IGNITE
Women’s Empowerment in Agriculture Index (WEAI)

Training Module

October 2020
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Objectives
The aim of today’s training

The aim of this training is to provide a general overview of the WEAI to help participants gain a better understanding of what it is, what it entails, and how it can be used to inform gender-responsive programming.

By the end of the training participants should be able to:
✓ **Describe** what the WEAI measures
✓ **Understand** the domains and methodology used to measure women’s empowerment
✓ **Differentiate** between the multiple versions of WEAI
✓ **Interpret** and explain WEAI results at a foundational level
✓ **Make informed decisions** on whether implementing a version of the WEAI, or a particular part of the WEAI, makes sense for their organization.
What is women’s empowerment?
Three inter-related dimensions: Resources, Agency, and Achievements

"The ability to exercise choice incorporates three inter-related dimensions:

- **Resources** (not only access, but also future claims, to both material and human and social resources)
- **Agency** (processes of decision making, as well as less measurable manifestations of agency, e.g. negotiation, autonomy)
- **Achievements** (well-being outcomes)

“…these three dimensions of choice are *indivisible* in determining the meaning of an indicator and hence its **validity as a measure of empowerment**.

*Kabeer (1999)*
*Resources, Agency, Achievements: Reflections on the Measurement of Women’s Empowerment*

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**WEAI** is primarily focused on **agency**, less on resources or achievements\(^1\).

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\(^1\) According to WEAI, the focus on agency is for two reasons: 1) Agency a more direct measure of empowerment; 2) Resources and Achievements easier to assess already

Why measure women’s empowerment?
Empowerment contributes to improved agricultural and nutrition outcomes

1. There is a growing commitment to gender equality and women’s empowerment in the development community

2. Consistent approaches are lacking for measuring women’s empowerment

3. Appropriate metrics are needed to assess whether projects are achieving their goals, and to monitor progress toward achieving SDG 5

Why in agriculture?

• Women face persistent obstacles and economic constraints limiting further inclusion in agriculture

• Research shows that gender equality and women’s empowerment contributes to improved agricultural and nutrition outcomes:
  o Improved agricultural productivity
  o Increased efficiency
  o Food security and reduced hunger

Who is measuring?

• International development agencies
• NGOs
• International organizations
• Research institutions

• Philanthropic foundations
• Universities
• Governments
• Private sector

1 FAO (2011) The State of Food and Agriculture: Women in Agriculture
Overview
Women’s Empowerment in Agriculture Index (WEAI)

A tool for measuring women’s empowerment and inclusion in the agricultural sector

It was launched in February 2012 by the International Food Policy Research Institute (IFPRI), Oxford Poverty and Human Development Initiative (OPHI), and USAID’s Feed the Future
Overview
Women’s Empowerment in Agriculture Index (WEAI)

WEAI aims to **show**:  

- The degree to which women are **empowered** in their households and communities  
- The degree of **inequality** between women and men (who are married or in some other form of partnership) within the same household

WEAI is **used**:  

- To **measure and track changes** in women’s empowerment as a direct or indirect result of interventions (e.g., USAID’s Feed the Future)  
- As a **diagnostic tool** to identify geographic areas where women and men are disempowered and to target policy and programming in those areas  
- As a **research tool** to explore the linkages between women’s empowerment in agriculture and well-being outcomes for households, women, and children
Overview

Women’s Empowerment in Agriculture Index (WEAI)

WEAI has been employed by agriculture development programs and researchers from 89 organizations in 53 countries

- Enumerators collect individual-level data by conducting interviews of men and women within the same households

- They collect nationally or regionally representative samples of a population

Resulting in a final overall WEAI score from 0 to 1 for the country or region

<table>
<thead>
<tr>
<th>Country</th>
<th>WEAI Score</th>
<th>Districts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberia</td>
<td>0.69</td>
<td>(6 districts)</td>
</tr>
<tr>
<td>Ghana</td>
<td>0.71</td>
<td>(45 districts)</td>
</tr>
<tr>
<td>Kenya</td>
<td>0.72</td>
<td>(27 districts)</td>
</tr>
<tr>
<td>Zambia</td>
<td>0.80</td>
<td>(5 districts)</td>
</tr>
<tr>
<td>Malawi</td>
<td>0.84</td>
<td>(7 districts)</td>
</tr>
<tr>
<td>Uganda</td>
<td>0.86</td>
<td>(38 districts)</td>
</tr>
<tr>
<td>Rwanda</td>
<td>0.91</td>
<td>(all districts)</td>
</tr>
</tbody>
</table>

2014 data from Feed the Future and IFPRI

How does WEAI measure empowerment?
WEAI is comprised of two sub-indices: 5DE & GPI

Sub-Index 1
Five Domains of Empowerment (5DE)

