

# Assessing Women’s Empowerment for Market-based Humanitarian Action



A proposal for the Women’s Empowerment in Markets Index (WEMI)<sup>1</sup>

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Gender equality and women’s empowerment are stated goals for WFP.<sup>2</sup> However, a review of literature and WFP guidance reveals gaps in terms of how the organization assesses and monitors empowerment in a meaningful way. This is particularly true for market-based approaches, which are increasingly applied in WFP humanitarian assistance.<sup>3</sup> Market-based approaches to programmes such as Purchase4Progress (P4P) and modalities like cash and vouchers have increased the need for stronger tools and a clear framework for assessing and analyzing women’s empowerment (and disempowerment) to inform interventions and achieve WFP and United Nations gender equality goals.

WFP must integrate gender, empowerment and other associated social dynamics into quantitative and qualitative data collection and analysis to effectively recognize and meet the needs of food insecure individuals and communities. Understanding social dynamics and their relation to food security situations supports evidence-based programme design to address people’s food security and nutritional needs and empower them in the process, and enables WFP to support the increased freedom and opportunity of affected populations. The adoption of more sophisticated metrics and operational tools to systematically measure from a gender perspective access to markets, technology, capital and tools for fairer trading can support programme activities that are more cognizant of gender and women’s empowerment.

In response to identified gaps and information needs in current practice, the WFP West Africa Regional Office (RBD) market analysis team conducted a review of available resources, including frameworks, indices and other tools for assessing women’s empowerment for comparable objectives. The team identified the Women’s Empowerment in Agriculture Index (WEAI) as the strongest tool for understanding and analyzing women’s empowerment within the larger thematic of food security. However, the WEAI orientation towards agricultural production and development initiatives, as well as the limited piloting in West Africa, mean that certain fundamental adaptations are necessary before this tool can be applied to fulfill the information needs of WFP and market-based approaches to humanitarian interventions. Building on the WEAI framework, the WFP RBD market analysis team seeks to develop an adapted version of the WEAI to meet WFP humanitarian and market-based programming needs: the Women’s Empowerment in Markets Index (WEMI), initially in the form of an analytical framework, with the potential long term goal of building an inter-agency supported index.

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<sup>1</sup> This paper is authored by Paige Enfinger and Analee Pepper, with inputs from the WFP West Africa VAM team.

<sup>2</sup> WFP Gender Policy 2015-2020.

<sup>3</sup> WFP. Annual Reports—Agenda Item 4. 2015, page 11.

## An introduction to the Women’s Empowerment in Agriculture Index (WEAI)

Originally commissioned for the United States Agency for International Development (USAID) and U.S. President Obama’s Feed the Future initiative to end global hunger, the WEAI was launched in 2012 by the International Food Policy Research Institute (IFPRI), together with the Oxford Poverty and Human Development Initiative (OPHI). The WEAI is a tool to identify opportunities for empowering women and girls, as well as increasing “aid effectiveness” in food security interventions. The WEAI was conceived for production-oriented projects, considering gender issues within the context of inclusive agricultural growth for smallholder farmers to promote food security.<sup>4</sup>

Working from the approach that agency and empowerment are experienced through different tasks, quantified and qualified within diverse domains, and should be measured accordingly,<sup>5</sup> USAID defined five domains of empowerment (5DE) in agriculture. Each of the five domains are made up of selected and piloted indicators, which are weighed at varying levels and which can be altered depending on the context, as outlined in the table below. The intricately designed and calculated measurement of empowerment within agricultural production involves ten indicators spread across five domains. Within the WEAI methodology, empowerment scores for women and men, based on achievements in each of the five identified domains, are calculated and examined relative to one another using a gender parity index. The WEAI defines a woman or man as empowered if she or he has adequate achievements in at least four of the five dimensions, or in some combination of weighted indicators, reflecting 80 percent of total or maximum adequacy for each.<sup>6</sup>

Domain	Indicator	Weight
Production decision-making	Input in productive decisions	1/10
	Autonomy in production	1/10
Access to productive resources	Ownership of assets	1/15
	Purchase, sale, or transfer of assets	1/15
	Access to and decisions on credit	1/15
Control over use of income	Control over use of income	1/5
Community leadership	Group member	1/10
	Speaking in public	1/10
Time allocation	Workload	1/10
	Leisure	1/10

Source: Alkire et al. 2013.<sup>7</sup>

<sup>4</sup> Alkire, S., Malapit, H., et al.. “Instructional Guide on the Women’s Empowerment in Agriculture Index”. 2013.

<sup>5</sup> Alkire, S.. Quantitative studies of human agency. *Social Indicators Research*, 74(1), 217–260, 2005.

<sup>6</sup> Alkire, S., Meinzen-Dick, et al., The Women’s Empowerment in Agriculture Index, *World Development* Vol. 52, pp. 71–91, 2013; <http://dx.doi.org/10.1016/j.worlddev.2013.06.007> (accessed July 16, 2015).

<sup>7</sup> Image from: <http://www.feedthefuture.gov/tags/weai>

The WEAI is innovative in that it captures individual empowerment outcomes and extends beyond aggregate country-level measurements as captured in other widely used gender indices (i.e. UNDP Gender Development Index; UNDP Gender Inequality Index; AfDB Africa Gender Equality Index). It is a multidimensional tool with survey focus on both women and men, individually and comparatively, within the same household. For example, WEAI survey interviews are conducted at the individual, rather than household level, to collect information on intra-household power dynamics which impact varying levels of empowerment. Separate from conventional proxies for women's empowerment, such as income or education, the five WEAI dimensions reconsider interactions surrounding empowerment. Such specificity in gender analysis related to food production can support precise identification of areas where additional support is needed and/or where women or men experience disempowerment. Identifying sources and areas of empowerment and disempowerment is one step towards designing impactful and sustainable interventions to address inequalities and close gender gaps.

