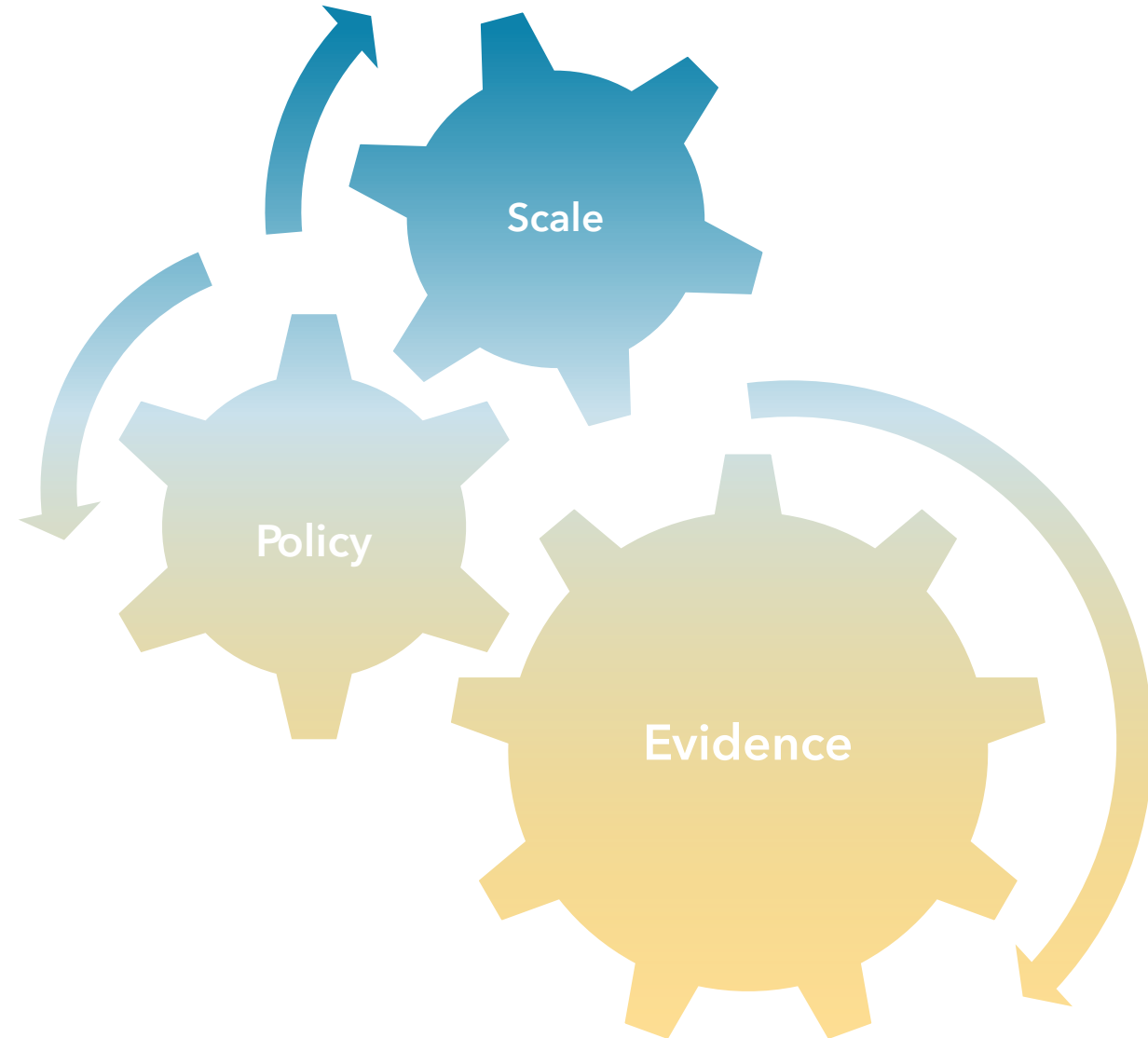


Impact Evaluation Collaborative

Moving Economic
Inclusion to Scale

IE WORKSHOP



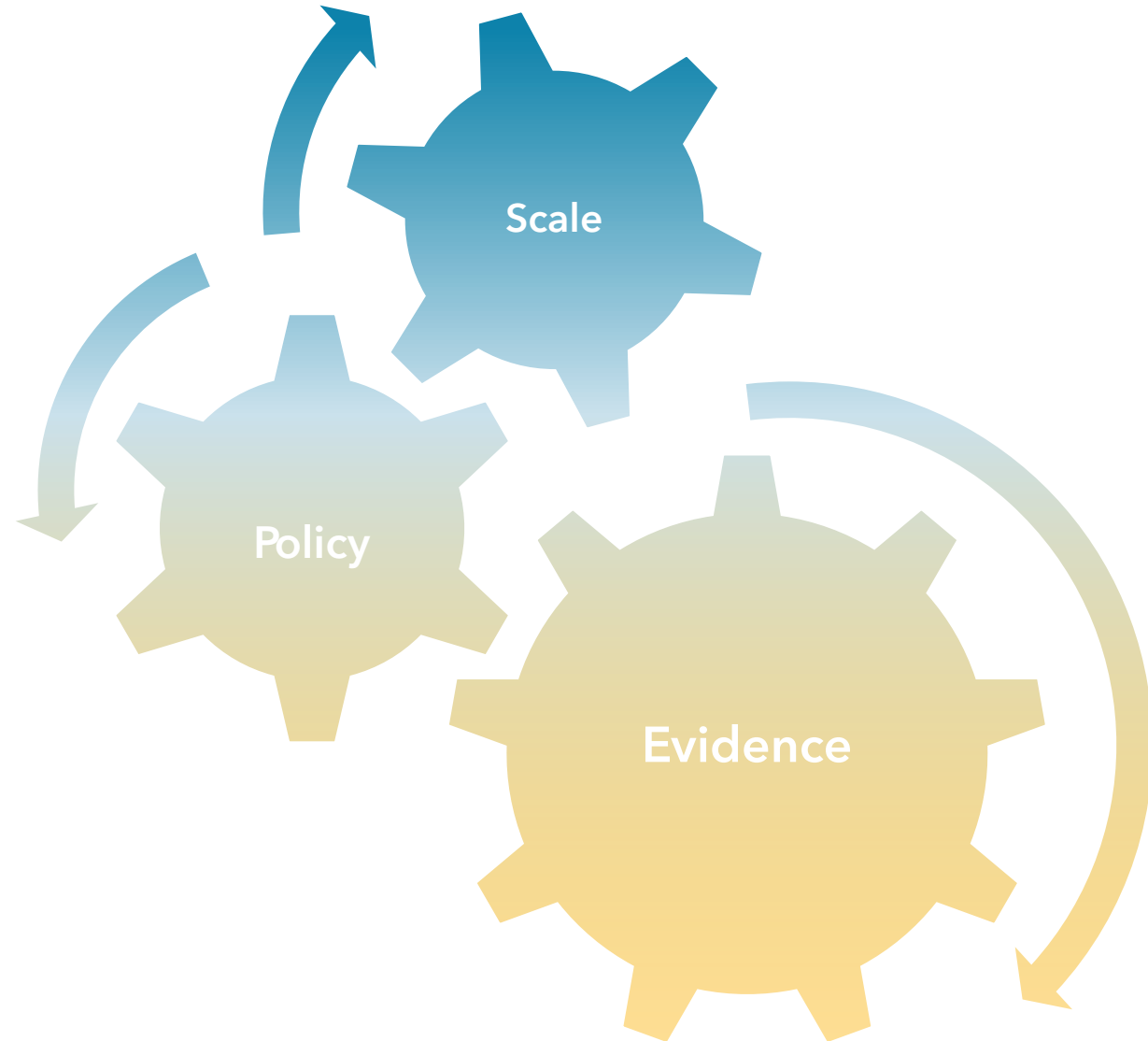
Key dimensions in thinking about

Women's economic empowerment (WEE)

- Knowledge gaps on graduation and WEE
 - A rapid review of the evidence and the gaps
- Psychosocial interventions
 - Why are they important, especially for women
 - Examples of behavioral nudges, life skills training, social psychological interventions, and mental health programs
- Measuring WEE in surveys
 - "Traditional" and newer measures
 - Tradeoffs and caveats

