties.
<b>Demographic Health Surveys:</b> <a href="http://www.measuredhs.com">http://www.measuredhs.com</a>	Publishes reports on national data related to fertility, family planning, maternal and child health, gender HIV/AIDS, malaria and nutrition.
<b>Gender-related Development Index (GDI):</b> <a href="http://hdr.undp.org/en/statistics/indices/qdi_gem/">http://hdr.undp.org/en/statistics/indices/qdi_gem/</a>	Examines inequality of achievement levels of women and men across development indicators.
<b>Gender Empowerment Measure (GEM):</b> <a href="http://hdr.undp.org/en/statistics/indices/qdi_gem/">http://hdr.undp.org/en/statistics/indices/qdi_gem/</a>	Measures women's standing in political and economic fora, in terms of participation and decision-making.
<b>African Gender Development Index (AGDI):</b> <a href="http://www.uneca.org/">http://www.uneca.org/</a>	Measures the status of women and men in terms of social, economic and political power. This is modelled after African charters and documents on gender relations and women's empowerment
<b>Gender Statistics Programmes in the Arab Countries:</b> <a href="http://www.escwa.un.org/gsp/index.html">http://www.escwa.un.org/gsp/index.html</a>	National and regional measures on gender in relation to poverty, education, health, violence, conflict, economic structures, natural resource management, discrimination against the girl-child, decision-making and protection of women's equal human rights.
<b>CEDAW Reports</b>	Government and shadow reports by NGOs submitted to the CEDAW committee that outline country progress and indicators against the CEDAW Convention.
<b>Gender and Land Rights Database:</b> <a href="http://www.fao.org/gender/landrights/en/">http://www.fao.org/gender/landrights/en/</a>	Country reports on gender and rural food security and nutrition, and well-being.
<b>Gender Stats:</b> <a href="http://datatopics.worldbank.org/gender/">http://datatopics.worldbank.org/gender/</a>	Compilation of country-level data on gender in relation to: economic participation/access to resources, education, health, public life/decision-making, human rights and demographic indicators.
<b>ILOSTAT:</b> <a href="http://www.ilo.org/ilostat">http://www.ilo.org/ilostat</a>	Labor and employment statistics in different countries, disaggregated by sex.
<b>Global Entrepreneurship Monitor Reports:</b> <a href="http://www.gemconsortium.org">www.gemconsortium.org</a>	Review on the state of entrepreneurship across different countries, disaggregated by gender.
<b>Women, Business and the Law database:</b> <a href="http://wbl.worldbank.org">wbl.worldbank.org</a>	Presents indicators on laws and regulations in relation to women entrepreneurship and employment.