



# Measurement of Women's Economic Empowerment in GrOW Projects: Inventory and User Guide

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# **Measurement of Women's Economic Empowerment in GrOW Projects: Inventory and User Guide**

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## Executive Summary

This document provides an inventory and user guide for the measurement of women's economic empowerment (WEE) in IDRC's Growth and Economic Opportunities for Women (GrOW) projects. Its purpose is to document the various ways that different teams and research projects have approached the measurement of this important cross cutting concept.

The inventory was compiled by a careful review of all GrOW project research papers and proposals submitted to the authors by the IDRC team as of summer 2017. A separate exercise by the authors conducts a literature review on measurement of WEE which extends beyond the GrOW projects and provides a conceptual framework, and should be read in tandem with this inventory (see Laszlo et al., 2017). The inventory was split according to six main domains of economic empowerment: (1) labour market outcomes, (2) control over household resources, (3) marriage and fertility, (4) political participation, (5) child rearing, and (6) access to education and job training. We identify different methods used by GrOW researchers to measure WEE, and distinguish direct and indirect measures.

Taken as a whole, the inventory reveals:

- i. There is tremendous heterogeneity in approaches to measuring WEE across the GrOW projects, reflecting both the complexity of this topic and the lack of consensus in the broader literature. The inventory records more than 40 different measures used by GrOW researchers to measure WEE. The most frequent measures are: women's labor force participation; women's education rates; women's autonomy and household decision making power; gender inequality in social norms; gender inequality in legal institutions.
- ii. GrOW researchers consider a range of issues when selecting the measures of WEE that they use, including context-specific data constraints and trade-offs between specificity and generalizability. Some teams use existing measures like DHS survey indicators of autonomy, while others opt to develop their own sets of measures to meet the needs of their research question. The effectiveness of any approach will depend on the match between a researchers' conceptualization and empowerment and the measures they employ.
- iii. GrOW teams use a combination of direct and indirect measures to capture WEE. For our purposes, "indirect measures" are defined as measurable factors that relate to women's lives and activities (i.e. sociodemographic characteristics like age and marital status; health measures like life expectancy and contraceptive use; and economic activities like income and loan amounts). We label these measures as indirect because they are measures often resulting from the empowerment process but may also be influenced by factors uncorrelated with and unaffected by empowerment. We define "direct measures" to be closer proximate measures of women's subjective experiences of economic empowerment (i.e. agency, self-efficacy, decision making power, attitudes towards violence against women, etc.), and of gender equality in social, cultural and legal norms.
- iv. Some GrOW papers do not provide a working definition of WEE or purport to measure WEE in their research for legitimate reasons, though their research design and objectives still fit within the overarching theme of women's economic opportunities and economic growth.

This exercise is intended to provide researchers with a snapshot of the variety of WEE measurement approaches used in different settings for different domains of WEE among the GrOW projects alone. It is not intended to provide either a comprehensive review of all instruments to measure WEE identified in the literature, nor to provide a discussion of the quality of one approach over another. We leave it to the reader to assess the suitability of WEE measures for their own purpose. For researchers designing new instruments, we recommend that their measurement exercise be accompanied with a definition of WEE and a mapping of how their conceptual framework, which may be domain specific, ties into measurement.

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## List of Abbreviations

AGG:	Aggregate data
APHRC:	African Population Health Research Centre
BRAC:	BRAC International
CBPS:	Centre for Budget and Policy Studies
CIRES:	Centre ivoirien de recherches économiques et sociales
DHS:	Demographic and Health Survey
EI:	Extractive industry
FGD:	Focus group discussion
GrOW:	Growth and Economic Opportunities for Women
HS1:	Household survey data collected by research team
HS2:	Secondary data household survey
ICES:	International Centre for Ethnic Studies
IDRC:	International Development Research Centre
IDS:	Institute of Development Studies Sussex
IFMR:	Institute for Financial Management and Research
IIAS:	International Institute for Advanced Study
ISST:	Institute of Social Studies Trust
KII:	Key informant interviews
LMICs:	Low and middle income countries
MGNREG:	Mahatma Gandhi National Rural Employment Guarantee Assistance
RCT:	Randomized controlled treatment
REPOA:	Policy Research for Development
Q:	Qualitative
SHG:	Self-help group
WEE:	Women's economic empowerment

## Introduction

The question of how to define “women’s empowerment” has been the subject of much discussion and debate in the international development literature. Among the most commonly cited authors on this topic is Amartya Sen (1989), who refers to empowerment as capabilities, or the potential that people have to live the life they want. Building on Sen’s work, Naila Kabeer (1999) conceptualizes women’s empowerment in terms of agency, resources and achievements. Kabeer maintains that empowerment involves both women’s ability to make choices and to act on those choices. Inherent in both these definitions is a view of empowerment as multi-dimensional, comprised of social, political and economic aspects that interact to shape women’s lives. In recent years, the economic dimension of women’s empowerment has become increasingly visible within the academic and practitioner scholarship.

Women’s economic empowerment (WEE) is more narrowly defined than women’s empowerment, and at its most basic level, “combines the concepts of empowerment and economic advancement” (Global Affairs Canada 2017). Employing a slightly more complex definition, Taylor and Perezniето (2014, 1) define WEE as the process of achieving women’s equal access to income and assets, and of using them to exert increased control over other areas of their lives. Tornqvist and Schmitz (2009) link changes taking place at the individual level with broader social change. They argue “women’s economic empowerment can be achieved through equal access to and control over critical economic resources and opportunities, and the elimination of structural gender inequalities in the labour market including a better sharing of unpaid care work (9).” References to women’s equal access to and control over resources is commonplace across most definitions of WEE, as is the mention of eliminating structural and gender-based inequalities. Emphasizing instead the importance of women’s agency and decision-making power in relation to WEE, a report by the International Centre for Research on Women states that “a woman is economically empowered when she has both the ability to succeed and to advance economically, and the power to make and act on economic decisions” (Golla et al. 2011, 4).

Quisumbing et al. (2016) distinguish between “objective” and “subjective” dimensions of WEE, with the former referring to measurable factors that relate to women’s economic activity (i.e. productivity, income, loan amounts, etc.), and the latter referring to women’s own, subjective experiences of economic empowerment (i.e. self-esteem, satisfaction with work and life, stress levels, etc.). The authors argue that most research documents the objectives dimensions of WEE but fails to capture women’s subjective experiences, which they see as equally important for understanding how best to support women in achieving economic empowerment. Other authors have made similar distinctions between different dimensions of empowerment. For instance, Kabeer (2001) and Garikipati (2013) examine differences between empowerment “outcomes” (i.e. income and asset generation, etc.) and “processes” (i.e. decision making around income use), and conclude that viewing empowerment as the study of outcomes alone is insufficient, mainly because empowerment is context-specific and depends on existing gender relations in the household and community. Building on this discussion, we also point out that many commonly used empowerment “outcomes” (such as labour force outcomes) are also largely determined by factors which are independent of empowerment *per se*, thus potentially confounding the empowerment issues. In this report, we follow the approach laid out by these authors and distinguish between different domains and dimensions of WEE.

This report provides an inventory and user guide for measurement of WEE in IDRC’s Growth and Economic Opportunities for Women (GrOW) projects. Its purpose is to document the various ways that different teams and research projects have approached the measurement of this important cross cutting concept. This document includes:

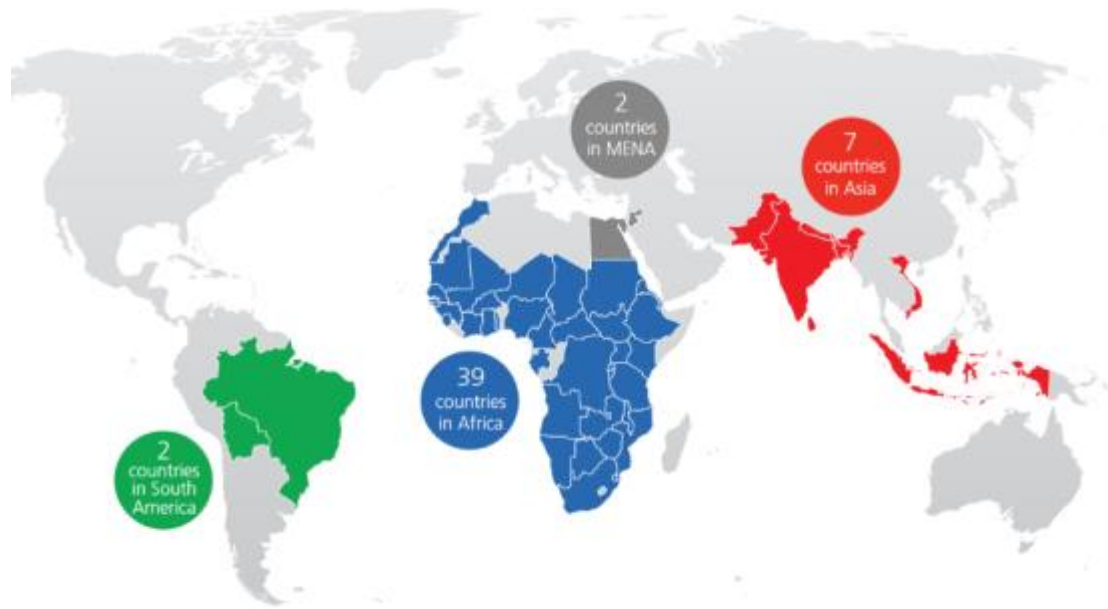
- i. a brief overview of IDRC’s GrOW program
- ii. a description of the mapping exercise undertaken to develop the GrOW measurement inventory, and of how to read and use this tool;
- iii. a summary of the women’s empowerment measures used by GrOW projects, and a discussion of their commonalities and differences; and
- iv. a comparison of the measures used in GrOW projects to widely used measures (like those used in the DHS)