PEI Impact Evaluation Workshop

Moving Economic Inclusion to scale





Knowledge Gaps on Graduation and Women's (Economic) Empowerment

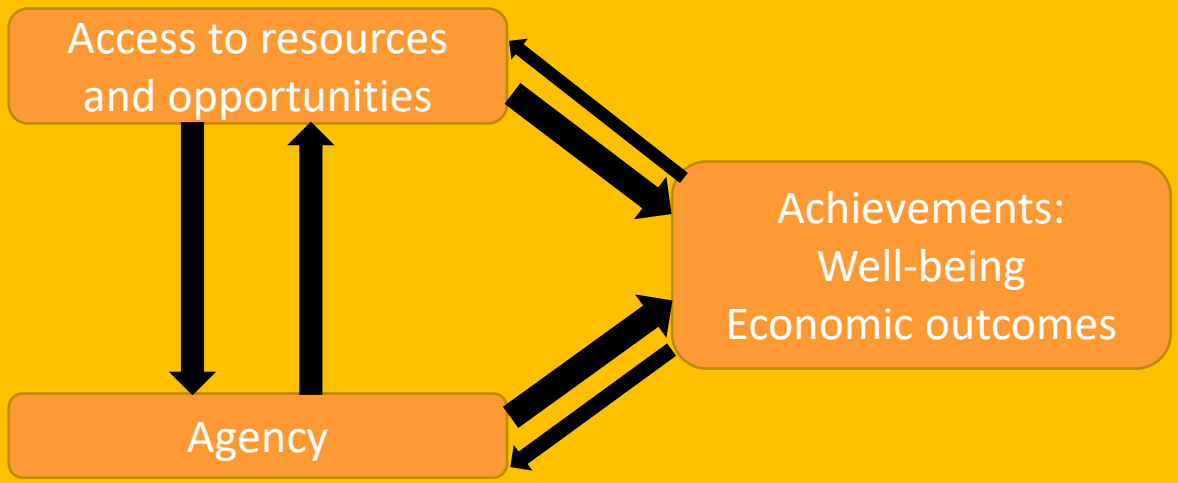
Clara Delavallade

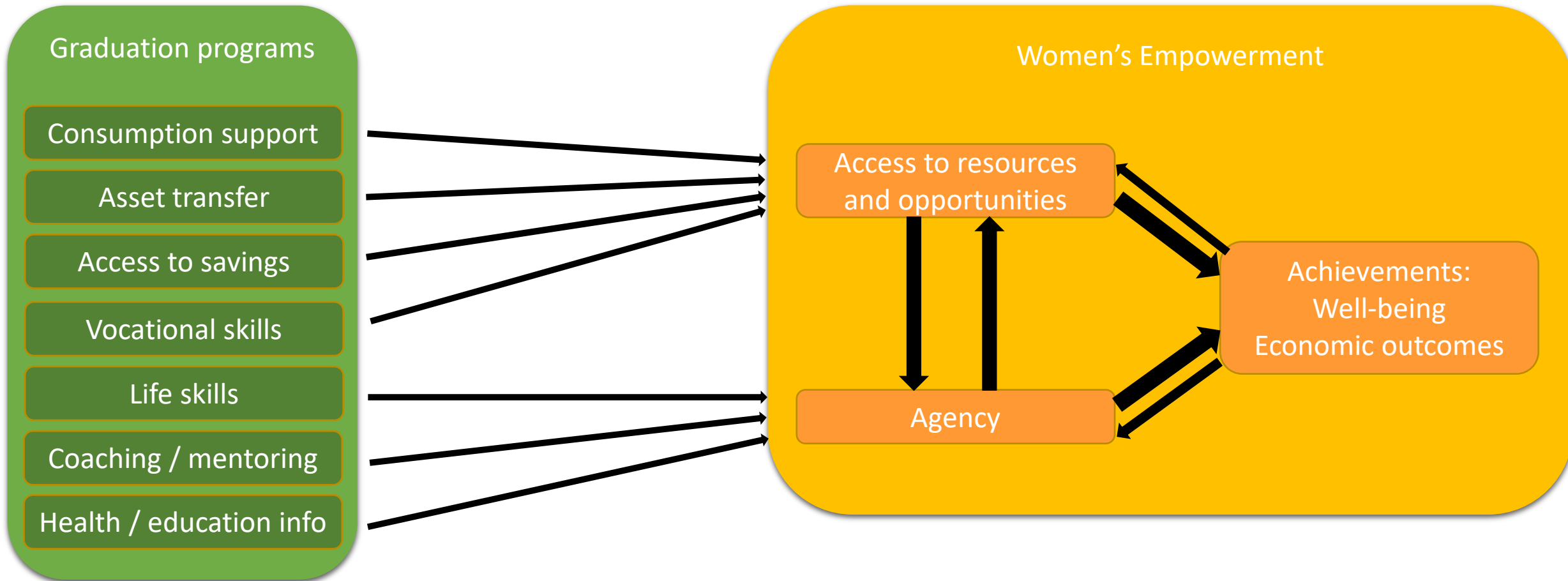
Senior Economist - World Bank

Africa Gender Innovation Lab

Women's Empowerment

Ability to make strategic life choices





PEI and women's empowerment

Early graduation programs

- Early graduation programs found positive impacts on women's economic outcomes, not on non-economic empowerment indicators such as decision-making
 - Banerjee et al. (2015): BRAC's targeting the ultra-poor program in Ethiopia, Ghana, Honduras, India, Pakistan and Peru.

Why?

- Targeting women?
 - Bandiera et al. (2017): livestock assets and skills transfer to poorest women in 1300 villages in Bangladesh shows impact on assets accumulation, income and poverty reduction 4 & 7 years after the program. But limited impact on women's control over resources and agency.
- Better measuring women's empowerment
 - Bedoya et al. (2019): find significant impacts of a graduation program in Afghanistan only when using a wider set of proxies on women's participation in decision on their own body, time and political involvement and social capital.

PEI and women's empowerment

Moving toward gender-sensitive program design to ensure women's control over assets

- Designing program delivery mechanisms which address the specific constraints of women:
 1. Intentional female-focused design - Bedoya et al (2019) in Afghanistan (TUP program):
 - a. Women are the main recipients of the consumption support stipends in order to increase their influence and bargaining power in the household,
 - b. Women are actively engaged in the technical training for the productive activity.

 2. Linking women to financial services to reduce the gender gap in access.

What is the most effective way for delivering cash transfers to women and maximizing their control (cash, bank accounts, mobile money)? How best to address literacy constraints?

PEI and women's empowerment

Moving toward gender-sensitive program design to ensure women's control over assets

1. **Type of livelihoods promoted:** Livelihoods are not gender neutral.

Home-based activities such as raising poultry or producing honey involve low-intensity tasks, and both allow for time for other activities such as household chores and childcare, although they may also reinforce gender norms with women taking on low-productivity activities that can be done at home.

How to promote livelihoods that can benefit women without reinforcing restrictive gender norms?

2. **Childcare:** Childcare can constrain participation in economic inclusion programs for many women.

How best to alleviate this constraint? Facilitating provision of childcare services? Facilitating training sessions closer to women's houses (cf. Tejaswini program in India)?