1. Decisions about agricultural production
2. Access to productive resources
3. Control over use of income
4. Leadership in the community
5. Time allocation

Each domain contains 1 – 3 indicators, and all five domains are given equal weight

90% of final WEAI score

Sub-Index 2
Gender Parity Index (GPI)

- Compares the 5DE profiles of women and men in the same households
- A woman is assumed to achieve gender parity if her achievements in the five domains are at least as high as those of the primary adult male in her household
- The GPI reflects the percentage of women who have achieved parity

10% of final WEAI score

Note: above details are for the original version of the WEAI. Details on other versions follows.
Indicators
WEAI uses 10 indicators to calculate the Five Domains of Empowerment

<table>
<thead>
<tr>
<th>Domain</th>
<th>Percentage</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Decisions on agricultural production</td>
<td>20%</td>
<td>• Indicator 1.1 Input in productive decisions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Indicator 1.2 Autonomy in production</td>
</tr>
<tr>
<td>2. Access to productive resources</td>
<td>20%</td>
<td>• Indicator 2.1 Ownership of assets</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Indicator 2.2 Purchase, sale transfer of assets</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Indicator 2.3 Access to and decisions on credit</td>
</tr>
<tr>
<td>3. Control over use of income</td>
<td>20%</td>
<td>• Indicator 3.1 Control over use of income</td>
</tr>
<tr>
<td>4. Leadership in the community</td>
<td>20%</td>
<td>• Indicator 4.1 Group member</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Indicator 4.2 Speaking in public</td>
</tr>
<tr>
<td>5. Time allocation</td>
<td>20%</td>
<td>• Indicator 5.1 Workload</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Indicator 5.2 Satisfaction with Leisure</td>
</tr>
</tbody>
</table>

Each indicator is given:
- **Value of 1** if respondent has exceeded a given “adequacy threshold”
- **Value of 0** if respondent falls below the threshold

**Note:** above details are for the original version of the WEAI. Details on other versions follows. Full details including questions and thresholds on each indicator are available in the Appendix.
A 5DE score is calculated for all respondents, men and women.

A woman is considered empowered if her 5DE score is 80% or higher.

Scoring
5DE scores can also be disaggregated at the indicator and domain level

<table>
<thead>
<tr>
<th>Rwanda (all districts; 2014)</th>
</tr>
</thead>
</table>

**PRODUCTION**
- Input in productive decisions
- Autonomy in production

**RESOURCES**
- Ownership of assets
- Purchase, sale, or transfer of assets
- Access to and decisions on credit

**INCOME**
- Control over use of income

**LEADERSHIP**
- Group member
- Speaking in public

**TIME**
- Workload
- Leisure

<table>
<thead>
<tr>
<th>Disempowerment (1 - 5DE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.00</td>
</tr>
</tbody>
</table>

## Versions

Since the Original WEAI release, multiple versions of the WEAI have been developed

<table>
<thead>
<tr>
<th>Original WEAI</th>
<th>A–WEAI</th>
<th>Pro–WEAI</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>As described</strong></td>
<td><strong>Abbreviated</strong></td>
<td><strong>Project</strong></td>
</tr>
<tr>
<td>Designed for population-based monitoring</td>
<td>Same 5 domains</td>
<td>Currently <strong>being tested</strong> on 13 projects</td>
</tr>
<tr>
<td>2 sub-indices</td>
<td>4 fewer indicators – excludes indicators 1.2, 2.2, 4.2, 5.2</td>
<td>Not comparable to Original or A–WEAI</td>
</tr>
<tr>
<td>5 domains</td>
<td>30% less time to implement</td>
<td>Specialized <strong>project-relevant modules</strong></td>
</tr>
<tr>
<td>10 indicators</td>
<td>Used when time and resources are limited</td>
<td>Optional add-on modules for livestock, nutrition, and health projects</td>
</tr>
</tbody>
</table>

**Note:** A fourth version, WEAI for Value Chains, is currently under development. More information on WEAI versions is available at: [http://weai.ifpri.info/versions/](http://weai.ifpri.info/versions/)
Pro-WEAI

Used to measure women’s empowerment at the project level and as diagnostic tool

**Pro–WEAI vs. WEAI**

**Differences**

- Respondents of the pro-WEAI are the intended beneficiaries of the project’s intervention, not a nationally representative sample like WEAI
- More explicit links to empowerment theory
- Pro-WEAI can be used as a diagnostic tool
- Pro-WEAI uses 3 domains (3DE) instead of 5 (5DE)
- Pro-WEAI uses 12 indicators instead of 10
- Includes indicators that are relevant to project success

**Similarities**

- Similar scoring with 2 indices: Empowerment + GPI

**Intrinsic Agency** (Power Within)

1.1 Autonomy in income
1.2 Self-efficacy*
1.3 Attitudes about IPV\(^1\) against women*
1.4 Respect among household members*