### [A proposal for assessing women's empowerment in agricultural markets and value chains—Women's Empowerment in Markets Index \(WEMI\)](#)

While the WEAI is a valuable tool, market and value chain aspects are missing from the index, there is little to no exploration into usability in francophone West Africa, and the original WEAI is not adequately adapted to meet the needs of humanitarian organizations. Given the index's focus on agricultural production, rather than socioeconomic constraints in access to markets, much remains to be explored to systematically measure issues of empowerment related to market activities and access to food. Furthermore, among the countries in which the WEAI tool was originally piloted, two Anglophone West African countries—Liberia and Ghana—were included, while the experience of francophone West African countries was not.<sup>8</sup> The key gaps in the WEAI in this regard are as follows:

- Data is collected and analyzed at household and community levels, and does not cover the market level, nor value chain activities outside the household;
- Questions on decision-making and asset control focus on household and community levels and do not allow for assessment of these dimensions;
- Does not include analysis of institutions and structures relative to markets;
- Does not include infrastructure (which is highly relevant for women in markets);
- Social and cultural norms which influence women's and men's participation in markets are not covered.

Considering these factors, the WFP RBD team proposes to develop an adapted version of the Women's Empowerment in Agriculture Index (WEAI) to support WFP and partner market-based approaches to humanitarian action.

#### *Adapting and testing WEAI tools*

As a first step towards an adapted index, the WFP RBD Vulnerability Analysis and Mapping (VAM) team worked together to develop a set of survey questions adapted from WEAI tools to be integrated into standard WFP assessment tools. The team piloted the adapted questions intended to assess women's empowerment in agricultural markets in two on-going assessments in the region: first, in the Lake Chad Basin as part of a regional market assessment; and second, in Ghana for the market assessment to be included in the larger emergency food security assessment (EFSA). In addition, the questions were integrated into the primary data

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<sup>8</sup> The tool has since been piloted in Niger.

collection phase of a country-level case study investigation on the gender and market dynamics in Burkina Faso, as part of the WFP VAM regional *West Africa Gender and Markets Initiative*. Assessment teams and researchers were asked to include these questions in their surveys and evaluate their experience. Subsequently, quality assessments of results were conducted to identify weaknesses and improve the approach. Results from the three examples are summarized below, followed by a revised proposal for an analytical framework to support assessing women’s empowerment in markets.

**Lake Chad Basin Regional Market Assessment<sup>9</sup>**

The Lake Chad Basin (LCB) Regional Market Assessment was the first case in which adapted WEAI questions were integrated into an ongoing WFP assessment. The below table reflects the final questions integrated into the assessment trader questionnaires.

Question	Optional responses
<b>Who decides whether you will take out credit to finance trade activities most of the time?</b>	(1=self; 2=partner/spouse; 3=other household member; 4=self and other household member (s); 5=partner/spouse and other household member(s); 6 someone (or group of people) outside the household; 7=other)
<b>Who decides how much of your generated income will be spent on food for your household most of the time?</b>	
<b>Who decides whether you will sell most of the time?</b>	
<b>Who decides what price you will sell at most of the time?</b>	
<b>Who decides whether you will give away most of the time?</b>	
<b>Who decides from whom/where you will purchase most of the time?</b>	
<b>What will be the biggest challenge/obstacle for your business in the future?</b>	(Open response)
<b>Do you feel comfortable speaking up in public to help decide on marketplace issues?</b>	(1=no, not at all comfortable; 2=yes, but with a great deal of difficulty; 3=yes, but with a little difficulty; 4=yes, fairly comfortable; 5=yes, very comfortable)

Survey results do not show any significant gender disparities, which is concluded in the report to indicate most women and men have comparable decision-making power over their business activities. In every country surveyed (with the exception of Niger, where less than 1 percent of respondents are female), approximately three quarters or more of surveyed traders, both female and male, reported making decisions independently on credit, use of generated income to purchase food for household consumption, whether they will sell products, from whom and where to purchase products, and product price most of the time. However, of the gender analysis conducted in the assessment pertaining to other areas of empowerment, the result is grimmer. For example, female respondents listed access to own capital for women as a top constraint to their business activities significantly more than men. Access to own capital is a fundamental dimension of empowerment, according to the five WEAI domains, and is similarly important for empowerment in markets and value chains.

<sup>9</sup> WFP. Lake Chad Basin Crisis – Regional Market Assessment. June 2016.

Furthermore, female traders are not well represented among surveyed respondents in the data collection phase of the regional assessment. Only in the North region of Cameroon do female traders make up more than half of those surveyed (65 percent), and in the Extreme North of Cameroon, they make up 44 percent. However, the surveys conducted in Chad, Niger and Nigeria reflect a maximum of 29 percent female traders in the Lac region of Chad, and a minimum of 1 percent in the Diffa region of Niger. Of the total traders surveyed in the region, female respondents make up only 21 percent, making it difficult to assess gender dynamics and disparities in survey results.<sup>10</sup>

The key feedback from assessment teams on these questions focused on challenges for enumerators in understanding the information objectives of questions at times. The key lessons learned from the piloting are: (i) the need for enumerator training on how to deliver questions so that respondents and enumerators are clear what the objective of the question is; and (ii) all dimensions of empowerment in markets are integrated, and not solely decision-making power. To support further usage of the piloted approach and provide guidance to WFP and partner teams, a technical note was developed on the adapted questionnaires, which is publically available.<sup>11</sup>

### **Ghana Emergency Food Security Assessment<sup>12</sup>**

The same set of questions were integrated into the market assessment section of the 2016 Ghana Emergency Food Security Assessment (EFSA), as were integrated into the LCB Market Assessment questionnaire. The Ghana EFSA application resulted in similar findings and lessons learned as in the case of the Lake Chad Basin market assessment. The EFSA however allowed for more expansive analysis into the figures collected, as there was a more balanced number of female and male respondents surveyed.

EFSA results reflect very high levels of decision-making power among female market vendors surveyed, and higher at times than that of male market vendors. However, when compared with national figures from the World Bank Databank on women's decision-making power over similar activities, there were significant contradictions. For example, the below charts show that EFSA results reflecting 88.4 percent of surveyed female traders decide independently whether they will take out credit to finance trade activities most of the time, compared to 75.5 percent of male traders surveyed, and 91 percent of women compared to 85 percent of surveyed men reported making decisions independently on how generated income would be spent within their households most of the time.