To download a digital copy of the GrOW Measurement Inventory, visit: <http://grow.research.mcgill.ca/>

## Overview of the GrOW Program

The Growth and Economic Opportunities for Women (GrOW) program, is a five-year, multi-funder partnership between the UK Government’s Department for International Development, The William and Flora Hewlett Foundation, and Canada’s International Development Research Centre (IDRC). With 14 projects in 50 countries, GrOW aims to strengthen the evidence base on women’s economic empowerment and growth, while simultaneously enhancing the capacity of southern-based researchers to produce high-quality work and promote research use by decision-makers.

FIGURE 1. LOCATION OF GROW PROJECTS WORLDWIDE





GrOW works with researchers to improve economic outcomes and opportunities for poor women on the themes of employment, the care economy, and women's economic agency. To achieve its goals the program emphasizes:

*Generating new and rigorous evidence:* With research projects taking place in Asia, the Middle East and North Africa, sub-Saharan Africa and South America, GrOW works with research teams to ensure that their work is methodologically sound and innovative, combining multi-method and interdisciplinary approaches. Results are validated by a community of peers, including through publication in peer-reviewed journals and in the GrOW Research Series.

*Learning and policy outreach:* GrOW promotes peer learning and knowledge exchange between research partners to ensure cross-pollination of best practices and lessons learned. The program also stimulates policy dialogue, by helping researchers develop strategies for engaging with relevant policymakers and practitioners, and facilitating these interactions through efforts like conferences, workshops and webinars. A key objective of the program is to ensure the use of research for policy development at the local, national and international levels.

*Synthesis and dissemination of results:* Through working papers, policy briefs and other communication strategies, GrOW synthesizes and disseminates evidence on what works, and does not work, to economically empower women and promote growth.

The GrOW Research Series (GRS) is the official, though not exclusive, research platform for the GrOW program. It is housed at the Institute for the Study of International Development (ISID) at McGill University in Montreal, Canada. As part of a broader initiative by ISID and IDRC, the GRS brings together scholarly research on women's economic empowerment and economic growth in low-income countries, with a view to promoting evidence-based policy-making. Through the dissemination of working papers and policy briefs, the GRS website also serves as an online, open access repository for the body of evidence on WEE being generated by GrOW projects around the world.

For more information about the GrOW program, visit:

<https://www.idrc.ca/en/initiative/growth-and-economic-opportunities-women>

For information about the GRS, visit: <http://grow.research.mcgill.ca/>

## **The GrOW Measurement Inventory**

The GrOW measurement inventory (located as an appendix to this user guide) is a quick reference tool that maps the different measures of WEE used in GrOW-funded projects. Its intended audience is (1) individuals affiliated with GrOW, including funders and research teams, and (2) other researchers and practitioners working on WEE.

### *Mapping Exercise*

The inventory was compiled by way of a “mapping exercise,” a careful review of all GrOW project research papers and proposals submitted to the authors by the IDRC team as of summer 2017. In total, this included 32 documents for the 14 GrOW projects in question. We excluded from this inventory technical reports submitted to IDRC. A separate exercise by the authors conducts a literature review on measurement of WEE which extends beyond the GrOW projects and provides a conceptual framework for measuring WEE, and should be read in tandem with this inventory (see Laszlo et al., 2017).

The inventory was split according to six main domains of WEE that are identifiable across the GrOW projects: (1) labour market outcomes, (2) control over household resources, (3) marriage and fertility, (4) political participation, (5) child rearing, and (6) access to education and job training. These domains further correspond with those commonly identified in existing scholarship on WEE. We also include a seventh table in the inventory for “other” projects that do not fit neatly into these six main categories. For each domain, corresponding GrOW projects and study information are provided in a single table, including: study purpose and location, research method(s) such as data sample and source, and the measure(s) of WEE used by the researchers. We also distinguish between direct and indirect measures of WEE (more on this further on).

### *How to Read and Use the Tables*

The inventory is separated into the different domains of women’s empowerment, each having its own table in the inventory spreadsheet. Some papers appear in multiple tables, because they consider women’s empowerment in different domains. The idea behind this table-based design is to help researchers easily locate papers and measures that consider WEE in the domain or geographical location of interest to them. This design also serves as a quick reference tool for readers who simply want to learn about existing approaches for measuring WEE in their field. The spreadsheet format also allows these tables to be continually updated by the authors or IDRC to include new and incoming research outputs.

### **Summary of Findings: What the Inventory Shows**

Taken as a whole, the inventory reveals a tremendous heterogeneity in approaches to measuring WEE across the GrOW program. More than 40 different measures are recorded in the inventory in total, having showed up at least once in the documents reviewed. These measures vary widely and are too numerous to include here as a comprehensive list. When categorized into thematic groupings, the top five measures used by GrOW researchers are:

- Women’s labor force participation (e.g. employment status, occupational type) (n=27 times appearing in the inventory)
- Women’s education rates (e.g. literacy and numeracy, school enrollment, educational attainment, gender gaps in education) (n=21)
- Women’s autonomy and household decision making power (e.g. degree of control over household resources) (n=18)
- Gender inequality in social norms (e.g. women’s freedom of movement, freedom from violence or harassment in public spaces, son preference) (n=9)

- Gender inequality in legal institutions (e.g. civil liberties, needing permission to work or have bank account, ability to buy or own property) (n=9)

As with much research and scholarship, the vast majority of measures for WEE in the GrOW projects are really measuring outcomes of the empowerment process. For example, women's educational attainment is not a just measure of women's empowerment – in fact it could be both cause and effect of empowerment – but also result of human capital accumulation decisions as well as a function of supply public and private educational services. Similarly, women's labour force outcomes may both be cause and effect of empowerment, but labour force participation, hours worked, occupational choice and wages earned are also largely driven by market forces which are independent of empowerment. There are valid reasons to track such outcomes, particularly where papers are attempting to capture changes in project inputs or outputs. Furthermore, many papers included in the inventory do not attempt to measure WEE itself, as the primary focus is on, for instance, women's early labor market transitions, or marriage and fertility outcomes, which are central themes to the overarching issues of WEE

GrOW researchers also draw on a variety of sources when selecting the measures of WEE that they use, including their own previous research and more widely used international development indices. For example, numerous GrOW projects employ the set of measures included in USAID's Demographic and Health Surveys (DHS) Program. DHS surveys are nationally-representative household surveys that provide data for a wide range of monitoring and impact evaluation indicators in the areas of population, health and nutrition. Standard DHS surveys have large sample sizes (usually between 5,000 and 30,000 households) and typically are conducted about every five years, to allow comparisons over time. DHS questionnaires are also largely common across surveys, allowing for cross-country and cross-regional comparisons in WEE. GrOW project teams use DHS survey indicators in their studies, including those measuring women's decision-making power, gender attitudes towards violence against women, educational attainment of men versus women, and employment of men versus women.

Another instrument found in multiple GrOW projects comes from the International Food Policy Research Institute's Women's Empowerment in Agriculture Index (WEAI). This survey-based index measures women's empowerment across five domains, looking specifically at women's ability to make decisions about: production, productive resources, income, leadership, and time. The WEAI also measures women's empowerment relative to men in their households in order to identify areas in which empowerment needs to be strengthened, and to track progress over time. GrOW teams use WEAI indicators to measure women's empowerment in their own studies. The main limitation of this measure is it was designed for respondents in agricultural societies/economies and may thus not be relevant for more urban settings.

Other common instruments to measure WEE in the GrOW studies include those generated by time use surveys and country or regional general health questionnaires. Every GrOW teams' rationale and choice of measurements is legitimate, and their effectiveness will ultimately depend on the degree of fit between researchers' conceptualization of empowerment and the measures they employ, and the data available to them. For this reason, we recommend that researchers' choice of measures be accompanied with a definition of WEE and a mapping or explanation of how their conceptual framework ties into their chosen measurement approach.