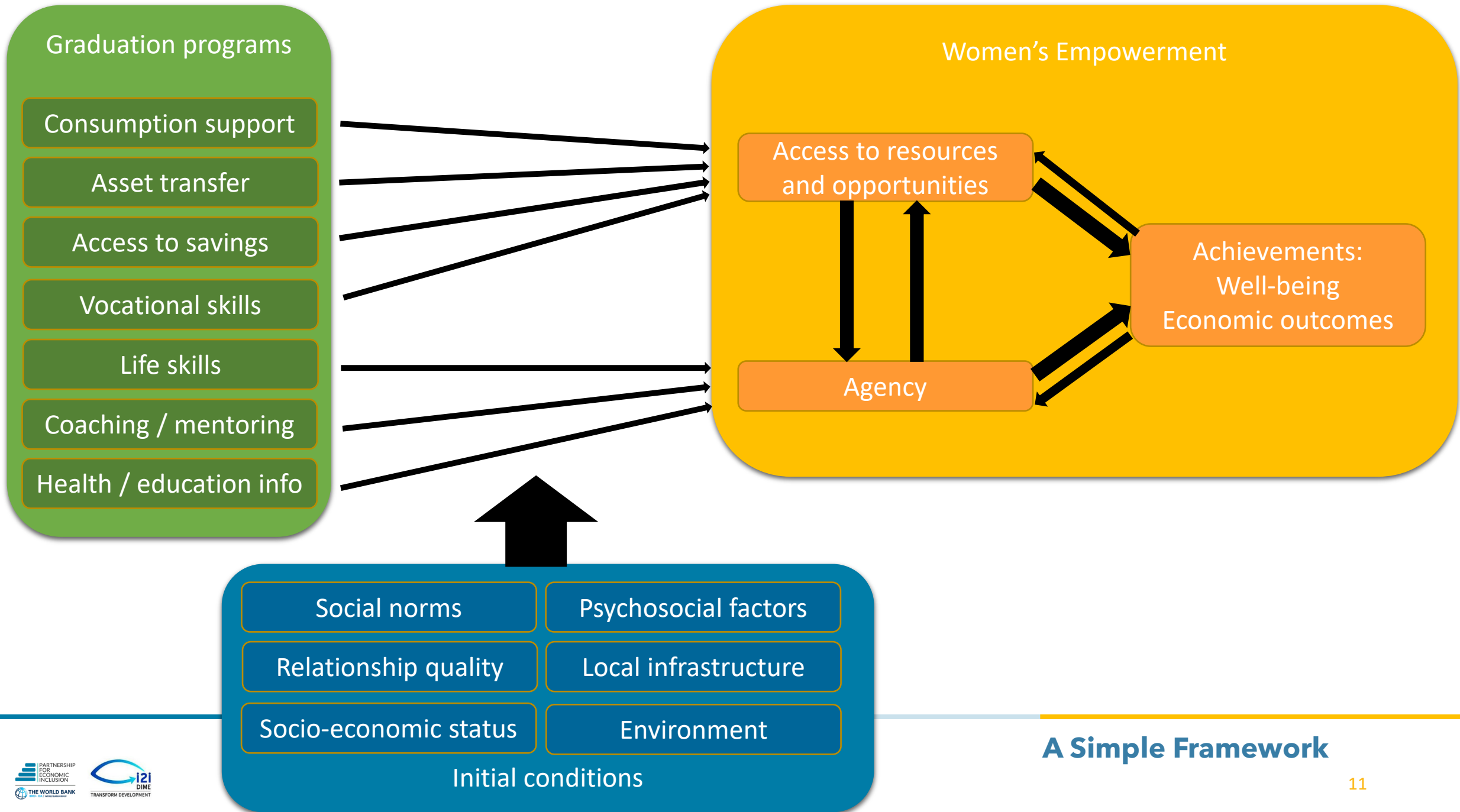
Addressing structural issues of power and social justice

1. Engaging men and couples

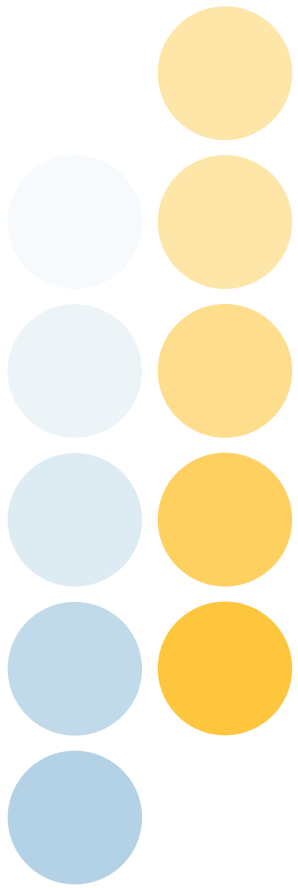
- Initial socio-economic conditions are essential factors, especially favorable gender norms and the quality of spousal relationships (Kabeer et al. 2012)
- How best to engage men: either through focused discussions with male household members around the role of women and the importance of shared housework and financial decision-making or through couples' empowerment training (Concern Worldwide project in Malawi)?

2. Engaging the community

- Bossuroy et al. (2022): complementing a national graduation program with a psychosocial package (individual skills + norms) and a cash grant improves women's engagement in the community, collective action and control over their own economic activities.
- How best to mobilize local community groups to address gender norms? Separate out video intervention / community discussions / individual life skills training.



A Simple Framework



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Thank you!



