Delta Framework

Annex 5:
Detailed methodology & tools for Women's Empowerment indicator

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ICAC INTERNATIONAL COTTON ADVISORY COMMITTEE

INTERNATIONAL COFFEE ORGANIZATION

GLOBAL COFFEE PLATFORM for a sustainable coffee world

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www.deltaframework.org

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1 The four Delta Project partners are: Better Cotton, the Global Coffee Platform (GCP), the International Coffee Organisation (ICO), and the International Cotton Advisory Committee (ICAC).

5.1 Developing the indicator

1. Overview

This paper provides an overview of the methodology selected to create a composite indicator for use in the Delta Framework. The Delta Framework is a multidisciplinary index using a common set of environmental, social, and economic indicators to measure sustainability in the coffee and cotton sectors around the world.

2. Indicator development

In developing a composite indicator for Women's Empowerment, it was important to consider the assumptions, definitions and calculations that would ultimately build this indicator. While the Women's Empowerment indicator is just one of 15 indicators that make up the Delta Framework, to maintain the integrity of the index, we also had to ensure a solid methodology with clear definitions for this specific indicator. The following sections explore the items that make up this indicator and the choices made through a consultation process initiated by the Delta Project team and carried further by CARE International UK (CARE).

2.1. Theoretical framework

The stakeholders consulted by the Delta Project team agreed upon three domains of change through which they hope to measure women's empowerment as part of the Delta Framework. The agreed domains were leadership, decision-making, and access to financial services. Each of these is a common domain from which to measure women's empowerment, but they are also very broad. Before we could approach measurement of these domains, we needed to exact definitions that we could use going forward. The bullet points below show the process leading to the definitions that have informed our approach to the Women's Empowerment indicator.

Women's Empowerment

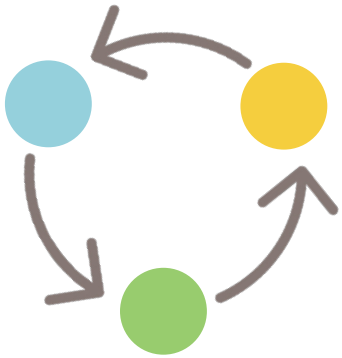
Stakeholders to the Delta Framework wanted to include a 'Gender' indicator that would capture the different experiences of men and women in coffee and cotton production. They decided upon 'Increasing Empowerment' as the agreed target for this indicator.

CARE has a number of monitoring, evaluation and learning tools at a global level, that are tested and proven in multiple projects at a country-level to measure progress. Sitting within the global tools are frameworks for specific gender and women's economic empowerment impact measurement. Each of CARE's impact indicators and monitoring and evaluation tools align to the CARE Gender Equality Framework which defines three domains in which complementary change needs to take place for a woman to be empowered (see figure, right).

CARE'S GENDER EQUALITY FRAMEWORK

BUILD AGENCY

Building consciousness, confidence, self-esteem and aspirations (non-formal sphere) and knowledge, skills and capabilities (formal sphere).



CHANGE RELATIONS

The power relations through which people live their lives through intimate relations and social networks (non-formal sphere) and group membership and activism, and citizen and market negotiations (formal sphere).

TRANSFORM STRUCTURES

Discriminatory social norms, customs, values and exclusionary practices (non-formal sphere) and laws, policies and procedures and services (formal sphere).

DEFINITION OF WOMEN'S EMPOWERMENT:

The combined effect of changes in a women's own knowledge, skills and abilities (agency) as well as in relationships through which she negotiates her path (relations) and the society norms, customs, institutions and policies that shape her choices and life (structures).[1]

Leadership

In the International Food Policy Research Institute – Women's Empowerment in Agriculture Index (IFPRI WEAI)[2] framework from which the original gender indicator in the first draft Delta Framework was based, leadership is understood to be synonymous with group participation and collective action. At least, these activities are used as proxy indicators for measuring this domain.

At CARE, we would refer to these activities as a form of collective efficacy, which we measure as part of our work promoting Gender Equality and Women's Voice. Once we considered **Leadership** in this indicator to be indicative of the agency we hope to see in women's empowerment, we were able to take a more structured approach to selecting indicators according to this definition.