**Instrumental Agency** (Power To)

2.1 Input in productive decisions
2.2 Ownership of land and other assets
2.3 Access and decisions on financial services
2.4 Control over use of income
2.5 Work balance
2.6 Visiting important locations*

**Collective Agency** (Power With)

3.1 Group membership
3.2 Influential group membership*

* Indicates new indicator as compared to Original WEAI; full details in Appendix
\(^1\) IPV = Intimate Partner Violence

Pro-WEAI is still under development; currently being tested on 13 agriculture projects, with end line results expected in 2020

Pro-WEAI Add-On Modules
Optional add-ons in nutrition, health, and livestock are currently being developed

Standardized and validated “add-on” modules focusing on specific projects – livestock, nutrition, and health – are currently being developed

Nutrition & Health Module
- Motivated by an increased focus on nutrition-sensitive agriculture
- Evidence that women’s income generation and other enabling resources are related to improvements in women’s dietary diversity and nutrition
- Indicators have not yet been finalized, but will include:
  - Women’s health and nutrition indicators
  - Child health and nutrition indicators
  - Decisions on obtaining food

Livestock Module
- Indicators have not yet been finalized but will incorporate aspects of ILRI’s Women’s Empowerment in Livestock Index (WELI)
- WELI explores how livestock is related to and supports women’s empowerment and the health and nutrition of women and children
- WELI focuses on livestock production:
  - Animal health, breeding, and feeding
  - Use of livestock products, such as animal-source-food processing and marketing

Sources:
WEAI, Pro-WEAI, and Nutrition

Many of WEAI’s indicators already have direct links to nutrition

Interventions aimed at improving women’s empowerment may also contribute directly or indirectly to the year-round consumption of safe, diverse, nutritious foods.

Women’s empowerment is 1 of the 3 pathways linking Agriculture and Nutrition

1. Food production pathway
2. Agricultural Income pathway
3. Women’s empowerment pathway

Women’s empowerment leads to nutrition outcomes through:
- ✓ Food and non-food expenditures
- ✓ Caring capacity and practices
- ✓ Time use and labor savings

Which can be measured using WEAI and Pro-WEAI domains:
- WEAI Domain 2 – Access to productive resources
- WEAI Domain 3 – Control over use of income
- WEAI Domain 5 – Time allocation
- Pro-WEAI Domain 1 – Intrinsic Agency (Power Within)
- Pro-WEAI Domain 2 – Instrumental Agency (Power To)

Therefore, organizations implementing nutrition-sensitive agriculture interventions may also benefit from measuring certain aspects of the WEAI
Process (1 of 3)
There are numerous steps to ensuring data collection and analysis is successful

Ethics & Informed Consent
- Data collection firm must obtain the required ethics approvals from the appropriate institutions in the country where the WEAI will be implemented
- Research plans and instruments, as well as guidelines around informed consent of interview subjects must be submitted for ethics review

Training
- Basic interviewer training + training on distinctive features of the WEAI
- Some issues that may require additional attention include:
  - Selecting primary male and female respondents not based on headship
  - Interviewing men and women separately; getting respondents alone
  - How to interpret questions in local language to convey complex concepts
- Subject of the survey is highly sensitive; consider cultural norms that may require matching interviewers to respondents by gender, race, religion, or other characteristics

Adapting to Local Context
- Ensure survey instruments are accurately translated to appropriate local languages and dialects
- Carefully review, modify, or add response codes to reflect local conditions; e.g. modify asset list to reflect commonly held durables in that country or region

Source: https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf
There are numerous steps to ensuring data collection and analysis is successful.

### Sampling

- Design **representative samples** at the country or regional level.
- WEAI can be **disaggregated** to the level at which the survey is representative.
- Survey must include **sufficient sample sizes** for single female households and dual adult households.
- Ensure that the WEAI is collected in the same households from which **other key outcomes of interest** (e.g., poverty, nutrition, etc.) are being collected.

### Household Structure & Choice of Respondents

- Define **household** as a group of people who live together and take food from the “same pot” (Ayad et al., 1994; Glewwe, 2000).
- A **household member** is someone who has lived in the household at least six months, and at least three days in each week in those months. Servants, lodgers, or agricultural laborers are members of the household if they meet these qualifications.
- The **primary and secondary respondents** are those who are self-identified as the primary members responsible for decision-making, both social and economic, within the household. Usually husband and wife; however, can be other members as long as one male and one female, aged 18+

Source: [https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf](https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf)
Process (3 of 3)
There are numerous steps to ensuring data collection and analysis is successful

Logistics

- Enumerators travel in **male and female pairs**, each with electronic copies of the WEAI module to facilitate interviewing the primary male and female decision-maker separately and in private.
- This can also **reduce the total time** spent interviewing, and **improve safety considerations**.
- Introduce the survey to **community leaders** before it begins in such a way that you build community support for interviewing men and women separately.