## Discussion: Measuring Empowerment and its Challenges

### *Challenges of Measuring WEE*

Mapping the measures of women's empowerment used across the GrOW projects was a complex exercise, made especially difficult by the lack of convention on how to measure WEE in the broader academic and practitioner communities. Just as there exists no one-size-fits-all approach for measuring WEE, there is no single agreed upon definition of WEE. Some GrOW researchers employed definitions closer to Kabeer and Sen's idea of empowerment, focusing on capabilities and agency. Others chose to conceptualize WEE in terms of access to resources and employment. Few documents reviewed include a definition of women's empowerment. Those that do, provide a nice mapping between the concept and the measure(s) they employ.

Researchers must consider a range of issues when selecting the measures of WEE that they use, including context-specific factors, data constraints, trade-offs between specificity and generalizability, as mentioned above. Some will design their own sets of measures, while others will employ existing international development indices. These approaches all have their benefits and pitfalls, and their effectiveness will depend on the fit between a researchers' conceptualization and empowerment and the measures they employ. Any useful conversation about how best to measure WEE must allow for flexibility toward research questions, context and data availability and interpret their findings in light of any limitations

### *Direct and Indirect Measures of WEE*

We distinguish between direct [DIRECT] and indirect [INDIRECT] measures in the inventory. For our purposes, "direct measures" capture women's subjective experiences of economic empowerment (i.e. agency, self-efficacy, decision making power, attitudes towards violence against women), and levels of gender equality in social, cultural and legal norms. We categorize measures as "indirect" when they relate to outcomes of the empowerment process rather than the mechanism. For instance, many sociodemographic characteristics like age and marital status, health measures like women's life expectancy and contraceptive use, and economic activities like employment status, income, and loan amounts are considered here as "indirect" rather than direct. To illustrate, there is little disagreement that WEE is in many ways very meaningfully and centrally connected with a woman's ability to participate in income generating activities. Should we then consider employment status as a direct or indirect measure? We argue that while employment status may be both cause and effect of a woman's economic empowerment, it is also largely dependent on labour market dynamics, prevailing unemployment and other labour market frictions, which is largely driven by factors unrelated to empowerment issues. Furthermore, her decision to participate or not in the labour market to begin with may reflect her own preferences in allocating her time between remunerated and non-remunerated activities as well as whether the market wage is above or below her reservation wage. On the other hand, a measure of a woman's autonomy in individual and household decisions, social norms around gender inequality and self-esteem issues can be more closely linked to the notion of empowerment as conceptualized in Kabeer and Sen. Our approach here follows the work of researchers like Kabeer (2001) and Garikipati (2013), who distinguish between different dimensions of empowerment. Most notably,

we employ Quisumbing et al.'s (2016) conceptual framework distinguishing between “objective” and “subjective” measures of empowerment, and expand it to also capture gender equality in social and cultural norms.

The inventory reveals that half of all GrOW projects (7/14) used at least one direct measure of WEE in their research. A full list of direct measures of WEE used by GrOW projects includes, in order of frequency: women's autonomy and household decision making power (e.g. control over household resources) (n= 6 of 14 projects use this measure); gender inequality in social norms (e.g. women's freedom of movement, freedom from violence or harassment in public spaces, son preference) (n=5); gender inequality in legal institutions (e.g. civil liberties, needing permission to work or have bank account, ability to buy or own property) (n=2); attitudes towards violence against women (both men's and women's) (n=2); women's self-efficacy (e.g. self-confidence and positive self-image; ability to act in adverse circumstance; coping and problem solving) (n=1); and intrahousehold allocation of labor and responsibility for unpaid care (n=1).

Slightly less than half of all GrOW projects (6/14) use at least one indirect measure of WEE. However, in terms of total numbers, more than twice as many indirect measures are used by GrOW researchers when compared with direct measures. This is likely because indirect measures are typically easier for researchers to study and compare across different data sets. Indirect measures regarding women's labor force participation and education rates are by far the most commonly used indirect measures documented by the inventory, followed by sociodemographic characteristics like age and marital status, and health measures like women's life expectancy and contraceptive use. Although indirect measures are considered especially objective, and often do capture outcomes of the empowerment process, tracking indirect measures alone may not provide researchers with an accurate picture of whether WEE itself has been achieved for the confounding reasons mentioned above.

There are important complementarities between direct and indirect measures, and both can be useful for understanding WEE and its relationship to a specific program or policy. While measuring each separately might not tell you everything, measuring both will can in some cases help to paint a clearer picture. Instead of advocating for the use of one type of measure over another, we encourage researchers to choose the measures that best capture WEE in context and the dimension they are studying, and as they are choosing to conceptualize it, and to ground the measurement exercise within a solid conceptual or theoretical framework

## **Conclusion**

Taken as a whole, the inventory reveals a tremendous heterogeneity in approaches to measuring WEE, largely owing to the complexity of this topic and the lack of consensus in the broader literature. Indeed, measurement will need to vary according to the domain of WEE under study, the specific context (e.g. cultural, regional), and the research question itself. Some GrOW papers do not purport to measure WEE in their research for legitimate reasons, though their research design and objectives still fit within the overarching theme of women's growth and economic opportunities.

There may never be consensus regarding how best to measure WEE and all existing measures are proxies. For this reason, we do not attempt to advocate the use of certain measures over others. We do, however, want to encourage congruence between the measures that researchers use and the theoretical and conceptual constructs they employ. Providing a working definition of WEE is an important first step toward achieving such congruence. This approach, and the conceptual framework outlined in our complimentary literature review paper, represent our best attempt at grappling with the challenges of measuring and implementing WEE.

This exercise is intended to provide researchers with a snapshot of the variety of WEE measurement approaches used in different settings for different domains of WEE among the GrOW projects alone and is not intended to provide either a comprehensive review of all instruments to measure WEE used in the literature, nor to provide a discussion of the quality of one approach over another. We leave it to the reader to assess the suitability of WEE measures for their own purpose. For researchers designing new instruments, we recommend that the measurement exercise be accompanied with a definition of WEE and a mapping of how their conceptual framework, which may be domain specific, ties into their measurement approach. There is room to generate new measures of WEE. However, like in any other exercise, it is best to benchmark new measures against those employed in widely used instruments, such as the DHS or WEIA. We also acknowledge that GrOW research outputs will continue to be generated by research teams, so the online inventory will be continuously updated until December 2018.

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## **LABOUR MARKET OUTCOMES DOMAIN**

## Measuring Economic Empowerment in the Labour Market Outcomes Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Balancing unpaid care work and paid work in South Asia and sub-Saharan Africa // [IDS/BRAC/ISST]	A. Ghosh and A. Singh "A Trapeze Act: Balancing Unpaid Care Work and Paid Work by Women in Nepal"	*How do WEE programs (e.g. Enterprise Development Program and Karnali Employment Program) take unpaid care work into account?	Nepal (four sites: Mehelkuna, Maintada in the Surkhet district, Depalgaon in the Jumla district, and Chandannath)	*Quantitative survey of total 200 women [HS1]	*[INDIRECT] Women's time use *[DIRECT] Values and norms towards gender roles and attitudes *[DIRECT] Decision-making (autonomy) within the household *[INDIRECT] Labour force participation *[DIRECT] Intrahousehold allocation of responsibility for unpaid care
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 1)	P. Pancharatham and N. Menon "A Descriptive Analysis of Employment and Savings Patterns in Haveri, Karnataka"	*Crosstabs between socio-economic profile, labour force participation, and the status of savings and loans among <i>Mahila Samakhya</i> women and self-help group participation	India (district of Haveri in Karnataka)	*Thirty clusters of 12 villages each across the 4 blocks (sub-district administrative level) of Shiggoan, Byadghi, Hirekerur and Hangal in Haveri. *Survey: 3,890 households across 299 villages. In each village approximately 13 households were surveyed, per village. <b>*Target sample for qualitative research: 4 clusters (with 10 villages in each cluster)</b> [RCT, HS1, Q, FGD, KII]	*[INDIRECT] Woman's primary occupation, including: agricultural labourer, self-employed, uncompensated (home or work), women not seeking work, casual labour, family work, wage employment (non-agricultural) *[INDIRECT] Woman's savings/loans/participation in self-help groups
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 2)	S. Mahendiran, J. Jha and N. Ghatak "Understanding the Impact of Mahila Samkhya on Women's Economic Empowerment in Bihar"	*The effects of <i>Mahila Samakhya</i> programme on economic empowerment of rural women belonging to marginalized sections, through structural transformation *Long-term, medium-term and short-term average treatment effects of <i>Mahila Samakhya</i> on economic empowerment of women	India (districts of Muzaffarpur, Kaimur, and Katihar in Bihar)	*Individual surveys of MS beneficiaries (N=1372) and non-beneficiaries (N=1487) in the three districts, roughly split between MS and non-MS districts [HS1]	Index (weighted average) of the following components - the Composite Economic Empowerment Index: *[INDIRECT] 1. Economic activity (indicators: current or recent employment in paid work; savings/investment and value of savings/investment) *[OTHER] 2. Political participation (indicators: attendance and participation (voice) in local body meeting; discussion about and voting in state elections recently held) *[DIRECT] 3. Decision making, autonomy (indicators: participation in/making decisions regarding paid work, spending self-earned income, major and minor household purchases, loans and investment, healthcare choices for self and family, mobility (inside and outside the village, visiting her friends and relatives) *[INDIRECT] 4. Information about and awareness of laws and entitlements (indicators: knowledge about MGNREGA, maternity leave, harassment at workplace, minimum age of marriage, candidate contesting from the constituency for the State Assembly) *[INDIRECT] 5. Functional literacy skills (indicators: speak, read and write Hindi, English and local languages) *[DIRECT] 6. Attitude towards violence against women (VAW) (indicators: considers VAW justified in certain circumstances (neglect of care responsibilities: children, in-laws, cooking; acts independently: going out of home, aborting a child, joins a collective, takes up a job; suspected of being unfaithful)) *[DIRECT] 7. Self-efficacy (indicators: self confidence and positive self-image; ability to act in adverse circumstance; coping and problem solving)