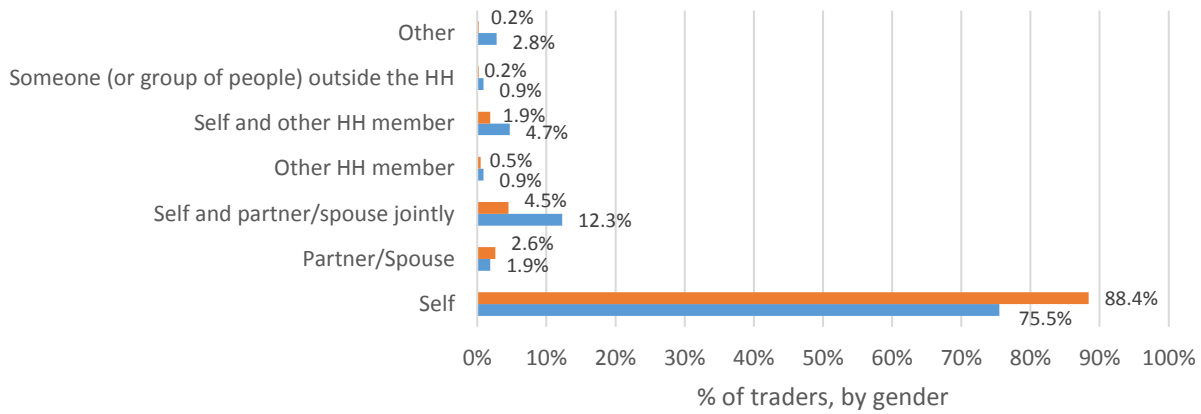
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<sup>10</sup> WFP. Lake Chad Basis Crisis – Regional Market Assessment. June 2016.

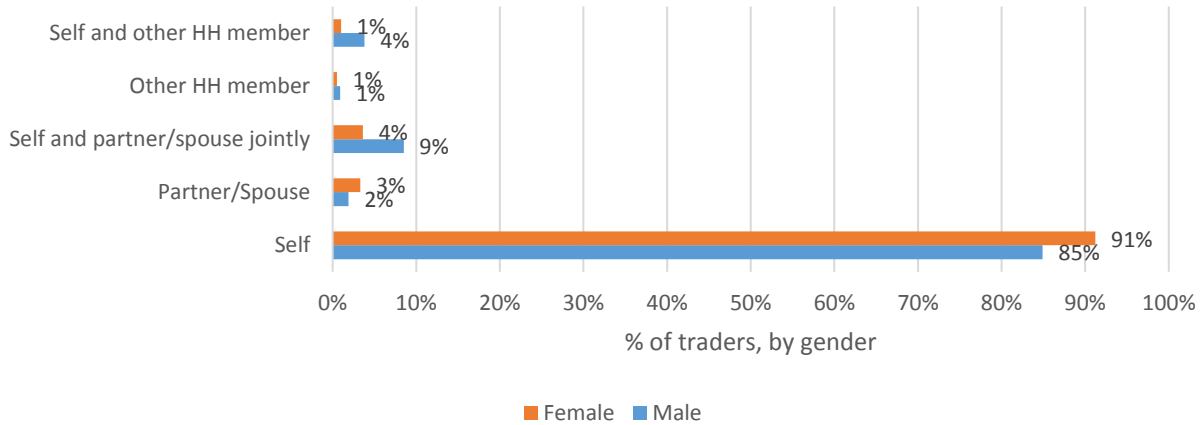
<sup>11</sup> [WFP. Technical Note on the use of gender- and empowerment-integrated market assessment surveys. WFP RBD VAM Gender + Markets. March 2016.](#)

<sup>12</sup> WFP. Ghana Emergency Food Security Assessment. WFP VAM Ghana/WFP VAM West Africa. 2016.

### Who decides whether you will take out credit to finance trade activities most of the time?

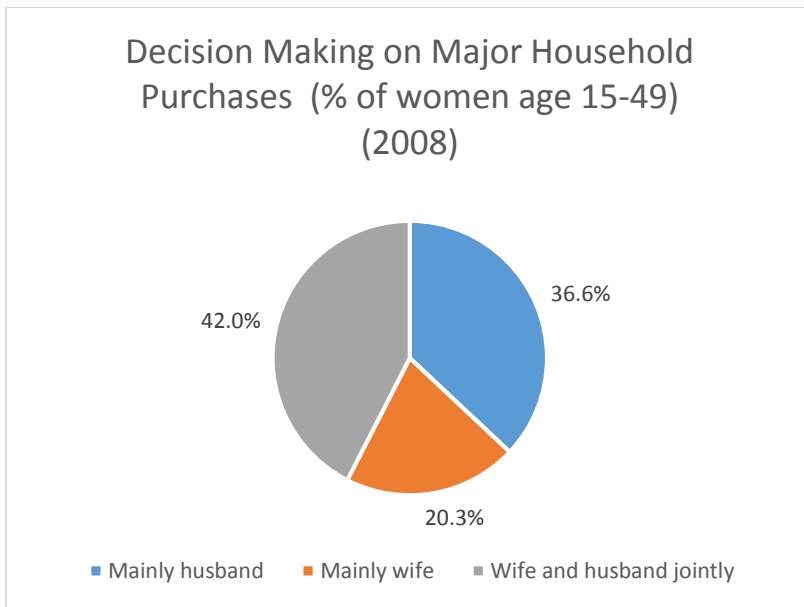


### Who decides how much of your generated income will be spent on food for your HH most of the time?



Source: WFP Ghana EFSA 2016

To assess the plausibility of the above figures in terms of women’s decision-making power, figures from the World Bank databank are included below on intra-household decision making. This shows a notable divergence where World Bank figures for 2008 show 36.6 percent of surveyed women between 15 and 49 years of age reported decision making on major household purchases to be mainly done by the husband. This is compared to 42 percent who reported decisions to be made jointly by a wife and husband, and 20.3 percent who said mainly the wife makes such decisions. Furthermore, interviews conducted with partners, experts and relevant WFP staff working in Ghana during the case study process were more in line with the 2008 data reflected by the World Bank than by 2016 EFSA results on women’s empowerment.



Source: World Bank Databank – Gender Statistics

Based on the identified inconsistencies, further piloting of the questions is necessary, as is additional investigation into what the main gaps were in terms of the adapted questions.