Tabulations & Reporting

- **STATA do files** for tabulations are provided by IFPRI, as well as **interpretation** and **reporting guidelines**
- **Reporting should aim to answer the following:**
  - What are the overall patterns of women’s empowerment?
  - How do women compare with men in terms of empowerment in the five domains of agriculture?
  - How similar or different are women’s configuration of disempowerment in the five domains of agriculture compared to men’s?

Time and Resources
Implementing the WEAI is a time and resource-intensive process

Data Collection & Analysis

1 to 6 months
Planning and collecting
Depending on sampling design, geographic constraints, and resources available

30 – 40 minutes
per interview, per adult
Therefore, 60 – 80 minutes for dual-adult households.
Only includes WEAI questions, not any others in included in the survey

Cost of Data Collection*

$36,000 to $200,000+ USD excluding cost of planning
Depending on country and sampling design

Uganda (350 households) $36,000
Guatemala (350 households) $56,000
Rwanda* (2,000 households) ~ $200,000

Note: Rwanda collected additional data simultaneously for a total cost of $400,000; Feed the Future estimates that WEAI accounted for 50% of enumerator time

*Note: This is for collection of the entire WEAI, collecting indicators or pieces of the WEAI will be significantly less cost intensive.
## Considerations

There are numerous considerations to think about before implementing WEAI

<table>
<thead>
<tr>
<th>Implementation</th>
<th>Design</th>
<th>Conceptual</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Resource-intensive in terms of time and costs</td>
<td>• Not representative of empowerment of all adult women as respondents are primary decisionmakers, and therefore more empowered than other women in their households</td>
<td>• Focuses on agency, not resources or achievements (Kabeer)</td>
</tr>
<tr>
<td>• Long questionnaire – respondent fatigue</td>
<td>• Women who are not involved in agricultural decisions may appear disempowered even if they are engaged in decision-making on non-agricultural activities</td>
<td>• Other domains of empowerment are not captured in WEAI</td>
</tr>
<tr>
<td>• Questions on Autonomy and Time Use proved difficult in the field</td>
<td>• Men are less likely to report joint decision-making or joint ownership of assets</td>
<td>o e.g. nutritional status, sexual and reproductive health and rights, women’s attitudes and aspirations</td>
</tr>
<tr>
<td>• Term “empowerment” does not translate well across languages and cultural contexts</td>
<td>• Women in households that do not have a male decisionmaker are likely to be identified as empowered because of WEAI’s focus on decision-making</td>
<td>• Individual-based measure which doesn’t capture contexts where group production, distribution, and consumption are preferred</td>
</tr>
<tr>
<td>• Scoring can be difficult to interpret</td>
<td></td>
<td>• Easily understood and applied in Western societies, but risks discounting the interdependence of household life in many cultures and the possibility that women prefer to make choices with others</td>
</tr>
</tbody>
</table>


Limitation Discussion: [https://www.includovate.com/womens-empowerment-in-agriculture/](https://www.includovate.com/womens-empowerment-in-agriculture/)
Adaptation & Application
How can WEAI be adapted and applied to your organization’s specific needs?

The WEAI is a time and resource intensive exercise and may not be an option for all organizations.

Despite this, many of WEAI’s concepts can still be applied and numerous interventions are available to impact women’s empowerment, regardless of whether a full WEAI assessment is completed.

Adapting WEAI to your needs

- Measure particular WEAI domains or indicators by themselves
- Include WEAI indicators in your results framework
- Conduct gender analysis to determine which WEAI indicators are most important for your organization
- Adapt the WEAI to your needs by capturing different or additional indicators
- If you collect data only on women, you can still calculate the 5DE or 3DE sub-index for male- and female-headed households
- Consider using the A-WEAI if time and cost constraints are an issue

Interventions that impact women’s empowerment

Domain 1: Decisions on agricultural production
- In-person training & extension, ICTs for ag, social & behavior change

Domain 2: Access to productive resources
- Land rights, community savings, inclusive finance, financial ed.