## Measuring Economic Empowerment in the Labour Market Outcomes Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	J. Mariara, A. McKay, A. Newell and C. Rienzo "The changing path to adulthood for girls in six African countries from the 1990s to the 2010s: An analysis based on the Demographic and Health Surveys"	*School to work transition of young women and men *Educational attainments and the nature of early jobs young people are able to obtain *Relationship to marriage	Burkina Faso, Ethiopia, Ghana, Kenya, Tanzania and Uganda	*Twelve DHS data sets from six countries (educational variables for those in the 15-20 year age range inclusive) and work variables for those aged from 21 to 29 years inclusive. [HS2 (DHS)]	*[INDIRECT] Labour force participation and occupational choice: (1) still in school, (2) not working not in school, (3) professional, managerial, technical, clerical, (4) sales, (5) agriculture, (6) manual
Pathways for shared prosperity // [U Göttingen/U Cape Town/Delhi SE/U Stellenbosch/U Wageningen]	M. Borrowman and S. Klasen "Drivers of gendered sectoral and occupational segregation in developing countries"	*What is the extent of occupational and sectoral segregation? *What is the current state of gendered labor market segregation in developing countries? *What are the factors affecting changes in the levels and trends in gendered labor market segregation over time?	69 developing countries: 24 from SSA, 20 from LAC, 10 from East Asia and the Pacific, 8 from South Asia, 5 from Europe and Central Asia, and 2 from MENA	*The International Income Distribution Database (I2D2), which harmonizes over 600 household surveys, including 69 developing countries between 1980 and 2011 *Different samples—national age 18-64, urban age 18-64, and national age 30-54 [HS2, AGG]	*[INDIRECT] Sectoral segregation: across sectors of the economy *[INDIRECT] Occupational segregation: hierarchical *[INDIRECT] Combined into an index of dissimilarity (ID): the values range from 0, which would indicate no segregation and an equal distribution of women and men across sectors, to 1, which would be indicative of complete sectoral segregation *[INDIRECT] The Karmel and MacLachlan index (IP): the range of index values is from 0 to .50, with a similar interpretation. for both occupations and sectors and the concentration ratios for agriculture, manufacturing, commerce, mining and construction, and services
Identifying post-war growth and economic opportunities for women in Sri Lanka // [ICES]	R. Gunatilaka and R. Vithanagama "Woman's labor market outcomes and livelihood strategies in Sri Lanka's Northern Province after the war"	*Labour market outcomes and livelihood strategies of women *It focuses especially on female household heads	Sri Lanka (five districts in the Northern Province)	*Household survey: 3021 households headed by women and 1004 women in neighbouring households headed by men *The respondents in the sample of female heads were thereafter selected for interview only if they were between 20 and 65 years of age and were primarily responsible for managing household affairs [HS1]	*[INDIRECT] Labour market outcomes, including: women's participation in the labour force; their employment outcomes; their earnings from wage work or from own employment in agriculture and non-agriculture; and, the livelihood strategies of their households.
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	P. Machio, J. Kabubo-Mariara and A. Wambugu "Educational attainment, marriage, age at first birth, and employment among young men and women in Kenya"	*Labour market transitions of young women and men *Determinants of educational attainment educational attainment *Determinants of participation in skilled employment *Determinants of early marriage and early childbirth	Kenya	*2014 Kenya DHS *Women's and men's datasets, supplemented by some household level information *995 rural and 617 urban clusters *Women aged 15 to 25 years of age and aged 15 to 34 (12,753 and 21,874 women respectively) *5,173 men between 15 and 25 years of age and 8,435 aged between 15 and 34 [HS2 (DHS)]	*[INDIRECT] Women's employment status (any work versus decent work) where decent work is professional, managerial, technical, clerical, services and skilled manual

## Measuring Economic Empowerment in the Labour Market Outcomes Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Pathways for shared prosperity // [U Göttingen/U Cape Town/Delhi SE/U Stellenbosch/U Wageningen]	N. Makaluza "Job-seeker entry into the two-tiered informal sector in South Africa"	*What are the incentives and constraints of job-seekers who find employment in the heterogeneous informal sector?	South Africa	*Statistics South Africa's Labour Force Survey (LFS) Panel *September 2001-March 2004 [Q, AGG]	*[INDIRECT] Probability of working *[INDIRECT] Type of occupation/entrepreneurship type
Uncovering women's experiences in small-scale mining in Central and East Africa // [Carleton/PAC/DRSPAC]	D. Buss, B. Rutherford, J. Hinton, J. Stewart, J. Lebert, A. Sebina-Zziwa, R. Kibombo and F. Kisekka "Gender and Artisanal and Small-Scale Mining in Central and East Africa: Barriers and Benefits"	*What are the gendered dynamics of artisanal and small-scale mining (ASM) and the constraints and possibilities they have for women's ASM livelihoods?	Democratic Republic of Congo, Rwanda, and Uganda	*Survey formed from participation observation, focus group discussions and life histories *The sample contains 878 people at 7 ASM zones [HS1, Q, FDG]	*[INDIRECT] Women's livelihoods, including: the relations of production and exchange in regards to the mining operations (e.g. the division of labour, the means of production, the use of credit, and the forms of remuneration) *[DIRECT] Gendered norms (e.g. not physically capable, polluting, expectations of femininity) *[DIRECT] Gendered institutions (case studies of different ASM's gendered practices)
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	L. Boakye-Yiadom and N. S. Owoo "Educational Attainment, Gender, and Labour Market Participation among the Youth: Some Insights from Ghana"	*Are young full-time female workers less likely – than their male colleagues – to have completed secondary education? *What is the extent of influence of parental background on the likelihood that a young full-time worker has completed secondary education? * For young full-time workers, what is the influence of early work experience on the probability that they have completed secondary education?	Ghana	*2012/2013 Ghana Living Standards Survey (GLSS) : 16,772 and 71,000+ individuals *Analysis focuses on individuals (both male and female) who are 18 to 29 years old, and who are working exclusively [HS2 (Ghana Living Standards Survey)]	*[INDIRECT] Total employment income (cash and in-kind) from all job, primary occupation
The influence of affordable day-care on women's empowerment in India // [McGill]	R. Richardson, A. Nandi, S. Jaswal and S. Harper "Are work demands associated with mental distress? Evidence from women in rural India"	This study investigates the relation between work demands and women's mental health in one LMIC setting, predominantly tribal communities in rural Rajasthan, India. Specifically, whether work demands, including the total work amount, nature of the work (e.g., paid) and type of work (e.g., caregiving), are associated with women's mental distress.	India (rural Rajasthan)	* 3177 women participated in the study, living in 160 predominantly tribal communities in southern Rajasthan, India. (overall response rate of 89%) *One eligible woman in each household participated in the study. Only women with children between 1 and 6 years of age were interviewed *12-item General Health Questionnaire used to conduct survey [HS1]	*[DIRECT] Women's autonomy as index of 1) Freedom of Movement and 2) Household decision making *[INDIRECT] Mental distress measured with the Hindi version of the 12-item (Lickert scale) General Health Questionnaire (GHQ-12) *[INDIRECT] Time use survey on time allocated in the past 24 hours on specific activities (e.g., laundry) and how much time they spent on each activity *[INDIRECT] Household wealth summarized with a principle component analysis (PCA) using 27 asset-based indicators that are commonly used to measure wealth in India)