[1] Gender Equality and Women's Voice Guidance Note, April 2018 http://gender.care2share.wikispaces.net/GEWV%20Approach

[2] https://www.ifpri.org/project/weai

DEFINITION OF LEADERSHIP:

The capacity of women to speak up and be heard, and to shape and share in discussions, discourse, and decisions.

Decision-making

The intention with this indicator was to measure women's participation in different decision-making activities throughout the coffee and cotton production cycle. Of all the sub-indicators originally proposed in the initial draft of the 'Gender' indicator in the Delta Framework, the decision-making indicator provided a strong proxy for measuring women's empowerment and required least adjustment.

DEFINITION OF DECISION-MAKING:

The skills, confidence and abilities of women and men to make productive decisions in coffee and cotton farming.

Control of economic assets

In the IFPRI WEAI framework, there is a category on the access to financial services, that looks primarily at access to credit and women's ability to make decisions around the use of credit. In the context of the other indicators that made up the IFPRI WEAI framework, this provided a full picture of women's capabilities in economic decision-making at household level. However, in keeping with the brief to simplify the metrics wherever possible, we decided that this sub-indicator was too complicated to report against.

That said, the project team wanted to avoid a metric that only measured access to financial resources, as access to financial resources alone rarely gives a full picture of the control of those financial resources. For example, a woman may have access to savings, and this may be encouraged by her husband, but she may have no autonomy over how those savings are spent. If we only measure women's access to financial resources, we may inflate the level of women's empowerment or gender parity. The risk of showing a half picture was even higher when we considered the implications of narrowing down the number of domains in the Women's Empowerment indicator from five to three.

From consultations with Delta stakeholders, it appeared that the initial thinking behind the inclusion of this indicator was more focussed on control of economic resources or assets. Since we consider that this indicator will eventually be rolled out across multiple contexts, we approach this indicator by looking at the relational aspects of women's control over economic assets. What are the attitudes held by men and women in relation to women's control over economic assets and how does this affect control?

At CARE, we have developed multiple indicators that look at Gender Equitable Attitudes amongst men and women that have been used in household, community and workplace spheres. CARE recommended that adapting one of these indicators to explore gender equitable norms in coffee and cotton production and women's access to control over economic assets could be included as a proxy to women's empowerment.

DEFINITION OF ECONOMIC ASSETS:

Attitudes held by women and men around women's access to and control over economic assets.

2.2. Selecting variables

Now that we had working definitions, the next step in developing the composite indicator for women's empowerment was identifying the sub-indicators which would allow us to report against each of the three domains. The project team was able to draw upon a number of tried and tested indicators used by CARE to measure women's empowerment in diverse agricultural settings around the world, particularly with smallholder farmers. In selecting sub-indicators, the most important consideration of the project team at this stage was our ability to gain as full a picture of the domains as possible, while using minimal sub-indicators to maintain the simplicity of the index.

Leadership

In selecting sub-indicators for the Leadership domain, we wanted to ensure we were asking questions that would allow us to understand the different capacities, confidence and opportunities of men and women for participation in leadership activities and decision-making. This would create more opportunity to learn about the experiences of women in leadership than recording their membership of, or presence in, a community group. Measuring effective group participation rather than group leadership also gives us more insight into the effectiveness and confidence with which women are able to participate in decision-making. Using group leadership as an indicator could risk equating the presence of women in nominal leadership positions with their empowerment whereas in reality, their confidence in contributing and participating in decision-making could still be very low. A focus on understanding collective action also aligns to the IFPRI WEAI.

We identified three sub-indicators which would give us this fuller picture:

1. **Self-efficacy:** # of women and # of men reporting high levels of self-efficacy .
2. **Communication and negotiation skills:** # of women and # of men reporting confidence in their communication and negotiation skills.
3. **Collective action:** # of women and # of men reporting that they could work collectively with others in community to achieve a common goal. Drawing upon CARE's experience in measuring women's empowerment using these indicators, the project team were confident that the above indicators would collectively create a strong evidence base for the Leadership domain in the Women's Empowerment indicator.