Domain 3: Control over use of income
- Small-holder sourcing, wage employment, entrepreneurship, secure deposits

Domain 4: Leadership in the community
- Participation in groups, leadership in groups, literacy & numeracy

Domain 5: Time allocation
- Time/labor saving tech, men as caregivers, social & behavior change

Note: Altering the WEAI means your organization must clearly state that it is using an adaptation, and not WEAI itself.
Case Study: Kenya

Key constraints for women related to credit, workload, and control over income

Data collection in January – February 2013 for Feed the Future

The Kenya National Bureau of Statistics selected the sample of 669 households

Key constraints for women:
– Access to and decisions on credit
– Workload
– Control over use of income

5DE Score (90%) 0.71
GPI Score (10%) 0.81
Overall WEAI 0.72

Note: scores only reflect the Zone of Influence (shaded on map), and therefore are not reflective of Kenya as a whole

Data is only representative of the shaded region, which represents the Zone of Influence from the Feed the Future program

Case Study: Kenya

Kenya’s score is low when compared to other African states

Overall, only 31.7% percent of Kenyan women have achieved adequate empowerment

- Kenya’s score comparable to Ghana, but worse than Rwanda, Uganda, Malawi, and Zambia
- The 68.4% of women who are not empowered have a mean 5DE score of 0.57, well below the 0.80 threshold
- Only 36.2% of the women in the survey have achieved gender parity
- For those without gender parity, the average empowerment gap to the adult males in their household is 0.29, relatively high compared to other countries

Case Study: Kenya
Women are less empowered in all indicators except leisure

Overall women are about twice as disempowered as men

- For 9 of the 10 indicators, men fare better than women, with the exception of leisure
- Largest sources disempowerment for both women and men are workload, access to and decisions on credit, and speaking in public
- The indicators displaying the largest gap between male and female disempowerment are:
  - speaking in public
  - workload
  - access to and decisions on credit
- Resources, Time, and Leadership domains each contribute about 25% to women’s disempowerment

Thank you!
60 decibels
Indicator 1.1
Input in productive decisions

Original WEAI Domain 1
Decisions about agricultural production

Weight 50% of Domain 10% of 5DE

Survey Questions

1. How much input did you have in making decisions about:
   • Food crop farming?
   • Cash crop farming?
   • Livestock raising?
   • Fish culture?

2. To what extent do you feel you can make your own personal decisions regarding these aspects of household life if you want(ed) to:
   • Agriculture production?
   • What inputs to buy?
   • What types of crops to grow for agricultural production?
   • When or who would take crops to market?
   • Livestock raising?

Response Coding
Orange is adequacy threshold

1 = no input,
2 = input into very few decisions
3 = input into some decisions
4 = input into most decisions
5 = input into all decisions

Pro–WEAI
Indicator 2.1 in Pro–WEAI
Pro–WEAI uses stricter adequacy cut-off

Score of 1 if respondent rated adequate in at least two responses
Score of 0 otherwise

Pro–WEAI
Score of 1 if respondent rated adequate in at least two responses
Score of 0 otherwise
Indicator 1.2
Autonomy in production

Original WEAI Domain 1
Decisions about agricultural production

Weight
50% of Domain 10% of 5DE

Survey Questions
This indicator is measured by Relative Autonomy Indicator (RAI) (Ryan & Deci, 2000, 2011)
• RAI varies between –9 and 9
• An RAI value that is greater than 0 means that the individual is moved more by his or her own values than by coercion or others’ influence

Questions cover four activity areas:
• Which inputs to buy
• Which types of crops to grow
• When to take or who should take crops to market
• Livestock production

1. My actions in [activity] are partly because I will get in trouble with someone if I act differently
2. Regarding [activity] I do what I do so others don’t think poorly of me
3. Regarding [activity] I do what I do because I personally think it is the right thing to do. The answer scale for these questions is

Response Coding
1 = never true
2 = not very true
3 = somewhat true
4 = always true

Score of 1
If respondent’s RAI is greater than 1 in at least one of the four activity areas

Score of 0
otherwise

Pro–WEAI
Indicator 1.1 in Pro–WEAI
Pro–WEAI focuses only on the use of income generated
Indicator 2.1
Ownership of assets

**Original WEAI Domain 2**
Access to productive resources

**Weight**
33% of Domain 6.7% of 5DE

**Survey Questions**

1. Who would you say owns most of each item?
   - Agricultural land
   - Large livestock
   - Small livestock
   - Chicks
   - Fish pond / equipment
   - Farm equipment (non-mech)
   - Farm equipment (mechanized)
   - Non-farm business equipment
   - House
   - Large durables
   - Small durables
   - Cell phone
   - Non-ag land (any)
   - Transport

**Response Coding**

1 = no ownership
2 = joint ownership
3 = sole ownership

A person is considered adequate in this area if he or she reports having sole or joint ownership, conditional on the household’s owning those assets.

**Pro–WEAI**

Indicator 2.2 in Pro–WEAI
Pro–WEAI uses stricter adequacy cut-off

**Score of 1**
if respondent owns at least one asset, so long as it is not only chickens, ducks, turkeys, pigeons, non-mechanized farm equipment, or small consumer durables

**Score of 0**
otherwise
Indicator 2.2
Purchase, sale, or transfer of assets

Survey Questions

1. Who is the person who can decide regarding the purchase, sale, or transfer of land and assets?

Refers only to agricultural productive assets:
- Agricultural land
- Large livestock
- Small livestock
- Chickens, ducks, turkeys, pigeons
- Fish ponds or fishing equipment
- Non-mechanized farm equipment
- Mechanized farm equipment.