## Measuring Economic Empowerment in the Labour Market Outcomes Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Pathways for shared prosperity // [U Göttingen/U Cape Town/Delhi SE/U Stellenbosch/U Wageningen]	S. Klasen "Gender, institutions, and economic development: Findings and open research and policy issues"	*What explains the differential performance in gender gaps? *What are the linkages between institutions and their change, gender inequality, and economic development?	Cross regional: East Asia and the Pacific, MENA, South Asia, SSA, Eastern Europe and Central Asia, OECD, and LAC	OECD, ILO, World Development Indicators, World Bank [AGG]	*[DIRECT] Gender inequality in social institutions pertaining to five central domains: family code, civil liberties, physical integrity, son preference, and access to assets and resources *[INDIRECT] F/M ratios in primary/secondary/tertiary enrolment, gaps in test scores *[DIRECT] Property rights, access to assets *[DIRECT] Gaps in legal capacity (e.g. needing permission to participate in the economy, work, have bank account) *[OTHER] Constitutional principle of non-discrimination *[INDIRECT] Gaps in life expectancy *[INDIRECT] Labour force participation, wage gaps *[OTHER] Presence in elected positions
Improving childcare options to create better economic opportunities for women in Nairobi slums // [McGil/APHRC]	S. Clark, C. Kabiru, C., Laszlo, S., S. Muthuri "Can Subsidized Early Child Care Promote Women's Employment? Evidence from a Slum Settlement in Africa"	*Does providing access to affordable care improve maternal labour market outcomes?	Kenya	*Survey: approximately 1200 mothers with child aged 1-3 in Korogocho (Nairobi slum) [HS1]	*[DIRECT] 7 point index on autonomy on individual decisions (e.g. what to do with own income) and household decisions (e.g. allocation of resources, care for children, etc.) *[INDIRECT] Mothers' labour market outcomes (employment, hours, wages)
Making growth work for women in low-income countries // [Urban Institute]	Proposal (Study 3)	*How and when growth affects women's economic empowerment *How do different aspects of economic growth (e.g. sectoral composition, export growth, trade liberalization) affect WEE *Comparative analysis between Ghana and Nigeria	Ghana and Nigeria	*Household surveys *Sample size: 4,500 (Nigeria) and 2,000 (Ghana) respondents, selected from two states or cities from the six geo-political regions in Nigeria and one state or city from Ghana's four ethnic regions [HS1]	Greater entry and mobility of women in the workforce
Balancing unpaid care work and paid work in South Asia and sub-Saharan Africa // [Institute of Development Studies GB]	Proposal	*How do WEE policies and programmes take unpaid care work into account? *How do women and families balance unpaid care and paid work/income-earning activities in low income households? *How can state and non-state run WEE programmes and policies enable women's participation in paid work while providing good quality care for children in low income families?	India, Rwanda and Tanzania (also Nepal - see paper)	N/A	N/A

## Measuring Economic Empowerment in the Labour Market Outcomes Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Making growth work for women in low-income countries // [Urban Institute]	Proposal (Study 4)	<p>*How do irrigation methods and access to public services affect WEE?</p> <p>*How do the social processes and infrastructure that typically accompany economic growth affect WEE?</p> <p>*Are there important differences across countries in how economic growth affects WEE?</p> <p>*Are there important differences across domains in how economic growth affects WEE?</p>	Kenya, Ghana, Malawi, and Morocco	N/A	<p>*[INDIRECT] Gender involvement in irrigation projects</p> <p>*[INDIRECT] Number of female (and male) hours worked per day on an irrigated plot, the overall household time spent on irrigated land per season, resulting crop yields and crop quality measures, and the number and frequency of irrigation scheme and community meetings held and attended (by men and women) within the season</p>
Making growth work for women in low-income countries growth and WEE // [Urban Institute]	Proposal (Study 6)	<p>*How does urban spatial transformations and the corresponding transportation challenges in emerging megacities affect WEE</p> <p>*How does improved access to public services narrow the gender gap?</p> <p>*How do the social processes and infrastructure that typically accompany economic growth affect WEE?</p> <p>*Are there important differences across countries in how economic growth affects WEE?</p> <p>*Are there important differences across domains in how economic growth affects WEE?</p>	Nigeria and Pakistan	N/A	<p>*[DIRECT] Women's mobility in urban areas to reach work places (e.g. safety and distance of public transit systems, women's fear of crime and perceived risk of crime, availability and affordability of public transportation)</p> <p>*[INDIRECT] (1) a cognitive map of fear of crime, and (2) a victimization map for men and women in each city. Generated by having respondents identify neighborhoods where they feel the least safe or where they have been a victim of a crime on a one-page map of the respondent's city. We will use this information to create: (1) a cognitive map of fear of crime, and (2) a victimization map for men and women in each city.</p>
Bringing to light the role of the extractive industry on women's economic opportunities in Côte d'Ivoire and Ghana // [IAS/CIRES]	Proposal	<p>*What are the legal and regulatory frameworks that govern EI and labor market practices and how do these affect WEE?</p> <p>*Does overall growth signal women's increased participation in the informal economy, or entrance into formal jobs?</p> <p>*How does growth and the regulatory environment jointly affect WEE?</p> <p>*What is the role of government in facilitating empowerment and creating opportunities towards WEE?</p>	Cote d'Ivoire and Ghana	N/A	N/A

## **CONTROL OVER HOUSEHOLD RESOURCES DOMAIN**



## Measuring Economic Empowerment in the Control Over Household Resources Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Making growth work for women in low-income countries // [Urban Insititute] (Study 1)	B. Braga, N.M. Astone, H. E. Peters and T. Woods "National Income Changes and the Empowerment of Women within the Household"	*What is the relationship between GDP growth and the participation of women in household decision-making and attitudes towards spousal abuse?	36 LMIC countries	*DHS data from 2000 to 2014 (only married women, use country-fixed effects in virtually all specifications, total of 1 million women from 36 countries) [HS2 (DHS), AGG]	*[DIRECT] Participation of women in household decision-making (3 category index): making major household purchases, visits to family and friends, and her own health care (decision made either jointly or alone) *[DIRECT] Objections to wife beating/women's attitude toward wife-beating: normative aspect of WE; index of objections to wife-beatings: out of 5 possibilities, the number of situations a respondent reports it is justified *[INDIRECT] Educational attainment *[INDIRECT] Ever used contraceptives *[INDIRECT] Victim of IPV
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 2)	S. Mahendiran, J. Jha and N. Ghatak "Understanding the Impact of Mahila Samkhya on Women's Economic Empowerment in Bihar"	*The effects of <i>Mahila Samakhya</i> programme on economic empowerment of rural women belonging to marginalized sections, through structural transformation *Long- term, medium-term and short-term average treatment effects of <i>Mahila Samakhya</i> on economic empowerment of women	India (districts of Muzaffarpur, Kaimur, and Katihar in Bihar)	*Individual surveys of MS beneficiaries (N=1372) and non-beneficiaries (N=1487) in the three districts, roughly split between MS and non-MS districts [HS1]	Index (weighted average) of the following components - the Composite Economic Empowerment Index: *[INDIRECT] 1. Economic activity (indicators: current or recent employment in paid work; savings/investment and value of savings/investment) *[OTHER] 2. Political participation (indicators: attendance and participation (voice) in local body meeting; discussion about and voting in state elections recently held) *[DIRECT] 3. Decision making, autonomy (indicators: participation in/tmking decisions regarding paid work, spending self-earned income, major and minor household purchases, loans and investment, healthcare choices for self and family, mobility (inside and outside the village, visiting her friends and relatives)) *[INDIRECT] 4. Information about and awareness of laws and entitlements (indicators: knowledge about MGNREGA, maternity leave, harassment at workplace, minimum age of marriage, candidate contesting from the constituency for the State Assembly) *[INDIRECT] 5. Functional literacy skills (indictors: speak, read and write Hindi, English and local languages) *[DIRECT] 6. Attitude towards violence against women (VAW) (indicators: considers VAW justified in certain circumstances (neglect of care responsibilities: children, in-laws, cooking; acts independently: going out of home, aborting a child, joins a collective, takes up a job; suspected of being unfaithful)) *[DIRECT] 7. Self-efficacy (indictors: self confidence and positive self-image; ability to act in adverse circumstance; coping and problem solving)
Assessing the impact of cash transfer programs on women's empowerment in Tanzania // [REPOA]	F. Kashaga and A. Kinyondo "The Impact of Conditional Cash Transfer Programmes on Women Empowerment in Tanzania: Reflections on Cultural, Religious and Legal Aspects"	*What impact do conditional cash transfers (CCTs) have on WEE?	Tanzania Mainland (8 districts: Bagamoyo, Chamwino, Kahama, Geita, Mbogwe, Misungwi, Handeni and Kisarawe) and Zanzibar (4 islands: Mjini Unguja, Magharibi Unguja, Kati Unguja and Kusini Unguja)	*Data collection from CCT beneficiaries and non-beneficiaries by in-depth interviews as well as focus group discussions [Q, FDG]	*[DIRECT] The Women Empowerment in Agriculture Index (WEAI) through five Domains of Empowerment (5DE): women's ability to make decisions in (1) production, (2) productive resources, (3) income, (4) leadership, (5) time

