Delta Sustainability Framework

Women’s Empowerment Indicators

Enumerators’ Training

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Session overview

• Understanding gender, and the role it plays in agriculture sector
• Understanding women’s empowerment
• Understanding and familiarizing with the survey tool (women’s empowerment section) for ensuring high quality data collection
• Understanding standard definitions of terms needed for consistent data collection
• Leveraging group learning and exchange within the Delta project partners
Understanding gender

Activity: Gender Lifeline

• Divide yourself into two groups - men and women

• In your group, draw the timeline of a girl or a boy in your community (or yourselves), starting from birth to 25 years old.

• Think about:
  - how boys and girls are expected to behave?
  - what rules s/he must follow?
  - what responsibilities s/he has?

• Also think about the opportunities and accomplishments/milestones they have at a given age.
<table>
<thead>
<tr>
<th>Age</th>
<th>Expected behaviors, responsibilities, and rules</th>
<th>Opportunities and accomplishments</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11-15</td>
<td></td>
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<tr>
<td>16-20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21-21</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Reflection

• What are the differences between the men’s and women’s rules, expected behaviors, and responsibilities?
• Why are they different?
• How did girls/boys learn these rules and responsibilities? Who enforced them?
• What are the differences between the men’s and women’s opportunities and accomplishments?
• How do the rules/expected behaviors shape the opportunities and accomplishments of men/women?
• Are the rules and opportunities for boys and girls the same? Are they fair?
• Thinking about agriculture and income-generating opportunities:
  - what are some of the different rules, responsibilities, and opportunities for men and women who farm?
  - are the rules, responsibilities, and opportunities the same? Are they fair?
## Gender or sex?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Gender or sex?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women give birth to babies, men don’t</td>
<td>Sex</td>
</tr>
<tr>
<td>Girls should be gentle; boys should be tough</td>
<td>Gender</td>
</tr>
<tr>
<td>Women can breastfeed babies; men can bottle-feed babies</td>
<td>Sex</td>
</tr>
<tr>
<td>Many women do not freely make decisions</td>
<td>Gender</td>
</tr>
<tr>
<td>Women get paid less than men for doing the same work</td>
<td>Gender</td>
</tr>
<tr>
<td>Men’s voices change with puberty; women’s voices do not</td>
<td>Sex</td>
</tr>
<tr>
<td>Women are expected to stay home, and men are expected to earn a living</td>
<td>Gender</td>
</tr>
<tr>
<td>Men are the farmers and women only help in their family farm</td>
<td>Gender</td>
</tr>
</tbody>
</table>
• What is Gender?
Gender refers to socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for men and women

• What is sex?
Sex refers to physiological attributes that identify a person as male or female
What is women’s empowerment?

WOMEN’S EMPOWERMENT is the sum total of changes needed for a woman to realize and exercise her full human rights – the interplay of changes in Agency; Relations and Structure.
Women’s empowerment indicators

**Agency**
- Decision-making
- Inputs into productive decisions

**Structures**
- Self-efficacy
- Communication and negotiation
- Collective action

**Relations**
- Control of productive assets
- Gender equitable attitudes
Go over each of the questions in the survey tool
Good practices for data collection

- Ensure privacy:
  - Use two enumerators: male enumerator interviews the male respondent, female enumerator interviews the female respondent
  - When both respondents are available, interview them simultaneously and in private
  - If only one enumerator and both respondents are available, interview male first and female later
  - Male will usually get tired and not hang around to listen to female interview
Good practices for data collection

- Know your survey tool
  - Allocate sufficient time to familiarize yourself with the tool/questions
  - Go over every question, different issues come up in different contexts
  - Conduct pretests, role playing, mock interviews

- Adapt the survey to your context
  - Use local, culturally-relevant language and examples
  - Ensure accurate translation
Setting the stage

• Do NOT start with questions
• Find a comfortable setting with minimal distractions
• Exchange pleasantries—make the respondent comfortable
• Establish trust between respondent and interviewer
• Explain the objectives of the study
• Explain (and ensure) confidentiality
• Explain consent and the right to refuse
Thank you!