Response Coding

For each category of agricultural productive assets:

- 0 = respondent has no rights
- 1 = respondent has selling rights
- 2 = respondent has giving rights
- 3 = respondent has renting rights
- 4 = respondent has buying rights

This indicator assumes the value 1 if the respondent has, alone or jointly, at least one of the rights considered—to sell, to give, to rent, or to buy—over that type of asset.

Score of 1 if respondent has at least one type of right over at least one type of agricultural asset

Score of 0 otherwise

Original WEAI Domain 2
Access to productive resources

Weight
33% of Domain 6.7% of 5DE

Not included in Pro-WEAI
Indicator 2.3
Access to and decisions on credit

Survey Questions

1. Has anyone in your household taken any loans or borrowed cash/in-kind from [SOURCE] in the past 12 months?
2. Who made the decision to borrow from [SOURCE]?
3. Who makes the decision about what to do with the money or item borrowed from [SOURCE]?

Sources include:
- Non-governmental organizations (NGOs)
- Informal lender
- Formal lender (bank/financial institution)
- Friends or relatives
- Group based micro-finance or lending (including VSLAs / SACCOs / merry-go-rounds)

Response Coding

1 = Yes, cash
2 = Yes, in-kind
3 = Yes, cash and in-kind
4 = No
5 = Don’t know

Original WEAI Domain 2
Access to productive resources

Weight 33% of Domain

Pro–WEAI

Indicator 2.3 in Pro–WEAI

Pro–WEAI includes access to financial accounts as well

Score of 1
if respondent participated in at least one decision about credit

Score of 0
otherwise
## Indicator 3.1
Control over use of income

### Original WEAI Domain 3
Control over use of income

<table>
<thead>
<tr>
<th>Weight</th>
<th>100% of Domain</th>
<th>10% of 5DE</th>
</tr>
</thead>
</table>

### Survey Questions

1. If an individual participated in the activity, how much input did the individual have in decisions about the use of income generated from:
   - food crop farming
   - cash crop farming
   - livestock raising
   - fish culture

2. To what extent does the individual feel he or she can make his or her own personal decisions regarding the following aspects of household life if he or she wanted to:
   - his or her wage or salary employment
   - major household expenditures
   - minor household expenditures

### Response Coding

**Orange** is adequacy threshold

- 1 = no input,
- 2 = input into very few decisions
- 3 = input into some decisions
- 4 = input into most decisions
- 5 = input into all decisions

**1 = not at all**

- 2 = small extent
- 3 = medium extent
- 4 = to a high extent

### Pro–WEAI

Indicator 2.4 in Pro–WEAI

Pro–WEAI uses stricter adequacy cut-off

**Score of 1** if respondent rated adequate in at least one of the sub-indicators, so long as it is not making decisions re: minor household expenditures

**Score of 0** otherwise
# Indicator 4.1

**Group member**

<table>
<thead>
<tr>
<th>Original WEAI</th>
<th>Domain 4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leadership in the community</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Weight</th>
<th>Domain</th>
<th>50% of Domain</th>
<th>10% of 5DE</th>
</tr>
</thead>
</table>

### Survey Questions

1. Is there a [GROUP] in your community?
2. Are you an active member of this [GROUP]?

**Groups include:**
- agriculture producers’ or marketing groups
- water users’ groups
- forest users’ groups
- credit or microfinance groups
- mutual help or insurance groups (including burial societies)
- trade and business associations
- civic or charitable groups
- local government groups
- religious groups
- other women’s groups

<table>
<thead>
<tr>
<th>Response Coding</th>
<th>Score of 1 if respondent is part of at least 1 group</th>
<th>Score of 0 otherwise</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 = Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 = No</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Indicator 4.2
Speaking in public

Original WEAI Domain 4
Leadership in the community

Weight
50% of Domain
10% of 5DE

Survey Questions

1. Do you feel comfortable speaking up in public to help decide on infrastructure (like small wells, roads, water supplies) to be built in your community?
2. Do you feel comfortable speaking up in public to ensure proper payment of wages for public works or other similar programs?
3. Do you feel comfortable speaking up in public to protest the misbehavior of authorities or elected officials?