## Measuring Economic Empowerment in the Control Over Household Resources Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Assessing the impact of cash transfer programs on women's empowerment in Tanzania // [REPOA]	F. Myamba and P. Tibandebage "Assessment of Women's Empowerment in the Productive Social Safety Net Program in Tanzania: Qualitative Findings on the Five Domains of Empowerment	*How do cash transfer programs enhance women's autonomy and power to make decisions within the household?	Tanzania Mainland (8 districts: Misungwi DC, Kahama TC, Kilosa DC, Kisarawe DC, Handeni DC, Mbogwe DC, Itilima DC, Uyui DC), Zanzibar (1 site: Unguja). Also 2 pilot project sites in Tanzania Mainland (Bagomoyo and Chamwino)	*80 in-depth structured interviews of men and women and 11 focus group discussions [Q, FDG]	*[DIRECT] The Women Empowerment in Agriculture Index (WEAI) through five Domains of Empowerment (5DE): women's ability to make decisions in (1) production, (2) productive resources, (3) income, (4) leadership, (5) time
Assessing the impact of cash transfer programs on women's empowerment in Tanzania // [REPOA]	F. Myamba and F. Grimard "Assessing the impact of cash transfer programs on women's empowerment in Tanzania: A preliminary analysis of the baseline data"	*How do conditional cash transfers empower women to participate in the development process?	Baseline survey conducted on Tanzania Mainland (8 districts: Misungwi DC, Kahama TC, Kilosa DC, Kisarawe DC, Handeni DC, Mbogwe DC, Itilima DC, Uyui DC) and in Zanzibar (one district: Unguja)	*The Survey of Women's Economic Empowerment in Tanzania (SWEET): baseline and follow-up surveys *1763 households residing in the 102 villages [HS1]	*[DIRECT] Five Domains of Empowerment (5DE): women's ability to make decisions in (1) production, (2) productive resources, (3) income, (4) leadership, (5) time. A woman is empowered if she has adequate achievements in four of the five domains or is empowered in some combination of the weighted indicators that reflect 80 percent of total adequacy *[DIRECT] The Gender Parity Index (GPI): taking differences between men's and women's decision roles in the 5DE, taking the incidence of women who are less empowered than their male spouses (% women with no gender parity) and the extent of this gap (Average Empowerment Gap) *[DIRECT] The Women Empowerment in Agriculture Index (WEAI) such that $WEAI = 0.9 * 5DE + 0.1 * GPI$
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 1)	P. Pancharatham and N. Menon "A Descriptive Analysis of Employment and Savings Patterns in Haveri, Karnataka"	*Crosstabs between socio-economic profile, labour force participation, and the status of savings and loans among <i>Mahila Samakhya</i> women and self-help group participation	India (district of Haveri in Karnataka)	*Thirty clusters of 12 villages each across the 4 blocks (sub-district administrative level) of Shiggoan, Byadghi, Hirekerur and Hangal in Haveri *Survey: 3,890 households across 299 villages. In each village approximately 13 households were surveyed, per village *Target sample for qualitative research: 4 clusters (with 10 villages in each cluster) [RCT, HS1, Q, FGD, KII]	*[INDIRECT] Woman's primary occupation, including: agricultural labourer, self-employed, uncompensated (home or work), women not seeking work, casual labour, family work, wage employment (non agricultural) *[INDIRECT] Woman's socio-demographic profile, including: age; marital status and employment (married, unmarried, married but not consummated, separated or divorced); caste; education (no education, primary, middle, high, college, vocational); different asset classes *[INDIRECT] Woman's savings/loans/participation in self-help groups

## **MARRIAGE AND FERTILITY DOMAIN**

## Measuring Economic Empowerment in the Marriage and Fertility Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Making growth work for women in low-income countries (Study 1) // [Urban Insitute]	B. Braga, N.M. Astone, H. E. Peters and T. Woods "National Income Changes and the Empowerment of Women within the Household"	*What is the relationship between GDP growth and the participation of women in household decision-making and attitudes towards spousal abuse?	36 LMIC countries	*DHS data from 2000 to 2014 (only married women, use country-fixed effects in virtually all specifications, total of 1 million women from 36 countries) [HS2 (DHS), AGG]	*[DIRECT] Participation of women in household decision-making (3 category index): making major household purchases, visits to family and friends, and her own health care. (decision made either jointly or alone) *[DIRECT] Objections to wife beating/women's attitude toward wife-beating: normative aspect of WE; index of objections to wife-beatings: out of 5 possibilities, the number of situations a respondent reports it is justified *[INDIRECT] Educational attainment *[INDIRECT] Ever used contraceptives *[INDIRECT] Victim of IPV
Making growth work for women in low-income countries (Study 2) // [Urban Insitute]	B. Braga "The Impact of Unilateral Trade Liberalization on Marriage and Fertility Choices: Evidence from Brazil"	*What is the impact of a large economic shock on marriage and fertility decisions?	Brazil	*Four waves of the Brazilian Demographic Census covering the years 1980, 1991 to control, 2000 and 2010 (restrict sample to women age 20-35) [AGG, HS2 (Census data)]	*[INDIRECT] Labour market outcomes (share of individuals working for pay; average monthly wages within the 20-35 age range) *[INDIRECT] Marriage outcomes (share of women who were never married) *[INDIRECT] Fertility outcomes (share of women with no children; the average number of children for mothers only; age at first birth)
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 2)	S. Mahendiran, J. Jha and N. Ghatak "Understanding the Impact of Mahila Samkhya on Women's Economic Empowerment in Bihar"	*The effects of <i>Mahila Samakhya</i> programme on economic empowerment of rural women belonging to marginalized sections, through structural transformation *Long- term, medium-term and short-term average treatment effects of <i>Mahila Samakhya</i> on economic empowerment of women	India (districts of Muzaffarpur, Kaimur, and Katihar in Bihar)	*Individual surveys of MS beneficiaries (N=1372) and non-beneficiaries (N=1487) in the three districts, roughly split between MS and non-MS districts [HS1]	Index (weighted average) of the following components - the Composite Economic Empowerment Index: *[INDIRECT] 1. Economic activity (indicators: current or recent employment in paid work; savings/investment and value of savings/investment) *[OTHER] 2. Political participation (indicators: attendance and participation (voice) in local body meeting; discussion about and voting in state elections recently held) *[DIRECT] 3. Decision making, autonomy (indicators: participation in/making decisions regarding paid work, spending self-earned income, major and minor household purchases, loans and investment, healthcare choices for self and family, mobility (inside and outside the village, visiting her friends and relatives)) *[INDIRECT] 4. Information about and awareness of laws and entitlements (indicators: knowledge about MGNREGA, maternity leave, harassment at workplace, minimum age of marriage, candidate contesting from the constituency for the State Assembly) *[INDIRECT] 5. Functional literacy skills (indicators: speak, read and write Hindi, English and local languages) *[DIRECT] 6. Attitude towards violence against women (VAW) (indicators: considers VAW justified in certain circumstances (neglect of care responsibilities: children, in-laws, cooking; acts independently: going out of home, aborting a child, joins a collective, takes up a job; suspected of being unfaithful)) *[DIRECT] 7. Self-efficacy (indicators: self confidence and positive self-image; ability to act in adverse circumstance; coping and problem solving)

## Measuring Economic Empowerment in the Marriage and Fertility Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	P. Machio, J. Kabubo-Mariara and A. Wambugu "Educational attainment, marriage, age at first birth, and employment among young men and women in Kenya"	*Labour market transitions of young women and men *Determinants of educational attainment *Determinants of participation in skilled employment *Determinants of early marriage and early childbirth	Kenya	*2014 Kenya DHS *Women's and men's datasets, supplemented by some household level information *995 rural and 617 urban clusters *Women aged 15 to 25 years of age and aged 15 to 34 (12,753 and 21,874 women respectively) *5,173 men between 15 and 25 years of age and 8,435 aged between 15 and 34 [HS2 (DHS)]	*[INDIRECT] Age at first birth and age at first marriage
Addressing the barriers to young women's economic empowerment in Bangladesh // [IPA/Duke]	N. Buchmann, E. Field, R. Glennerster, S. Nazneen, S. Pimkina and I. Sen "The effect of conditional incentives and a girls' empowerment curriculum on adolescent marriage, childbearing and education in rural Bangladesh: A community clustered randomized controlled trial"	*Can an adolescent empowerment training program and conditional incentive program reduce child marriage and teenage childbearing?	South Central Bangladesh (six sub-districts: Daulatkhan, Babuganj, Muladi, Patuakhali Sadar, Bauphal and Bhola Sadar)	*Data is collected by household surveys *19,059 girls from 446 communities are chosen: 6,309 in the empowerment arm, 2,905 in the conditional incentive arm, 3,239 in the empowerment plus incentive arm and 6,606 in control [HS1]	*[INDIRECT] Marital status of adolescent girl /age at marriage *[INDIRECT] Teenage pregnancy and childbearing *[INDIRECT] Enrolment in school, last class passed