Decision-making

The Decision-making domain required fewest changes from the original Women's Empowerment indicator as the project team agreed that a single purposeful sub-indicator could provide a sufficient evidence base for this domain. The main question was around what kind of decision-making we would be concerned with in this indicator. Productive decision-making was identified as the most relevant area for the Delta Framework and the following sub-indicator was agreed:

1. **Input in productive decision-making:** # of women and # of men who report they are equally able to input into productive decisions.

To measure this indicator, the project team decided upon 5 productive decisions that could be used as proxies for respondents to share their level of input. These proxy statements can be easily adapted according to context while maintaining the same response options to ensure comparability and aggregation of data in every context.

Control of economic assets

Having agreed upon a definition that encompassed both control of economic assets and attitudes around gender equitable control of economic assets, we agreed that two sub-indicators would allow us to explore these two different areas:

1. **Control of economic assets:** # of women and # of men who own or control economic assets.
2. **Gender equitable attitudes:** # of women and # of men who demonstrate gender equitable attitudes to control of economic assets.

To measure the first sub-indicator, the project team decided upon 5 economic assets that could be used as proxies for respondents to share their level of ownership or control. These proxy statements can be similarly adapted according to context. For the second sub-indicator, the project team decided upon 5 statements of gender equitable attitudes that could be used as proxies for respondents to agree or disagree with. We recommend that these statements stay the same across all contexts wherever possible.

2.3. Missing data

Implicit to using the Delta Framework gender indicator, is appreciating the limitations of composite indicators and the missing data from this picture we are building. While there are many merits to constructing a simpler indicator (including better accessibility leading to wider uptake and more reliable data quality), we need to be conscious of the data points we have excluded in pursuit of simplicity.

2.4. Weighting

Each of the domains has been weighted equally, meaning that each is worth one-third. Adjusting the sub-indicators allows us to maintain this equal weighting, regardless of how many sub-indicators are used to measure a domain. For example, the Leadership domain has three sub-indicators while the Decision-making domain has one sub-indicator, by adjusting the Decision-making sub-indicator (giving it three times the weight), it makes an equal contribution to the overall Women's Empowerment score as the sum of the three Leadership sub-indicators.

Women's Empowerment =	Leadership + Decision-making + Control of Economic Assets

Women's Empowerment =	Leadership 1 + Leadership 2 + Leadership 3 + Decision-making x 3 + (Control of economic assets 1 + Control of economic assets 2) x 1.5

Further practical guidance for adjusting the sub-indicators will be provided in the following section.

2.5. Aggregation guide

When aggregating data for the Women's Empowerment indicator, there are a few steps for each sub-indicator that need to be followed before inputting data into the analytical framework. This section gives a step-by-step guide for preparing the data for the analytical framework.

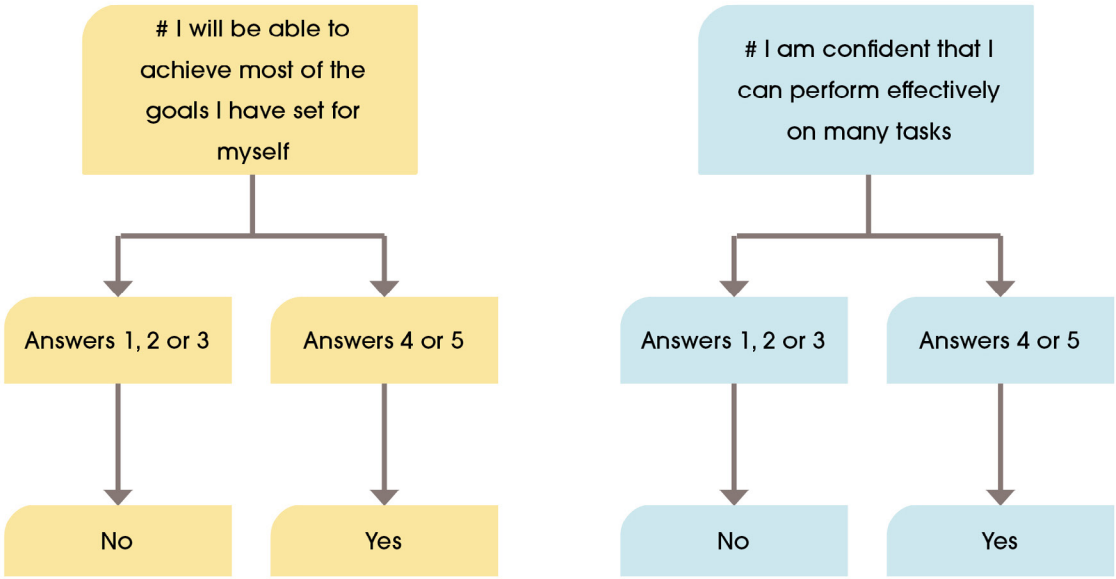
1. **Aggregation method:** the method for aggregating data for the analytical framework is simple. For the data analyst responsible for data aggregation, the central question is: do these answers indicate that the respondent is empowered or not?

