



ICRW

International Center
for Research on Women
where insight and action connect

Importance of Measuring Women's Empowerment

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Gender Equality and Women's Economic Empowerment
Parallel Event, Commission on the Status of Women
March 10, 2009

Gaining Credibility, Not Just Visibility

- Gender equality finally on the world's radar screen
- “Numbers talk”: continued investment requires demonstrated success -
 - Major gap in well-evaluated programs with a gender dimension—especially in economic sector
 - Measure of program effectiveness necessary for prioritizing efforts for replication and scale-up

Results Based Initiatives

- RBIs: pilot interventions to enhance women's economic empowerment that can be replicated and scaled up
- Opportunity:
 - Rigorous impact evaluation built in
 - Fill the current gap on measuring women's empowerment
- Challenge:
 - Program designs not always suited to rigorous evaluation
 - Good evaluations require substantial resources & time

ICRW and its Evaluation Role

- ICRW—research organization with:
 - gender equality and women’s empowerment as its mission
 - experience in conceptualizing and measuring empowerment
- Evaluate interventions and document results
- Develop cohesive framework across RBIs for synthesis of lessons learned
- Support effective monitoring and process documentation
- Increase all partners’ understanding of what rigorous evaluation *is*, and what it *requires*

RBI Evaluations



RBI	INTERVENTION	EVALUATION
Egypt	Gender certification program in firms to increase female employment	Matched Treatment vs. Comparison group of firms
Kenya	Strengthening export competitiveness of women bead workers in Kenya	Matched Treatment vs. Control groups of bead workers
Liberia	Women's enterprise development for cassava production and marketing	Pre-post institutional evaluation & member vs. nonmember comparison
Mekong	Improved supply chain and income for women in bamboo handicrafts	Matched Treatment vs. Control villages
Peru	Leveraging land titles through business training for women micro-entrepreneurs.	Randomized Treatment vs. Control group of women

Building on Conceptual Agreement

- **Women's Empowerment =**
ability to make strategic life choices where this was previously denied (agency, resources, achievement)
- **Gender Equality =**
Equality for women and men under the law, of opportunity (human capital and productive resources), in rewards for work, and of voice.

Multi-dimensional, Multi-level Concept

Dimension	MICRO (Individual/ Household)	MESO (Institutional/ Community)	MACRO (State/ National)
Economic			
Socio-Cultural			
Relational			
Legal			
Political			
Psychological			

Women's Economic Empowerment

MICRO (Individual or Household)	MESO (Institutional or Community)	MACRO (State or National)
<ul style="list-style-type: none"> ➤ control over income, resources, assets ➤ role in key household decisions ➤ time use, division of labor ➤ contribution of income to household 	<ul style="list-style-type: none"> ➤ access to employment, livelihoods, credit, markets ➤ role in cooperatives, trade associations, unions ➤ gender wage gaps in firms, industries ➤ gender distribution of jobs/tasks in enterprises, firms 	<ul style="list-style-type: none"> ➤ women's representation in labor force & specific sectors ➤ wage equity in labor force ➤ gender equity in macroeconomic policies ➤ gender priorities in state and federal budgets



Peru

Intervention: Leveraging land titles through business training for women micro-entrepreneurs.

Evaluation Approach: Randomized treatment and control

IMPACT INDICATORS	DATA METHOD
<ul style="list-style-type: none">➤ Improved knowledge of business➤ Strengthened business capacity➤ Improved savings and access to credit➤ Control over business and household decision-making	<ul style="list-style-type: none">➤ Baseline and Endline➤ Individual Questionnaire:<ul style="list-style-type: none">➤ Treatment 1 sample: 350➤ Treatment 2 sample: 350➤ Control: 350➤ Reserves: 150

Kenya

Intervention: Strengthening Export Competitiveness of Women Bead Workers

Evaluation Approach: Matched treatment and control

IMPACT INDICATORS	DATA METHOD
<p>Group:</p> <ul style="list-style-type: none">➤ Increased revenue & profits➤ Improved income generating capacity➤ Increased group sustainability➤ Increased resources provided to members or their communities <p>Individual:</p> <ul style="list-style-type: none">➤ Increased income, credit	<ul style="list-style-type: none">➤ Baseline and Endline➤ Data Tools:<ul style="list-style-type: none">➤ Key informant questionnaire➤ Membership list➤ Community questionnaire<ul style="list-style-type: none">➤ Sample: 81 baseline/70 endline➤ Individual questionnaire<ul style="list-style-type: none">➤ Sample: 690 members➤ Qualitative focus groups and seasonal calendars<ul style="list-style-type: none">➤ Sample: 10 FGD & 81 SC

Investing in Filling the Data Gap

- Increased investments in RBI type efforts
- Prioritizing ongoing interventions for evaluation
- National and sub-national collection of gender relevant and disaggregated data
- Numbers critical for articulating problems and solutions