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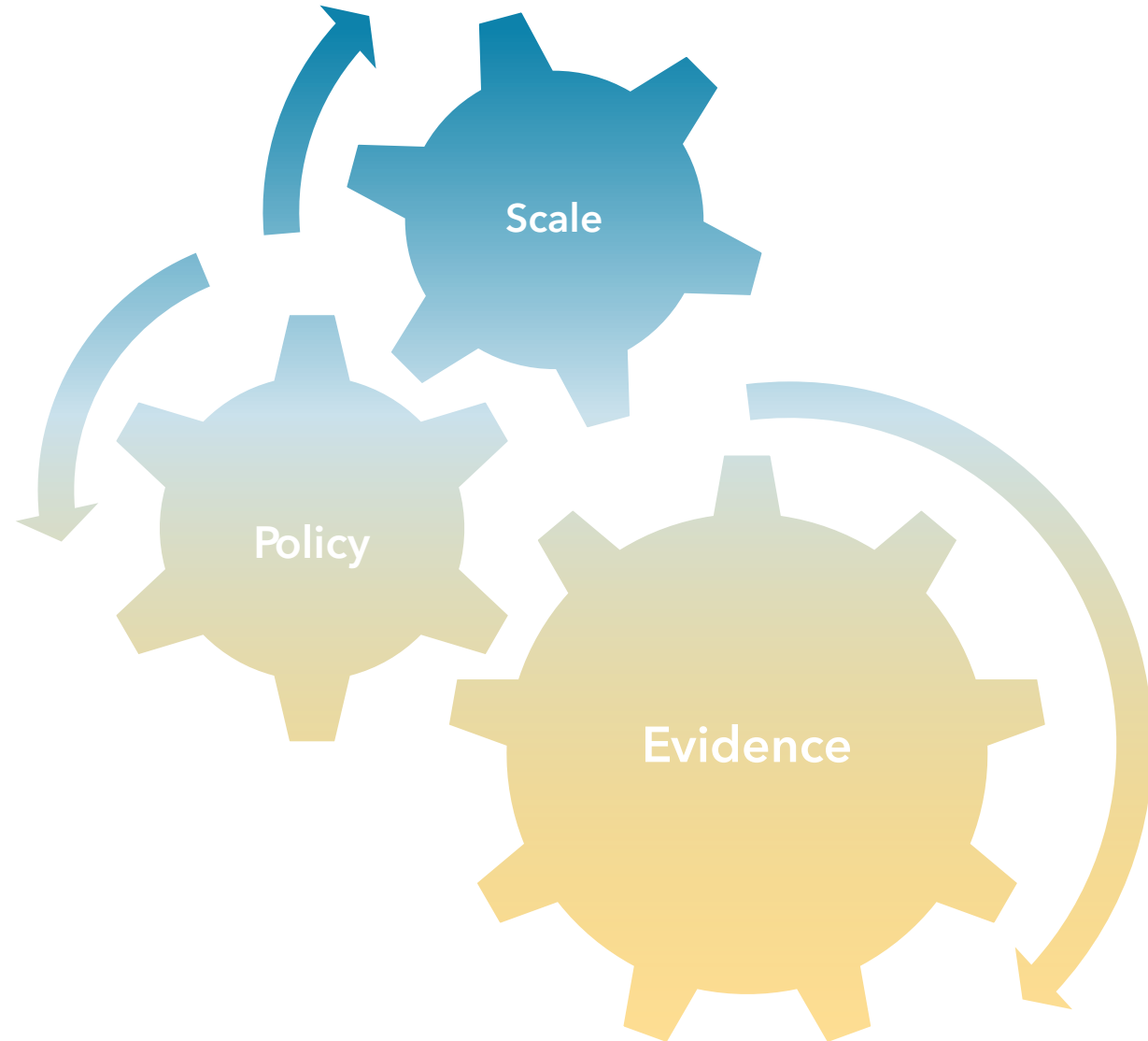


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Moving Economic Inclusion to scale





Testing psychosocial interventions in economic inclusion programs

Catherine Thomas



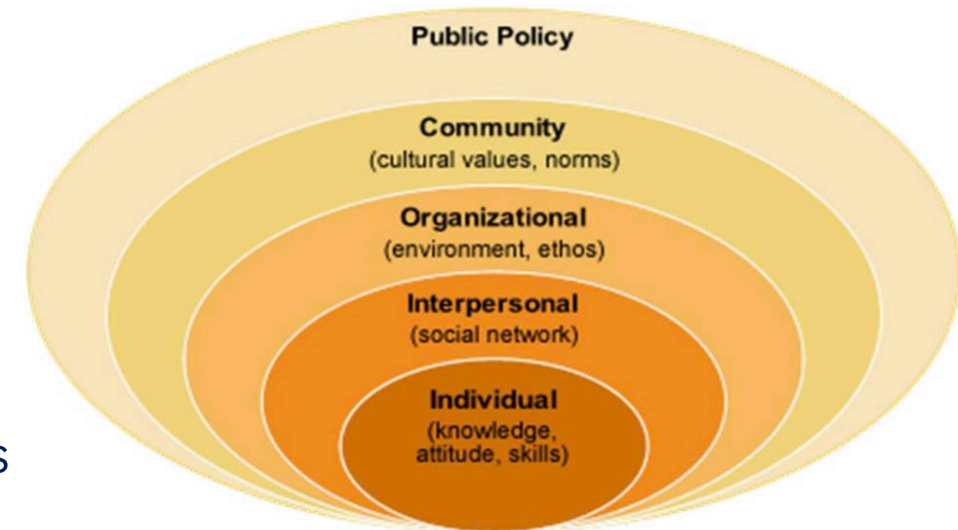


“Hope as a capability”

Esther Duflo at Harvard in 2012 discussing the BRAC Graduation model impact evaluation conducted in West Bengal, India with Bandhan

What are psychosocial constraints?

