

## Overview

This training terms of reference (TOR) has been developed by the Impacting Gender and Nutrition through Innovative Technical Exchange in Agriculture (IGNITE) mechanism – a five-year investment by the Bill & Melinda Gates Foundation to strengthen African institutions' ability to integrate nutrition and gender into their way of doing business and their agriculture interventions. IGNITE works with African agricultural institutions in Ethiopia, Nigeria, Burkina Faso, and Tanzania to strengthen their ability to integrate gender and nutrition into their work. IGNITE has developed this TOR to guide the delivery of a training to IGNITE clients on the Women's Empowerment in Agriculture Index (WEAI).

## WEAI Training Module

### Objectives

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.

### Methodology

The training is intended to be delivered in a lecture presentation style, as either a stand-alone presentation or as an add-on to a bigger training module. The PowerPoint presentation can also be distributed as a self-explanatory informative document via email, if requested.

### Audience

As this training is a general overview, the audience for the training can vary. It can include MEL professionals, technical gender or nutrition experts, program coordinators, or executive leadership, depending on client need. For a more technical audience, interested in specific indicators and technical methodology, the presentation can be expanded to include Appendix slides which cover each indicator and scoring methodology in detail.

### Training Sessions

The training includes five sections, including one optional Appendix section for more technical audiences. Total duration (excluding Appendix) is expected to be approximately 70 minutes.

- 1. Overview (15 minutes)**
  - Provides an overview of the concepts of women’s empowerment, women’s empowerment in agriculture, and of the origins and purpose of the WEAI
- 2. Technical Details (25 minutes)**
  - Describes the technical specifics of the WEAI, including its indices, indicators, scoring, and various versions (i.e., a-WEAI and Pro-WEAI)
  - Describes WEAI’s connection to nutrition
- 3. Process & Implementation (10 minutes)**
  - Provides information on the data collection and analysis process of the WEAI as well as the cost, resources, and time needed to complete the analysis
- 4. Considerations (10 minutes)**
  - Highlights important considerations for organizations contemplating implementing the WEAI, including limitations and strategies for adapting the WEAI to specific needs
- 5. Case Study (10 minutes)**
  - The case study provides a real world example of a WEAI analysis in Kenya for USAID’s Feed the Future in 2013, including scoring and interpretation of results
- 6. Appendix (Optional)**
  - The Appendix provides technical details on each indicator included in the WEAI and Pro-WEAI, including scoring methodology, survey questions, and weight
  - It can be integrated into the rest of the powerpoint as necessary. For example, if an organization is focusing on a few specific indicators, or has asked specifically about a particular domain, it may be good to include those specific slides as examples.