During interviews with key informants to support the Ghana case study, a partner working with USAID described their recent experience using the WEAI in Ghana, specifically in the context of assessing women’s empowerment in agricultural value chains. According to the key informant, the main identified weakness in the WEAI was that it was found to be culturally inappropriate at times for communities surveyed. One specific example pertained to question phrasing and the use of hypothetical scenarios—i.e. If your child is ill, who makes the decision most of the time to take them to the hospital? Reportedly, this kind of phrasing confused respondents, who were eager to explain that such situations were not relevant to them, leading to many “not applicable” responses to questions on empowerment. In response to this challenge, the surveying teams were instructed to spend several hours to a day in communities interacting with and observing people prior to conducting the survey, and were asked to subsequently tailor the surveys based on their observations.<sup>13</sup> While such tactics are not always possible due to time and resource limitations, this is a strong example of strategic solutions to identified information challenges. It is also evidence of the importance of working closely with partners and WEAI associates to share experiences implementing WEAI and adapted WEAI tools in the region.

#### **Burkina Faso Gender and Markets Case Study<sup>14</sup>**

In this study, the lead researcher tested the relevance of certain questions extracted from those applied in the above two cases to assess women's empowerment in the field of marketing of agricultural products. In the case of Burkina Faso however, data collection combined participatory methods, as well as a questionnaire including adapted WEAI questions. The adapted questions in the questionnaire were tested and administered to sixty participants. Focus groups with women and with men were additionally held to illustrate the realities for women and men in markets and the level of women’s autonomy and empowerment the marketing of

<sup>13</sup> Adams, S. Monitoring and Evaluation Technical Services Support (METSS)/Kansas State University/USAID. Interview. April 2016.

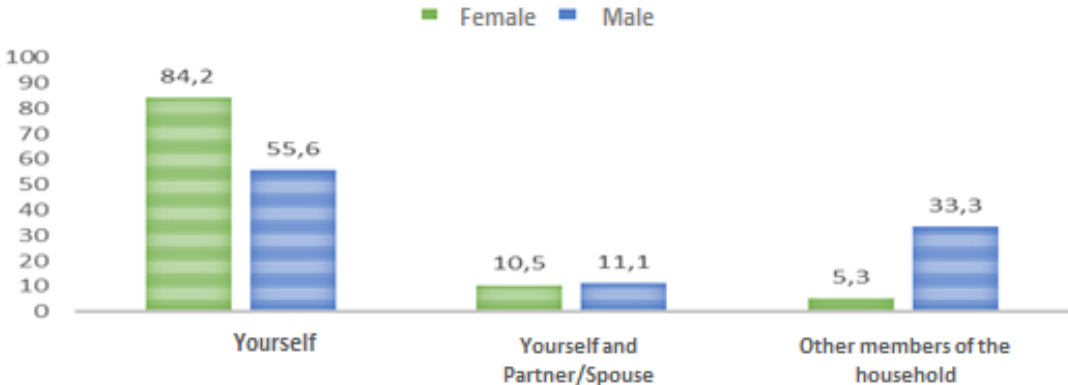
<sup>14</sup> Henry, E. P. Genre et Marché : Étude de cas VAM – Burkina Faso. WFP West Africa – VAM. June 2016.

agricultural products. Finally, face to face interviews were held with farmers’ organization (FOs) leaders and managers of monitoring and evaluation activities. In total, 201 people were consulted as part of the study, among which 53 percent are women.

As in the case of Ghana, nearly all women surveyed report full control over decision-making, and appear to be autonomous in all decisions that affect prices, sales, supply locations, credit, and the use of revenues. They can seek advice or information from third parties, but in general husbands have little direct influence on women's incomes once the basic food needs in the household is assured. With regard to the piloted adapted questions, results are as follows:

*Who decides to take credit for the financing of marketing activities most of the time?*

For female actors in the marketplace, the large majority (84.2 percent) take full responsibility in the decision-making over credit and financing of market activities, compared to 55.6 percent of their male counterparts. Comparatively, 33.3 percent of male trader report taking these decisions with other members of their household, compared to just 5.3 percent of female traders who responded in this way. Other household members often refers to brothers of the same family who work together on a particular market activity and thus, share the risk. This situation is also the result of contracted credit levels. Women generally have access to smaller amounts of credit and often rely on informal credit (tontine, and other lender), compared to their male counterparts, and this impacts their decision-making control. Men comparatively contract more funds, inducing more risk, and hence need to share this risk with other family members.

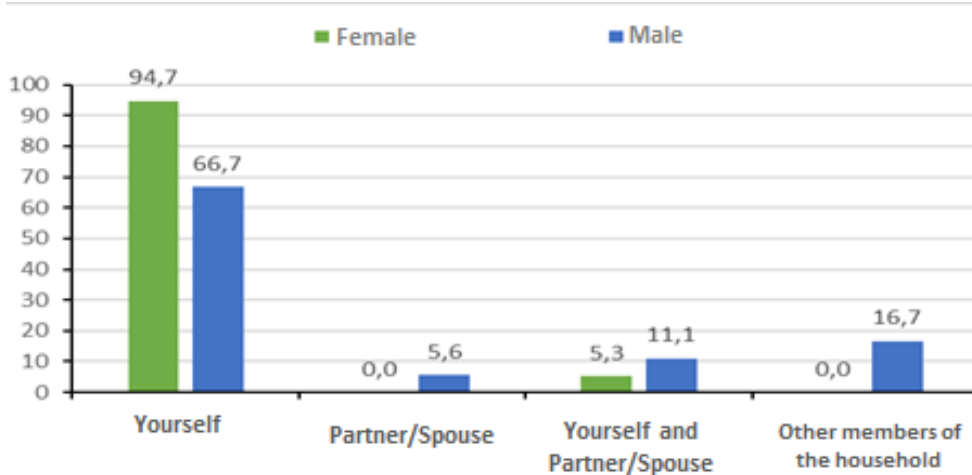


Source: Field survey, May 2016

*Who decides which products to sell on the market most of the time?*

Results again show women as more empowered (94.7%) compared to men (66.7%) in the decision making regarding the choice of products to sell on the markets. Moreover, for men, commercial activities are undertaken by several members of one family, meaning the choice of products for sale are also the responsibility of multiple individuals. According to interviews with men, they often combine funds to purchase goods such as grain, making it is prudent to inform a family member in case a problem arises. In this way, they may still exercise complete decision-making power, but because report that the decision is taken with other household members because they are required to share information.