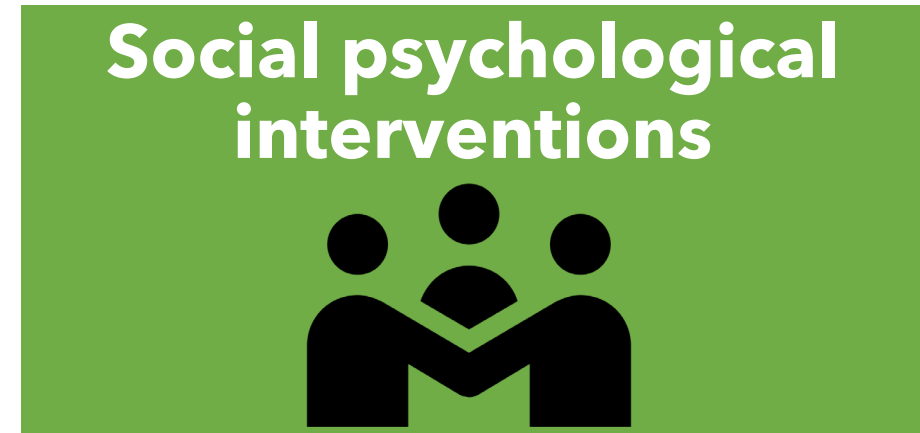
- Psychosocial constraints of living in poverty, particularly for women:
 - Lower hope and aspirations
 - Lower mental bandwidth
 - Higher rates of depression
 - Lower education and human capital investments
 - Higher gender-based violence
 - Lower social capital and status
- Psychosocial constraints can affect economic decision-making, motivation, and behavior (e.g., savings behavior, time use, take up of opportunities)



Socio-ecological model
(Bronfenbrenner, 1977)

What are psychosocial interventions?

Less intensive /
lighter touch



More intensive

Behavioral “Nudges”

(e.g., commitment devices, mental accounting, reminders)

Kenya’s National Safety Net Programme – Behavioral design (ideas42, 2019)

- Added behavioral designs to delivery of cash:
 - Visual aids to encourage future-oriented decision-making
 - Money pouch to separate out savings and spending ‘accounts’ upon receipt of cash
 - SMS reminders
- Led to 41% ↑ in amount saved of cash transfer



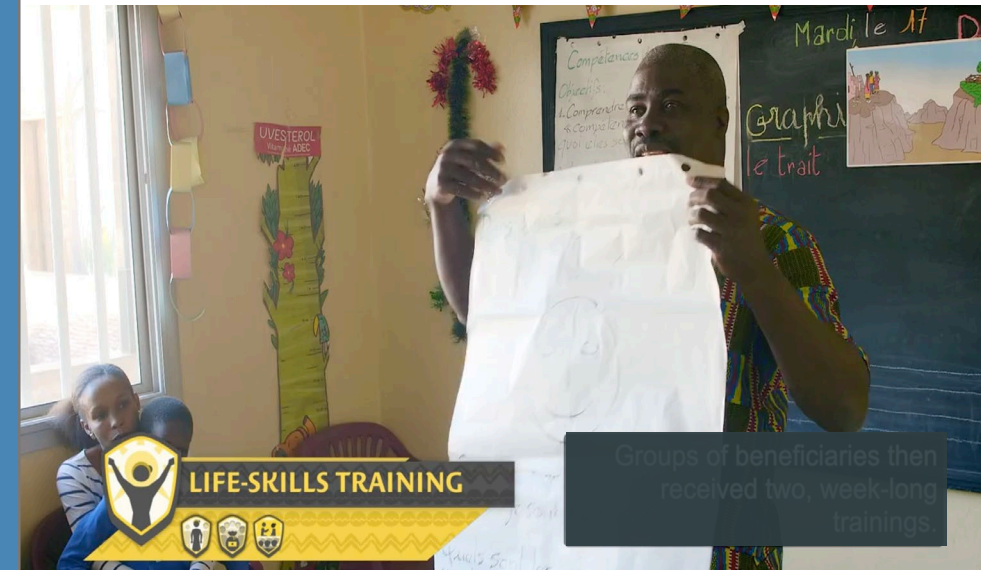
Learn more on behavioral nudges and their economic effects ([Datta, Joshi, MacLeod, & Zini, 2022](#))

Life Skills Trainings

(e.g., communication, goal-setting, problem-solving skills)

Sahel Adaptive Social Protection Program – Group-based life skills training (Bossuroy et al., 2022)

- Week-long, group-based training for women in goal setting, identifying values and strengths, problem-solving, inter-personal communication, leadership, etc.
- Delivered by trainer using participatory, problem-centered learning and media



Learn more on life skills trainings (WBG Skills Development: worldbank.org/en/topic/skillsdevelopment#3)

Social Psychological Interventions (e.g., social norms, aspirations, interpersonal interactions)