## **POLITICAL PARTICIPATION DOMAIN**

## Measuring Economic Empowerment in the Political Participation Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 2)	S. Mahendiran, J. Jha and N. Ghatak "Understanding the Impact of Mahila Samkhya on Women's Economic Empowerment in Bihar"	*The effects of <i>Mahila Samakhya</i> programme on economic empowerment of rural women belonging to marginalized sections, through structural transformation *Long- term, medium-term and short-term average treatment effects of <i>Mahila Samakhya</i> on economic empowerment of women	India (districts of Muzaffarpur, Kaimur, and Katihar in Bihar)	*Individual surveys of Mahila Samakhya beneficiaries (N=1372) and non-beneficiaries (N=1487) in the three districts, roughly split between Mahila Samakhya and non- Mahila Samakhya districts [HS1]	Index (weighted average) of the following components - the Composite Economic Empowerment Index: *[INDIRECT] 1. Economic activity (indicators: current or recent employment in paid work; savings/investment and value of savings/investment) *[OTHER] 2. Political participation (indicators: attendance and participation (voice) in local body meeting; discussion about and voting in state elections recently held) *[DIRECT] 3. Decision making, autonomy (indicators: participation in/making decisions regarding paid work, spending self-earned income, major and minor household purchases, loans and investment, healthcare choices for self and family, mobility (inside and outside the village, visiting her friends and relatives)) *[INDIRECT] 4. Information about and awareness of laws and entitlements (indicators: knowledge about MGNREGA, maternity leave, harassment at workplace, minimum age of marriage, candidate contesting from the constituency for the State Assembly) *[INDIRECT] 5. Functional literacy skills (indicators: speak, read and write Hindi, English and local languages) *[DIRECT] 6. Attitude towards violence against women (VAW) (indicators: considers VAW justified in certain circumstances (neglect of care responsibilities: children, in-laws, cooking; acts independently: going out of home, aborting a child, joins a collective, takes up a job; suspected of being unfaithful)) *[DIRECT] 7. Self-efficacy (indicators: self confidence and positive self-image; ability to act in adverse circumstance; coping and problem solving)
Pathways for shared prosperity // [U Göttingen/U Cape Town/Delhi SE/U Stellenbosch/U Wageningen]	S. Klasen "Gender, institutions, and economic development: Findings and open research and policy issues"	*What explains the differential performance in gender gaps? *What are the linkages between institutions and their change, gender inequality, and economic development?	Cross regional: East Asia and the Pacific, MENA, South Asia, SSA, Eastern Europe and Central Asia, OECD, and LAC	OECD, ILO, World Development Indicators, World Bank [AGG]	*[DIRECT] Gender inequality in social institutions pertaining to five central domains: family code, civil liberties, physical integrity, son preference, and access to assets and resources *[INDIRECT] F/M ratios in primary/secondary/tertiary enrolment, gaps in test scores *[DIRECT] Property rights, access to assets *[DIRECT] Gaps in legal capacity (e.g. needing permission to participate in the economy, work, have bank account) *[OTHER] Constitutional principle of non-discrimination *[INDIRECT] Gaps in life expectancy *[INDIRECT] Labour force participation, wage gaps *[OTHER] Presence in elected positions
The impact of women's political representation on economic growth and women's economic empowerment in Africa // [U Chicago/U Stellenbosch]	Proposal	*How do traditional female political rights and power influence the extent to which economic growth leads to female economic empowerment and female political representation in contemporary formal institutions? *What are the determinants of traditional female political representation across all Sub-Saharan Africa? *What is the effect of traditional female political representation on economic outcomes, measures of female autonomy, and formal female political representation? *How does variation in traditional political representation influence the empowering effects of economic growth on women?	38 sub-Saharan African countries	N/A	N/A

## **CHILD REARING DOMAIN**



## Measuring Economic Empowerment in the Child Rearing Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure /	Women's empowerment measure(s)
Balancing unpaid care work and paid work in South Asia and sub-Saharan Africa // [IDS/BRAC/ISST]	A. Ghosh and A. Singh "A Trapeze Act: Balancing Unpaid Care Work and Paid Work by Women in Nepal"	*How do WEE programs (e.g. Enterprise Development Program and Karnali Employment Program) take unpaid care work into account?	Nepal (four sites: Mehelkuna, Maintada in the Surkhet district, Depalgaon in the Jumla district, and	*Quantitative survey of total 200 women [HS1]	*[DIRECT] Women's time use *[DIRECT] Values and norms towards gender roles and attitudes *[DIRECT] Decision-making (autonomy) within the household *[INDIRECT] Labour force participation *[DIRECT] Intrahousehold allocation of responsibility for unpaid care
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 2)	S. Mahendiran, J. Jha and N. Ghatak "Understanding the Impact of Mahila Samkhya on Women's Economic Empowerment in Bihar"	*The effects of <i>Mahila Samakhya</i> programme on economic empowerment of rural women belonging to marginalized sections, through structural transformation *Long- term, medium-term and short-term average treatment effects of <i>Mahila Samakhya</i> on economic empowerment of women	India (districts of Muzaffarpur, Kaimur, and Katihar in Bihar)	*Individual surveys of MS beneficiaries (N=1372) and non-beneficiaries (N=1487) in the three districts, roughly split between MS and non-MS districts [HS1]	Index (weighted average) of the following components - the Composite Economic Empowerment Index: *[INDIRECT] 1. Economic activity (indicators: current or recent employment in paid work; savings/investment and value of savings/investment) *[OTHER] 2. Political participation (indicators: attendance and participation (voice) in local body meeting; discussion about and voting in state elections recently held) *[DIRECT] 3. Decision making, autonomy (indicators: participation in/making decisions regarding paid work, spending self-earned income, major and minor household purchases, loans and investment, healthcare choices for self and family, mobility (inside and outside the village, visiting her friends and relatives)) *[INDIRECT] 4. Information about and awareness of laws and entitlements (indicators: knowledge about MGNREGA, maternity leave, harassment at workplace, minimum age of marriage, candidate contesting from the constituency for the State Assembly) *[INDIRECT] 5. Functional literacy skills (indicators: speak, read and write Hindi, English and local languages) *[DIRECT] 6. Attitude towards violence against women (VAW) (indicators: considers VAW justified in certain circumstances (neglect of care responsibilities: children, in-laws, cooking; acts independently: going out of home, aborting a child, joins a collective, takes up a job; suspected of being unfaithful))
Improving childcare options to create better economic opportunities for women in Nairobi slums // [McGill/APHRC]	S. Clark, C. Mitchell, C. Kabiru, C. Izugbara, S. Laszlo, S. Brauner-Otto, M. Oyolola, P. O. and F. Grimard "Creating better economic opportunities for women in Nairobi slums through	*Does providing access to affordable care improve maternal labour market outcomes? *Does providing access to affordable care improve women's autonomy?	Kenya	*Survey: approximately 1200 mothers with child aged 1-3 in Korogocho (Nairobi slum) [HS1, Q, RCT, PhotoVoice]	*[DIRECT] 7 point index on autonomy on individual decisions (e.g. what to do with own income) and household decisions (e.g. allocation of resources, care for children, etc.) *[INDIRECT] Mothers' labour market outcomes (employment, hours, wages)

## Measuring Economic Empowerment in the Child Rearing Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure /	Women's empowerment measure(s)
Balancing unpaid care work and paid work in South Asia and sub-Saharan Africa // [Institute of Development Studies GB]	Proposal	<p>*How do WEE policies and programmes take unpaid care work into account?</p> <p>*How do women and families balance unpaid care and paid work/income-earning activities in low income households?</p> <p>*How can state and non-state run WEE programmes and policies enable women's participation in paid work while providing good quality care for children in low income families?</p>	India, Rwanda and Tanzania (also Nepal - see paper)	N/A	N/A