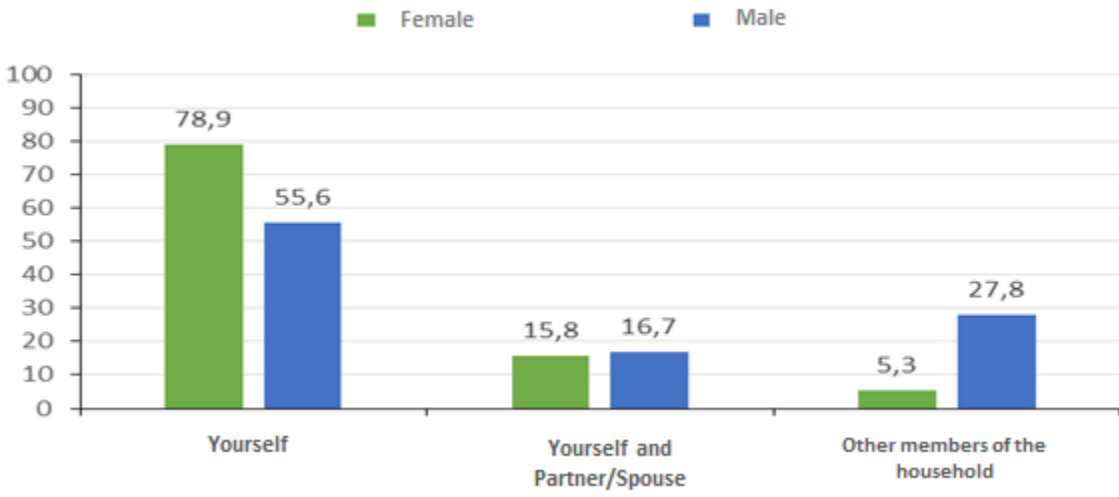




Source: Field survey, May 2016

*Who decides the selling price of products on the market most of the time?*

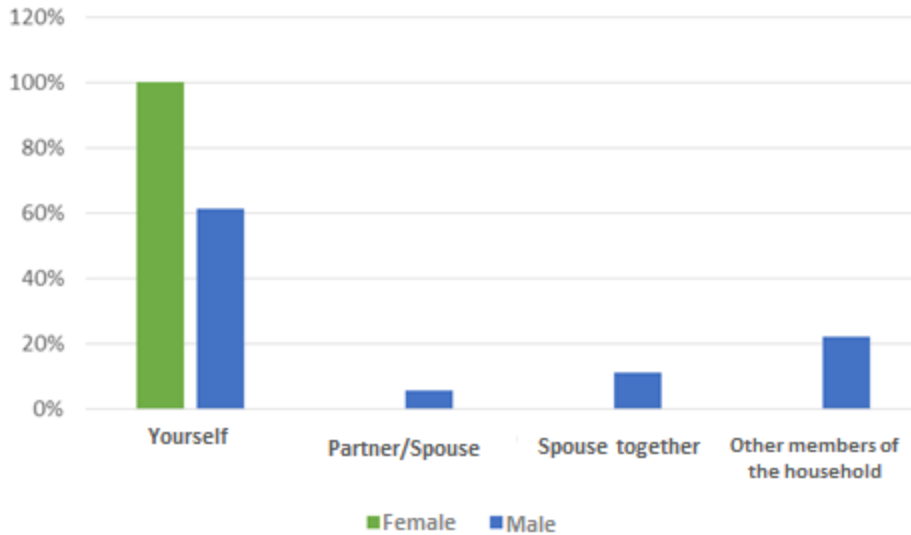
Women (78%) and men (57%) choose independently, the product sale price. Respondents explained that these decisions must be taken very quickly to seize opportunities and thus the person physically present it the market, as they are the one most aware of influential factors.



Source: Field survey, May 2016

*Who makes decisions for the supply most of the time?*

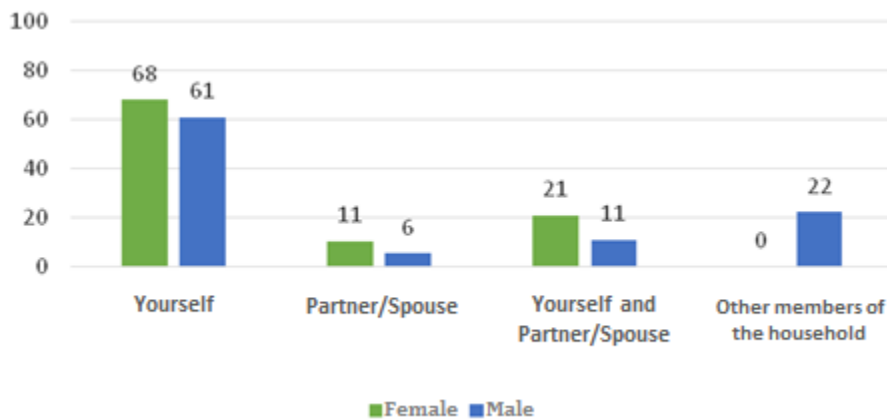
All female traders surveyed who sell in the markets themselves decide the location of their supply and product suppliers. Most often, women who have less capacity and mobility (i.e. women are at times not allowed to leave their homes for more than two days at a time, even with the permission of their husbands) are supplied by collector in villages or neighboring villages, and/or retailers or wholesalers for resale of agricultural products.



Sources : Field survey, May 2016

*Who decides how much of your generated income will be spent on food within the household?*

Decision-making on how much of one’s generated income will be spent on food to be consumed within a household appears to be similar between female and male traders surveyed. However, when the decision is taken collegially with input from a spouse, women were nearly twice as likely as men to report sharing the decision-making power.



Source: Field survey, May 2016

According to the quantitative results, female market traders appear to be autonomous as regards the choice of products to sell, the place of supply, the quantities to sell or donate, prices sales prices are based on market and commercial activity in the affection of the household diet. However, the qualitative information collected during focus groups and interviews repeatedly shows that other factors are at play which influence the responses to these questions. For example, women report taking decisions along more often than men when it pertains to accessing credit to finance market activities. However, because men often engage in larger scale market activities than women in the case of surveyed markets in Burkina Faso, they engage in higher risks and thus prefer to share the risk with others, often adult male members of their household. This may shed light on the identified discrepancies in the Ghana EFSA example, where survey results on decision making did not reflect World Bank figures. While such discrepancies may be due to issues with enumerator training and/or

respondent comprehension of questions, as discussed, it may also be that women do exercise more decision-making control over the issues brought up, but this does not equate higher levels of empowerment. The latter case brings up the fact that other aspects of empowerment beyond decision-making (i.e. access to and control over productive assets, knowledge and information, legal and institutional empowerment, etc.) need to be included to fully assess gender disparities and women's status in agricultural markets relative to men.