Sahel Adaptive Social Protection Program – Community sensitization (Bossuoy et al., 2022)

- A community event: 20-min film plus group discussion focused on collective aspirations, cultural values, and social norms
- Delivered by moderator and set-up crew
- With life skills training and basic economic supports, led to 0.25 SD ↑ in women's business revenue and 0.18 SD ↑ in HH consumption

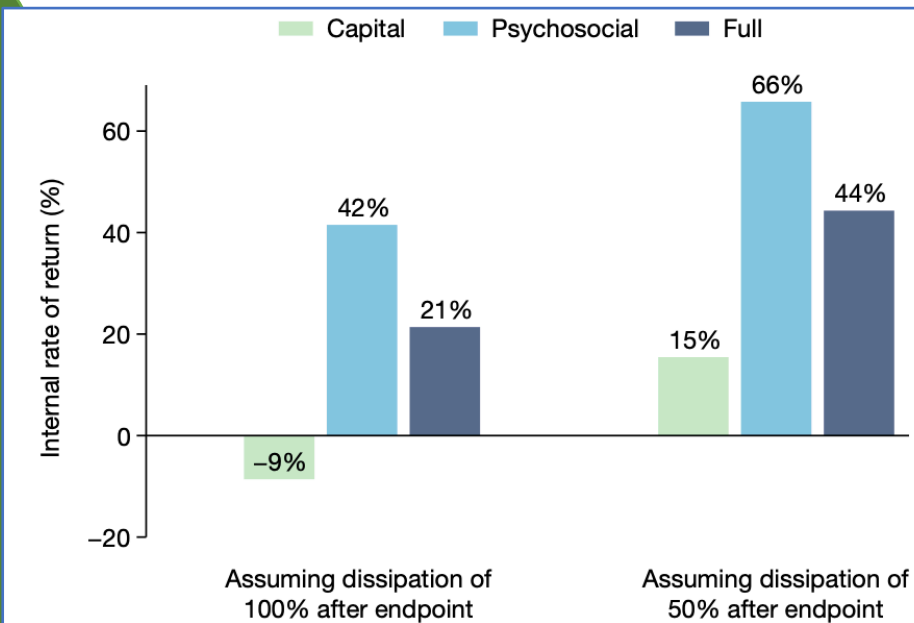


Fig. 2 | Internal rates of return. Internal rates of return are calculated using the annual cost and benefit data shown in Extended Data Table 9.



Learn more on social psychological interventions ([Walton & Wilson, 2018](#); [wiseinterventions.org](#))

Mental Health Therapies

(e.g., Cognitive Behavioral Therapy, Interpersonal Therapy)

Thinking Healthy Program (THP)

(Rahman et al., 2008; Baranov et al., 2020)

- CBT with a focus on building positive beliefs and emotions
- Community health workers (CHWs) conducted 16 home visits to postpartum mothers
- Led to 0.29 SD \uparrow in women's financial empowerment (e.g., control over HH spending)
 - Greatest effects for mothers pregnant with girls



Learn more on mental health therapies (www.mhinnovation.net) and their economic effects ([Lund et al., working paper](#))

Summary


Less intensive /
lighter touch

Behavioral nudges



An orange rectangular box containing the text "Behavioral nudges" in white. Below the text is a black icon of a round table with three legs. On top of the table are three circular icons: a heart, a dollar sign, and a person silhouette.

Social psychological interventions



A green rectangular box containing the text "Social psychological interventions" in white. Below the text is a black icon of three stylized human figures standing together and shaking hands.

Life skills trainings



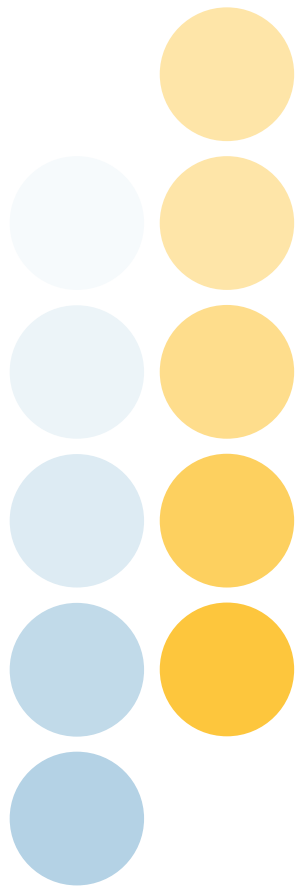
A yellow rectangular box containing the text "Life skills trainings" in white. Below the text is a black icon of a person standing and pointing at a large screen or whiteboard. Two other stylized human figures are seated in front of the screen, representing an audience.

Mental health therapies



A blue rectangular box containing the text "Mental health therapies" in white. Below the text is a black icon of two people sitting in chairs facing each other. Above them are several small dots and a speech bubble, representing a therapeutic conversation.

More intensive



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Thank you!