## **EDUCATION AND JOB TRAINING DOMAIN**

## Measuring Economic Empowerment in the Education and Job Training Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	J. Mariara, A. McKay, A. Newell and C. Rienzo "The changing path to adulthood for girls in six African countries from the 1990s to the 2010s: An analysis based on the Demographic	*School to work transition of young women and men *Educational attainments and the nature of early jobs young people are able to obtain *Relationship to marriage	Burkina Faso, Ethiopia, Ghana, Kenya, Tanzania, and Uganda	*Twelve DHS data sets from six countries (educational variables for those in the 15-20 year age range inclusive) and work variables for those aged from 21 to 29 years inclusive [HS2 (DHS)]	*[INDIRECT] (1) Educational enrolment, (2) secondary school attainment and (3) literacy
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	P. Machio, J. Kabubo-Mariara and A. Wambugu "Educational attainment, marriage, age at first birth, and employment among young men and women in Kenya"	*Labour market transitions of young women and men *Determinants of educational attainment *Determinants of participation in skilled employment *Determinants of early marriage and early childbirth	Kenya	*2014 Kenya DHS *Women's and men's datasets, supplemented by some household level information *995 rural and 617 urban clusters *Women aged 15 to 25 years of age and aged 15 to 34 (12,753 and 21,874 women respectively) *5,173 men between 15 and 25 years of age and 8,435 aged between 15 and 34	*[INDIRECT] Women's educational attainment levels
Examining women's early labour market transitions in sub-Saharan Africa // [U Sussex/U Nairobi]	L. Boakye-Yiadom and N. S. Owoo "Educational Attainment, Gender, and Labour Market Participation among the Youth: Some Insights from Ghana"	*Are young full-time female workers less likely – than their male colleagues – to have completed secondary education? *What is the extent of influence of parental background on the likelihood that a young full-time worker has completed secondary education? For young full-time workers, what is the influence of early work experience on the probability that they have completed secondary education?	Ghana	*2012/2013 Ghana Living Standards Survey (GLSS) : 16,772 and 71,000+ individuals *Analysis focuses on individuals (both male and female) who are 18 to 29 years old, and who are working exclusively [HS2 (Ghana Living Standards Survey)]	*[INDIRECT] Secondary education (or higher) attainment
The effect of skills training on women's economic opportunities in Pakistan [Harvard]	A. Cheema, A. Khwaja, M.F. Naseer, J. Shapiro, S. Siddiqui, S. Sheikh "Skills Intervention Report Results from SFM 2012-13 Phased Evaluation"	*What is the impact of Punjab Economic Opportunities Program's (PSDF) Skills for Market (SFM) scheme on socio-economic outcomes of the target population, comprising of the poor and vulnerable individuals, specifically women?	Pakistan (2 districts: Bahawalpur and Lodhran)	*884 households from the Baseline Household Survey of an RCT	N/A
The effect of skills training on women's economic opportunities in Pakistan [Harvard]	A. Cheema, A. Khwaja, M.F. Naseer, J. Shapiro, S. Siddiqui, S. Sheikh "Alleviating Take-up Constraints for Rural Women Skills for Market 2013-14"	*What determines training take-up?	Pakistan (3 districts: Bahawalnagar, Bahawalpur and Muzaffargarh)	*10,490 households in baseline survey for an RCT	*[INDIRECT] Accepted voucher for training *[INDIRECT] Redeemed voucher for training *[INDIRECT] Enrolled in training

## Measuring Economic Empowerment in the Education and Job Training Domain

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR] (Study 2)	S. Mahendiran, J. Jha and N. Ghatak "Understanding the Impact of Mahila Samkhya on Women's Economic Empowerment in Bihar"	*The effects of <i>Mahila Samakhya</i> programme on economic empowerment of rural women belonging to marginalized sections, through structural transformation *Long- term, medium-term and short-term average treatment effects of <i>Mahila Samakhya</i> on economic empowerment of women	India (districts of Muzaffarpur, Kaimur, and Katihar in Bihar)	*Individual surveys of MS beneficiaries (N=1372) and non-beneficiaries (N=1487) in the three districts, roughly split between MS and non-MS districts [HS1]	Index (weighted average) of the following components - the Composite Economic Empowerment Index: *[INDIRECT] 1. Economic activity (indicators: current or recent employment in paid work; savings/investment and value of savings/investment) *[OTHER] 2. Political participation (indicators: attendance and participation (voice) in local body meeting; discussion about and voting in state elections recently held) *[DIRECT] 3. Decision making, autonomy (indicators: participation in/making decisions regarding paid work, spending self-earned income, major and minor household purchases, loans and investment, healthcare choices for self and family, mobility (inside and outside the village, visiting her friends and relatives)) *[INDIRECT] 4. Information about and awareness of laws and entitlements (indicators: knowledge about MGNREGA, maternity leave, harassment at workplace, minimum age of marriage, candidate contesting from the constituency for the State Assembly) *[INDIRECT] 5. Functional literacy skills (indicators: speak, read and write Hindi, English and local languages) *[DIRECT] 6. Attitude towards violence against women (VAW) (indicators: considers VAW justified in certain circumstances (neglect of care responsibilities: children, in-laws, cooking; acts independently: going out of home, aborting a child, joins a collective, takes up a job; suspected of being unfaithful)) *[DIRECT] 7. Self-efficacy (indicators: self confidence and positive self-image; ability to act in adverse circumstance; coping and problem solving)
Pathways for shared prosperity // [U Göttingen/ U Cape Town/ Delhi SE/U Stellenbosch/U Wageningen]	S. Klasen "Gender, institutions, and economic development: Findings and open research and policy issues"	*What explains the differential performance in gender gaps? *What are the linkages between institutions and their change, gender inequality, and economic development?	Cross regional: East Asia and the Pacific, MENA, South Asia, SSA, Eastern Europe and Central Asia, OECD, and LAC	OECD, ILO, World Development Indicators, World Bank [AGG]	*[DIRECT] Gender inequality in social institutions pertaining to five central domains: family code, civil liberties, physical integrity, son preference, and access to assets and resources *[INDIRECT] F/M ratios in primary/secondary/tertiary enrolment, gaps in test scores *[DIRECT] Property rights, access to assets *[DIRECT] Gaps in legal capacity (e.g. needing permission to participate in the economy, work, have bank account) *[OTHER] Constitutional principle of non-discrimination *[INDIRECT] Gaps in life expectancy *[INDIRECT] Labour force participation, wage gaps *[OTHER] Presence in elected positions

**OTHER**

## Measuring Economic Empowerment (OTHER)

Project // [Team]	Authors and papers	Purpose of study	Location	Sample/data source for WEE measure / [Method(s)]	Women's empowerment measure(s)
Together we can: The role of women's action groups as agents of social and economic change in India // [CBPS/IFMR]	T. Menon "The Methodology of Mahila Samakhya: Understanding the Sangha as a Space for Empowerment"	*How are the intended goals and the intended methodologies of the <i>Mahila Samakhya</i> programme internalised by the sangha women and <i>Mahila Samakhya</i> staff members? *What are the complicated relationships and structures that define the empowerment process in <i>Mahila Samakhya</i> ?	India	N/A [Q]	N/A
Pathways for shared prosperity // [U Göttingen/ U Cape Town/ Delhi SE/U Stellenbosch/U Wageningen]	S. Klasen "Gender, institutions, and economic development: Findings and open research and policy issues"	*What explains the differential performance in gender gaps? *What are the linkages between institutions and their change, gender inequality, and economic development?	Cross regional: East Asia and the Pacific, MENA, South Asia, SSA, Eastern Europe and Central Asia, OECD, and LAC	OECD, ILO, World Development Indicators, World Bank [AGG]	*[DIRECT] Gender inequality in social institutions pertaining to five central domains: family code, civil liberties, physical integrity, son preference, and access to assets and resources *[INDIRECT] F/M ratios in primary/secondary/tertiary enrolment, gaps in test scores *[DIRECT] Property rights, access to assets *[DIRECT] Gaps in legal capacity (e.g. needing permission to participate in the economy, work, have bank account) *[OTHER] Constitutional principle of non-discrimination *[INDIRECT] Gaps in life expectancy *[INDIRECT] Labour force participation, wage gaps *[OTHER] Presence in elected positions
Identifying post-war growth and economic opportunities for women in Sri Lanka // [ICES]	K. Kandanearachchi and R. Ratnayake "Post-war realities: Barriers to women's economic empowerment in the	*What are the main barriers and constraints to WEE?	Northern Sri Lanka (4 districts: Jaffna, Mullaitivu, Vavuniya and Mannar)	*20 cases from an overall of 116 in-depth interviews with vulnerable groups plus key person interviews and focus group discussions	N/A
Making growth work for women in low-income countries // [Urban Institute]	Proposal (Study 5)	*What are the effects of environmental degradation on women in informal settlements in three major urban? *Does improved access to public services may narrow the gender gap to answer? *How do the social processes and infrastructure that typically accompany economic growth (e.g. family change, education, urbanization, access to health providers, transportation, and labor market densification) affect women's economic empowerment? *Are there important differences across countries in how economic growth affects WEE? *Are there important differences across domains in how economic growth affects WEE?	Pakistan, Bangladesh, and India	N/A	N/A