#### *Proposal for assessing women's empowerment in markets and value chains*

Based on the summarized tests of the adapted WEAI questions, the following main gaps are identified:

- ✓ Decision-making and control are not alone sufficient indicators of empowerment;
- ✓ Empowerment is not a universally understood term and to analyse it, contextual and linguistic adaptations are often necessary, and sufficient training of enumerators is essential;
- ✓ Empowerment varies between productive/income-earning activities and household/reproductive activities;
- ✓ Economic improvement (i.e. increased profits) does not necessarily lead to empowerment;
- ✓ Empowerment varies depending on the stage of the value chain; and
- ✓ Empowerment is intersectional, meaning assessing it involves the consideration of gender, age, class, ability, ethnic group, and other social stratifiers which influence or determine an individual's role and status in certain stages of agricultural value chains.

The objective at this time is to lay out how the WEAI can best be adapted to WFP information needs and test proposed approaches, rather than to develop a complete index with figures for each sub-region or country in the region. Based on a secondary data review and meetings with colleagues, partners involved in the development and/or testing of WEAI, and other relevant experts, the RBD VAM team concluded that the WEAI as a complete index may not have as a high a value added for the team, as would a framework for collecting information, and which is modeled off the WEAI. Thus, as a first step, the team proposes to develop an analytical framework, for assessing gender dynamics and women's empowerment in markets, as a first step. As the framework is adopted by WFP teams and partners, and information is collected according to the proposed indicators, it should become more feasible to develop an inter-agency supported index on women's empowerment in markets (and value chains).

The below table outlines the adapted framework for assessing women's empowerment in agricultural markets (and value chains), with five proposed dimensions of empowerment, associated indicators and sample questions to support the development of questionnaires, key informant interviews and focus group discussions. As with the five dimensions and indicators, the questions are also adapted from WEAI tools to gauge empowerment in markets and value chains, and disparities between female and male actors. While relevant information required for a WEMI approach will vary, depending on the context and programmatic focus, there are certain standard minimum dimensions which should be investigated in every market assessment, irrespective of location or level of urgency. These are outlined below and build on secondary research and interviews conducted by Roma Tre University research student, Paige Enfinger, and testing of WEAI tools in the regional *Gender and Markets Initiative* case study research. The minimum dimensions also draw on guidance resources from VAM, GenCap, Mercy Corps, CGIAR/IFPRI, and other partners engaged in gender-responsive and market-based data collection and analysis.



Proposed Framework for Assessing Women’s Empowerment in Agricultural Markets and Value Chains<sup>15</sup>

Domain	Indicators	Weight	Sample Questions
1. Trade	• <b>Leadership in commercial activities</b>	1/10	Who exerts leadership in your commercial activities (whether buying or selling)?
	• <b>Decision-making over value chain activities</b>	1/10	Who decides, most of the time: -whether you will sell? -what products to sell? -in what quantity? -at what price you will sell product(s)? -where to sell? -to whom to sell? -where product(s) will be sourced from (if you do not produce them yourself)? -to take out credit to finance market/trade activities?
2. Resources	• <b>Access to and decision-making power over productive capital (financial savings, land, agricultural technology, storage facilities, other)</b>	1/15	Who, if anyone, in your household has access to productive capital (financial, land, other)? - Who decides, most of the time, how productive capital will be used?
			Who, if anyone, in your household has access to and knowledge of agricultural technologies/equipment? - Who decides, most of the time, whether technologies/equipment will be used?
			Do you have access to storage facilities?
	• <b>Market access</b>	1/15	Who in your household has access to the market (buying and selling)?
• <b>Access to and decision-making over credit/financial services</b>	1/15	Who, if anyone, in your household has access to financial services? Who decides, most of the time, whether financial services will be used (and from which sources)?	
3. Income	• <b>Control over use of income</b>	1/5	Who has individual or shared ownership of assets in order to undertake market activities?
			Who decides, most of the time, how income will be used, both in market activities and in the household
			Who decides, most of the time, how much of your generated income will be spent on food for your household?
4. Leadership	• <b>Public speaking</b>	1/10	Do you feel comfortable speaking up in public (i.e. in commodity associations, other local groups) to decide on marketplace issues?
	• <b>Group/Association participation and decision-making role</b>	1/10	Do you participate in a FO or market-based community group? If so, do you participate in the main decision-making body?
5. Time	• <b>Workload in market/commercial activities</b>	1/15	Do you regularly have time available to dedicate to market activities outside the home? How does your time-use impact your scale of productive activities (production, aggregating, marketing, processing etc.) Do you have adequate available time to expand your market/commercial activities without compromising other responsibilities?
	• <b>Workload in domestic/reproductive activities</b>	1/15	How much time do you spend on domestic tasks, including child care?
	• <b>Leisure time</b>	1/15	How much of your time is spent on productive and reproductive tasks?

<sup>15</sup> Instructions and guidance on how to calculate the WEAI are available [here](#).

In addition to the minimum set of dimensions of empowerment in markets, it is important that context-specific gender and empowerment indicators are identified and integrated. It may involve understanding who has access to market floors, individual or shared ownership of assets, autonomous power in making decisions about what and where to sell food, leadership in commercial activities (whether buying or selling), equal rights to those of considering food markets, or time to dedicate to market activities outside the home. Focus group discussions and other participatory research can invite women and men to define market empowerment issues in their own terms, but also in terms of their communities. For example, in the case study on Burkina Faso, the researcher conducted focus group discussions with women and with men separately on definitions of empowerment and attitudes towards women’s empowerment, both in households and in market activities. Implementing more sustainable and empowering food security interventions will involve supporting people’s local market systems, recognizing the potential of individuals and respecting nuances within social fabric within the West African Region.

Alternative indicators are provided as part of the adapted framework to serve as potential supplements in assessing women’s empowerment in markets and value chains. These alternative indicators could fit within the five proposed dimensions of empowerment reflected above. However, findings from interviews with colleagues and partners, as well as a review of relevant secondary materials, they were highlighted as necessitating additional emphasis, depending on the circumstances of the surveyed population and programmatic objectives.