   The data aggregation is essentially our way of determining whether the answer to that central question is 'Empowered' or 'Not Empowered'. If the response indicates 'Empowered', we input '1' into the analytical framework, if the response indicates 'Not Empowered', we input '0' into the analytical framework. These scores then allow us to calculate the total empowerment score explained in the 'Weighting' section.

2. **'Achievement':** before we can input a score for each indicator, we need to determine which answers indicate women's empowerment or not. For many of the indicators, there is more than one proxy i.e., the respondent will give more than one answer. There is guidance in the framework for how many 'Achievements' are needed for the response to be counted as empowered or not (e.g., marked as 1 or 0).

   Generally, the rule for 'Achievement' is over 50% of the statements indicating empowerment. For example, if there are 5 statements for the respondent to agree or disagree with, and agreement can be an indication of empowerment, a respondent would need to agree with at least 3 out of 5 statements for us to count that as 'Empowered' (=1) rather than 'Not Empowered' (=0).

3. **Inadequacy cut-off:** so how do we know which responses to statements indicate empowerment or not? The Inadequacy cut-off column tells us which answers indicate empowerment (Yes) or not (No). The diagram below gives an example of the process for determining either achievement or inadequacy cut-off in Sub-indicator 1: Self-efficacy.



2.6. Exercise: data aggregation scenario and quiz

Using the example data below, aggregate the data for Sub-indicator 1: Self-efficacy into the analytical framework formatted blank table.

Sample data

Respondent	# I will be able to achieve most of the goals that I have set for myself	# I am confident that I can perform effectively on many tasks
1001	1. Strongly disagree	5. Strongly agree
1002	2. Disagree	3. Neither agree nor disagree
1003	4. Agree	5. Strongly agree
1004	4. Agree	3. Neither agree nor disagree
1005	2. Disagree	2. Disagree

Analytical framework

Respondent	Self-efficacy
1001	
1002	
1003	
1004	
1005	

Answers

Respondent	Self-efficacy
1001	1
1002	0
1003	1
1004	1
1005	0

2.7. Women's Empowerment score and Gender Parity score

The Delta Framework Women's Empowerment indicator is scored on a scale of 0-9. This means that for each respondent, their answers to the various sub-indicators will generate a score that we can use as an indication of their level of empowerment. For ease of reporting and communication, we can consider a score of 4.5-9 to be indicative of 'empowered' and scores of 0-4.4 to be indicative of 'disempowered'.

Because the questions are being posed to both men and women farmers, we have an opportunity to calculate a Gender Parity score alongside the Women's Empowerment score. This is very simple to calculate, requiring the analyst to take an average of the women's overall empowerment scores and an average of the men's overall empowerment scores. The difference between these two scores is our indication of the level of gender parity.

For calculating the Gender Parity score we would consider data from the households where both spoused were interviewed. For this calculation, the analyst would thus need to discard data from the households where only one of the spouses was interviewed.

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