Response Coding
Orange is adequacy threshold

1 = No, not at all comfortable
2 = Yes, but with great difficulty
3 = Yes, with a little difficulty
4 = Yes, fairly comfortable
5 = Yes, very comfortable

Score of 1
if respondent rated adequate in at least one public speaking scenario
Score of 0
otherwise
Indicator 5.1
Workload

Survey Questions

- The productive and domestic workload is derived from a detailed 24-hour time allocation module.
- Respondents are asked to recall the time spent on primary and secondary activities in the 24 hours prior to the interview, starting at 4:00 a.m. on the day before the interview.
- The amount of hours worked is defined as the sum of the time the individual reported spending on work-related tasks as the primary activity plus 50 percent of the time she or he reported spending on work-related tasks as the secondary activity.
- The definition of work-related tasks include: wage and salary employment, own business work, farming, construction, shopping/getting service, fishing, weaving/sewing, textile care, cooking, domestic work, caring for children/adults/elderly, commuting, and traveling.
- Time is marked in 15-minute intervals.

Issues with Workload / Time Recall

- 24-hour recall does not adequately represent time allocation, especially in an agricultural society.
- 15-minute time intervals are very granular and difficult to recall.
- Seasonality of agriculture and holidays might impact workload.
- However, recall of time allocation longer than 24 hours generally has higher recall error.

Original WEAI Domain 5
Time allocation

Weight
50% of Domain
10% of 5DE

Pro–WEAI

Indicator 2.5 in Pro-WEAI

In Pro-WEAI, childcare is the only measured secondary activity.

Score of 1
If respondent works less than 10.5 hours in a day (time poverty line)

Score of 0
If works more than 10.5 hours.
Indicator 5.2
Leisure

Survey Questions

1. How satisfied are you with your available time for leisure activities like visiting neighbors, watching TV, listening to the radio, seeing movies or doing sports?

Response Coding

Scale of 1 – 10
1 means you are not satisfied
10 means you are very satisfied

If you are neither satisfied or dissatisfied this would be in the middle or 5 on the scale

Score of 1
if respondent rated 5 or higher

Score of 0
If respondent rated less than 5
Indicator 1.2
Self-efficacy

Pro-WEAI Domain 1
Intrinsic Agency

Weight 8.3% of 3DE

Survey Questions

Measured using the New General Self-Efficacy Scale
which makes 8 statements to be agreed or disagreed with

1. I will be able to achieve most of the goals that I have set for myself
2. When facing difficult tasks, I am certain that I will accomplish them.
3. In general, I think that I can obtain outcomes that are important to me.
4. I believe I can succeed at most any endeavor to which I set my mind.
5. I will be able to successfully overcome many challenges.
6. I am confident that I can perform effectively on many different tasks.
7. Compared to other people, I can do most tasks very well.
8. Even when things are tough, I can perform quite well.

Response Coding
1 = strongly disagree
2 = disagree
3 = neither
4 = agree
5 = strongly agree

Score of 1
If “agree” or greater on average with self-efficacy questions (Score >= 32)

Score of 0
Otherwise (Score < 32)
## Indicator 1.3
### Attitudes about intimate partner violence (IPV) against women

**Pro-WEAI Domain 1**  
**Intrinsic Agency**  

**Weight**  
8.3% of 3DE  

### Survey Questions

Asks if a husband is justified in hitting or beating his wife in the following situations:

- She goes out without telling him
- She neglects the children
- She argues with him
- She refuses to have sex with him
- She burns the food

### Response Coding

<table>
<thead>
<tr>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>yes, justified</td>
</tr>
<tr>
<td>2</td>
<td>no, not justified</td>
</tr>
<tr>
<td>3</td>
<td>don’t know</td>
</tr>
</tbody>
</table>

**Score of 1**  
If all five questions are scored “not justified”

**Score of 0**  
Otherwise
Indicator 1.4
Respect among household members

**Survey Questions**

Respondents are asked about their relationship with the other adult in the household

1) Respondent respects other adult
2) Other adult respects respondent
3) Respondent trusts other adult
4) Respondent is comfortable disagreeing with other adult

**Response Coding**

1 = most of the time
2 = sometimes
3 = rarely
4 = never

**Score of 1**
If all four questions are scored “most of the time”

**Score of 0**
otherwise
Indicator 2.6
Visiting important locations

Pro-WEAI Domain 2
Instrumental Agency

Weight 8.3% of 3DE

Survey Questions
Asks respondents how often they visit locations in the community

- How often do you visit an urban center?
- How often do you go to the market / haat / bazaar?
- How often do you go to visit family or relatives?
- How often do you go to visit a friend / neighbor’s house?
- How often do you go to the hospital / clinic / doctor (seek health service)?
- How often do you go to a public village gathering / community meeting / training for NGO or programs?
- In the last 12 months, how many times have you been away from home for one or more nights (in other words, sleeping somewhere else for the night)?
- In the last 12 months, have you been away from home for more than one month at a time?

Response Coding
1 = Everyday
2 = Every week at least once
3 = Every 2 weeks at least once
4 = Every month at least once
5 = Less than once a month
6 = Never

Score of 1
If either:
1) visits at least two of city, market, or family/relative locations at least once per week; OR
2) Visits at least one health facility or public meeting at least once per month

Score of 0
otherwise
Indicator 3.2  
Membership in influential groups

Pro-WEAI Domain 3  
Collective Agency  

Weight 8.3% of 3DE

Survey Questions

For respondents who are active members of groups:

- To what extent does this group influence life in the community beyond the group?