Domain	Indicators	Sample Questions
Alternative Indicators	<b>Mobility</b>	How far do you travel to sell your product(s)? How often?
		Do you have access to multiple selling points?
		Do you have access to safe (i.e. vehicle/road quality) and efficient transport?
		Is security a concern for you in transporting commodities?
	<b>Institutions</b>	What process is necessary to have access to market floors (for selling)?
		Who controls the market? (government body, market association, market queens, etc.)
		Do women have equal rights to men related to food markets?
	<b>Self and gender perceptions</b>	What will be the biggest challenge/obstacle for your business in the future?
		In the future (6 months – 1 year) how do you think the situation for this product will evolve?
		What does it mean to have market power?
		Do you associate your market activities with market power?
		To you, what is important to know when considering women’s access to, and power in markets?
		What other demographic information about marketplaces can inform power and gender relations?
	<b>Value chain</b>	Do you or someone in your household produce what you sell?
		-If not, from whom/where do you get your product(s)?
		Who do you sell to? (i.e. wholesalers, aggregators, market queens, direct to consumers)
		Where do you sell most of your product? (i.e. Farm gates, wholesalers, local markets, other)
		Do you receive or provide credit to actors producing or trading in the same commodity?
	<b>Skills/capacity</b>	Literacy rate between female and male actors
Ability to operate agricultural input technology/equipment		
Knowledge and use of quality and food safety (among small-scale processors)		
Access to, and ability to operate quality control equipment		

Applying this model in practice, market assessment surveys should be designed to capture gender-specific control, ownership and decision-making control over market resources and activities, specifying ownership and decision-making as by male, female, or jointly. A balance of women and men among market actors should be sought, as small vendors, wholesalers, transporters and key informants.

Information should be collected at the individual level and questions should gauge who is involved in various activities, as owners, managers, workers and decision-makers, avoiding any assumptions about the influence of social norms and constraints. Questions should emphasize ownership and access to resources, and answers should reflect individual experience. Data should also be collected on institutions related to markets to assess institutional gender-based constraints and opportunities.<sup>16</sup> Furthermore, for most indicators, it is necessary to conduct primary data collection, for example, according to the proposed questions. For some indicators however, it is possible to draw from secondary data sources such as global and regional databases. See the annex for a list of recommended data sources which provide relevant sex-/age-disaggregated data and information on relevant gender dynamics.

#### 4. Conclusion and steps forward

Assessing women's empowerment in markets is directly linked to WFP's mandate to save lives in emergency situations. Specifically, market crises and shocks generate new gender issues that alter the existing state of gender dynamics at play, making baseline information on women's empowerment status and gender roles particularly important to understanding the impacts of emergencies.<sup>17</sup> Adapting WEAI as an innovative tool for WFP food security assessments and market analysis should improve organizational understanding, baseline data, and promote the systematic measurement of women's roles and engagement in agricultural markets in response to shocks and crises. Furthermore, ongoing gender analysis focusing on women's empowerment for food security will better inform emergency-specific studies and responses to support coping strategies and comprehend changes in social dynamics. Actively supplementing baseline information available on gender in food security assessments, if properly incorporated, may inform programming and emergency responses, as crises tend to have gendered impacts that require appropriate operational considerations.

The proposed adaptation of WEAI—the WEMI analytical framework—aims to consider gendered access to markets and value chains in understanding what key problems constrain women from achieving their potential within food systems. By examining barriers to trade and indicators that contribute to disempowerment, analysts can understand how food security interventions might bridge gaps and empower people for better access to food, assets, and freedom throughout the process.

According to the testing of adaptations of the WEAI thus far, though limited, it is clear additional investigation and tailoring is necessary to ensure the quality and capacity of the produced resource, whether a framework or index.

#### **The next steps towards developing a complete index on women's empowerment in markets are:**

1. Pilot adapted analytical framework in multiple selected contexts and refine accordingly;
2. Promote WFP and partner implementation of framework through a combination of (a) capacity development exercises and (b) accountability mechanism(s);

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<sup>16</sup> This approach is adapted from the research and recommendations of Dr. Cheryl Doss, participant in the development of the Women's Empowerment in Agriculture Index (WEAI). Doss, C. *Data Needs for Gender Analysis in Agriculture*, IFPRI Discussion Paper 01261 (April 2013).

<sup>17</sup> IFPRI blog post by Jeanne Penn (published September 23, 2015): Why women's empowerment is worth measuring: Highlights from recent interview with IFPRI's Hazel Malapit on the Women's Empowerment in Agriculture Index. <https://www.ifpri.org/blog/why-womens-empowerment-worth-measuring>

3. *(Following a sufficient duration of usage)* Evaluate to what extent the framework has been applied within WFP and by partners, and whether sufficient data has been collected to develop a common database of indicators which would allow for the calculation of comparable indexes on women's empowerment in markets throughout the region.

In achieving these steps, partnerships will be key, particularly with the WEAI development team, government level partners, and other actors adapting the WEAI in the region.

Finally, it should be noted that improving data collection and analysis alone is not sufficient to achieve better targeting, gender equality, or empowering interventions in programming. The proposed adaptation of the WEAI, and WEMI framework, is part of a greater conceptual shift to people-focused and gender-sensitive communication that all WFP programmes must prioritize in order to be able to significantly empower and positively impact people's lives. By providing critical information on gender dynamics and women's empowerment in food markets, the WEMI has the potential to support WFP food security activities at the household, community and national levels in a way that is gender equitable and meets organizational gender standards.