Response Coding

Score of 1  
If active member of at least one group that they report can influence the community to at least a “medium” extent

Score of 0  
otherwise

Score of 1  
If active member of at least one group that they report can influence the community to at least a “medium” extent

Score of 0  
otherwise
# Example Calculation

Original WEAI overall score calculation (Ghana)

### Table 2: Ghana WEAI, Feed the Future Zone of Influence (ZOI)

<table>
<thead>
<tr>
<th>Indexes</th>
<th>Overall ZOI</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td></td>
</tr>
<tr>
<td>Disempowered Headcount (H)</td>
<td>72.1%</td>
<td>23.8%</td>
<td></td>
</tr>
<tr>
<td>Empowered Headcount (1-H)</td>
<td>27.9%</td>
<td>76.2%</td>
<td></td>
</tr>
<tr>
<td>Average Inadequacy Score (A)</td>
<td>40.8%</td>
<td>31.5%</td>
<td></td>
</tr>
<tr>
<td>Average Adequacy Score (1 - A)</td>
<td>59.2%</td>
<td>68.5%</td>
<td></td>
</tr>
<tr>
<td>Disempowerment Index (M0 - H x A)</td>
<td>0.295</td>
<td>0.075</td>
<td></td>
</tr>
<tr>
<td>SDE Index (1-M0)</td>
<td>0.705</td>
<td>0.925</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No. of observations</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total observations</td>
<td>2160</td>
<td>2350</td>
</tr>
<tr>
<td>% of Data used</td>
<td>63.4%</td>
<td>63.8%</td>
</tr>
</tbody>
</table>

| % of women without gender parity (H_{gpf})   | 73.1%       |          |
| % of women with gender parity (1-H_{gpf})    | 26.9%       |          |
| Average Empowerment Gap (I_{gpf})           | 26.4%       |          |
| GPI (1 - H_{gpf} x I_{gpf})                 | 0.807       |          |

| No. of observations used                     |            |          |
| Total no. of dual households                 | 1421        |          |
| % of Data Used                               | 52.2%       |          |

| WEAI (0.9 x SDE + 0.1 x GPI)                 | 0.716       |          |

*Note: Calculations weighted to adjust for sampling design.*

Source: [https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf](https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf)
# Example Calculation

5DE decomposed by dimension and indicator (Ghana)

<table>
<thead>
<tr>
<th>Statistics</th>
<th>Production</th>
<th>Resources</th>
<th>Income</th>
<th>Leadership</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Input in productive decisions</td>
<td>Autonomy in production</td>
<td>Ownership of assets</td>
<td>Purchase, sale, or transfer of assets</td>
<td>Access to and decisions on credit</td>
</tr>
<tr>
<td>Indicator Weight</td>
<td>0.10</td>
<td>0.10</td>
<td>0.0667</td>
<td>0.0667</td>
<td>0.0667</td>
</tr>
<tr>
<td><strong>WOMEN</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Censored headcount</td>
<td>0.287</td>
<td>0.221</td>
<td>0.387</td>
<td>0.583</td>
<td>0.619</td>
</tr>
<tr>
<td>% Contribution</td>
<td>9.7%</td>
<td>7.5%</td>
<td>8.7%</td>
<td>13.2%</td>
<td>14.0%</td>
</tr>
<tr>
<td>Contribution</td>
<td>0.029</td>
<td>0.022</td>
<td>0.026</td>
<td>0.039</td>
<td>0.041</td>
</tr>
<tr>
<td>% Contr. by dimension</td>
<td>17.2%</td>
<td></td>
<td>36.0%</td>
<td></td>
<td>13.5%</td>
</tr>
<tr>
<td><strong>MEN</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Censored headcount</td>
<td>0.023</td>
<td>0.102</td>
<td>0.015</td>
<td>0.045</td>
<td>0.220</td>
</tr>
<tr>
<td>% Contribution</td>
<td>3.0%</td>
<td>13.6%</td>
<td>1.4%</td>
<td>4.0%</td>
<td>19.5%</td>
</tr>
<tr>
<td>Contribution</td>
<td>0.002</td>
<td>0.010</td>
<td>0.001</td>
<td>0.003</td>
<td>0.015</td>
</tr>
<tr>
<td>% Contr. by dimension</td>
<td>16.6%</td>
<td></td>
<td>24.9%</td>
<td></td>
<td>10.5%</td>
</tr>
</tbody>
</table>

Source: [https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf](https://www.ifpri.org/sites/default/files/Basic%20Page/weai_instructionalguide_1.pdf)