Annex—List of secondary databases with brief description

Title	Source/ Org.	Type	Description
<b>Gender &amp; Education</b>	UNESCO Institute for Statistics	Indicator compendium	Key indicators, disaggregated by sex and age, used to monitor gender in education globally.
<b>Gender and Land Rights Database</b>	FAO	Database	The Gender and Land Rights Database (GLRD) was launched by FAO in 2010 to highlight the major political, legal and cultural factors that influence the realisation of women’s land rights throughout the world. It also serves as a platform to address, discuss and provide information about gender and land issues with the support of 84 Country Profiles, Land Tenure Statistics disaggregated by gender, and a Legislation Assessment Tool for gender-equitable land tenure (LAT).
<b>Gender Statistics</b>	World Bank	Database	The Gender Statistics database provides indicators on key gender topics. Themes included are demographics, education, health, labor force, and political participation. There are also indicators on aspects of empowerment including decision-making power over health, economic activities and intra-household dynamics. This is the most thorough and complete global resource identified on gender dynamics and sex- and age-disaggregated data.
<b>Gender Statistics (EDGE)</b>	UNSD	Indicator Compendium	52 quantitative indicators and 11 qualitative indicators covering national norms and laws on gender equality.
<b>Gender, Institutions and Development Database</b>	OECD	Database	<p>The GID-DB is intended for researchers and policy makers to determine and analyse obstacles to women’s economic development. It covers a total of 160 countries and comprises 60 indicators on gender discrimination. The database has been compiled from various sources and combines in a systematic and coherent fashion the current empirical evidence that exists on the socio-economic status of women.</p> <p>Of greatest interest, the database includes institutional variables that ranging from intrahousehold behaviour to social norms. Information on cultural and traditional practices that impact on women’s economic development is coded so as to measure the level of discrimination.</p>

<b>Gender-Based Violence Information Management System</b>	UNFPA/IRC /UNHCR/UNICEF	Information management system	The Gender-Based Violence Information Management System (GBVIMS) is a multi-faceted initiative that enables humanitarian actors responding to incidents of GBV to effectively and safely collect, store, analyze and share data reported by GBV survivors.
<b>Global Health Observatory Data Repository (GHO)</b>	WHO	Health data, sex and age-disaggregated	The GHO data repository provides access to over 1000 indicators on priority health topics including mortality and burden of diseases, the Millennium Development Goals (child nutrition, child health, maternal and reproductive health, immunization, HIV/AIDS, tuberculosis, malaria, neglected diseases, water and sanitation), non-communicable diseases and risk factors, epidemic-prone diseases, health systems, environmental health, violence and injuries, equity among others. In addition, the GHO provides on-line access to the WHO annual summary of health-related data for its member states: the World Health Statistics 2014.
<b>IFPRI Datasets</b>	IFPRI	Datasets	This is a resource for different datasets providing sex- and age-disaggregated data and gender statistics for a range of countries and regions.
<b>Key Indicators of Labour Market (KILM)</b>	ILO	Information system	The Key Indicators of the Labour Market (KILM) is the main ILO resource for labour market information. The first KILM was released in 1999. It has since become a flagship product of the International Labour Office (ILO) and is used on a daily basis by researchers and policy-makers throughout the world. Most data pertaining to labour market participation is disaggregated by sex and in some cases, by age.
<b>U.S. Census International Data Base</b>	United States Census Bureau	Database	This database provides sex-and age-disaggregated population data for most countries and can be used when national statistics do not accommodate disaggregation by sex and age group.
<b>Segregat</b>	ILO	Database	The database on employment by sex and detailed occupational groups (SEGREGAT) contains statistics for over 80 developed and developing countries and for years near to 1970, 1980, 1990 and 2000. The statistics are not always comparable across countries or across points in time, given differences regarding the sources of data collection, worker coverage and national classifications used. However, it may be possible to compare specific and well defined occupational groups, such as teachers, doctors and taxi drivers.

<b>UNECE Statistical Database</b>	UNECE	Database	This database includes a section on gender and population, within which there are various sub-sections on areas of information such as work and economy, work life balance, migration, and decision-making. The database also offers country overviews.
<b>FAOSTAT</b>	FAO		This includes general statistics on agriculture and food security from FAO.
<b>Agri-Gender Statistics</b>	FAO	Database	<p>The database includes instructions on how to obtain data and how to best analyze it using a gender perspective.</p> <p>The examples included in the database have been obtained from agricultural censuses conducted in the following countries: Benin (forthcoming), Botswana (1993), Burkina Faso (1993), Côte d'Ivoire (2000/2001), Ethiopia (2001/2002), The Gambia (2001), Guinea (2000/2001), Mali (1999/2000), Mauritania (2003/2004), Niger (2004 – 2006), Senegal (1998/1999), Tanzania (2002/2003), Togo (1996), Tunisia (1995) and Uganda (2003).</p>
<b>Sahel Online Reporting System (ORS)</b>	OCHA	Database	<p>The ORS is a performance monitoring tool that allows humanitarian partners participating in inter-agency planning processes to directly report on achievements based on the activities specified during the SRP/HRP. The database has been designed to facilitate information sharing and monitor response of humanitarian interventions.</p> <p>The database includes data for most West African countries on food security (number of people who are food insecure or moderately food insecure, disaggregated by sex and age) and nutrition (nutrition among children, female and male, or nutrition of pregnant and lactating women). Population figures are also available, disaggregated by sex and age.</p>
<b>World's Women 2015</b>	UN Stats	Database	<p>The World's Women 2015 comprises eight chapters covering critical areas of policy concern: population and families, health, education, work, power and decision-making, violence against women, environment, and poverty. In each area, a life-cycle approach is introduced to reveal the experiences of women and men during different periods of life—from childhood and the formative years, through the working and reproductive stages, to older ages.</p> <p>The statistics and analyses presented are based on a comprehensive and careful assessment of a large set of available data from international and national statistical agencies. Each chapter provides an assessment of gaps in gender statistics, highlighting progress in the availability of statistics, new and emerging methodological developments, and areas demanding further attention from the international community. The chapters most relevant include "Work" and "Poverty". In addition to the data presented in the chapters, a wide selection of statistics and</p>

			indicators at the global, regional and country levels can be found in the Statistical Annex of the accompanying report.
<b>Gender Data Navigator</b>	International Household Survey Network	Database	The Gender Data Navigator is a searchable inventory of gender-related questions found in survey and census questionnaires from low- and middle-income countries. It provides a convenient data discovery tool to researchers interested in identifying surveys and censuses that collected data on a particular topic of interest. The application also identifies surveys containing data that could allow the production of a list of gender indicators defined by the Inter-agency and Expert Group on Gender Statistics (IAEG-GS).
<b>EDGE</b>	Evidence and Data for Gender Equality (EDGE)	UN Stats, UN Women, ADB, AfDB, FAO, OECD, World Bank	The EDGE Initiative seeks to accelerate existing efforts to generate comparable gender indicators on health, education, employment, entrepreneurship and asset ownership. While this is a promising tool, information is only available for 8 pilot countries, none of which are located in West Africa.