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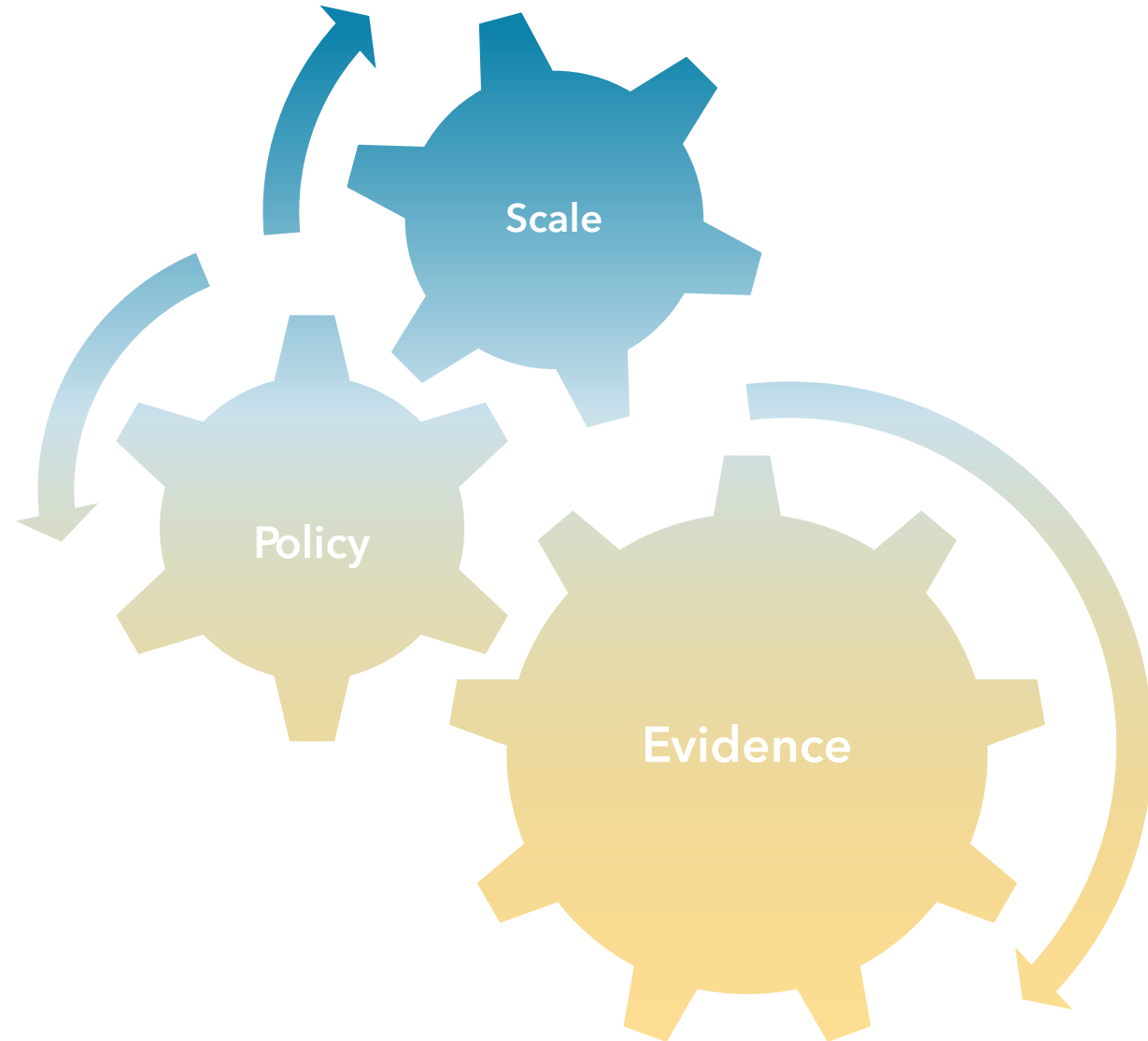


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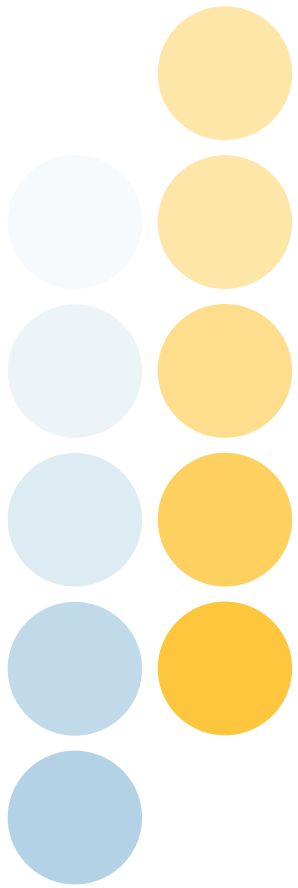


PEI Impact Evaluation Workshop

Moving Economic Inclusion to scale



Measuring multiple dimensions of women's empowerment



WEE or WE?

Women's economic empowerment is a subset of women's empowerment.

Terms are often used interchangeably.

Economic empowerment as the ability and power to generate income and accumulate assets, and to control their disposition.

A “framework” of Women’s Empowerment

RESOURCES	AGENCY	ACHIEVEMENTS
<ul style="list-style-type: none">• Health• Education• Skills: hard and soft• Assets• Work experience• Personal access to networks (social and professional)• Time	<ul style="list-style-type: none">• Ability to set goals• Self-efficacy• Self-confidence/self-esteem• Aspirations• Decision-making power (household expenditures, <u>savings</u> and assets)• Ability to act on individual or group goals	<ul style="list-style-type: none">• Share of expenditure• Labor• Income from labor & productive assets (and control)• Savings• Financial independence/autonomy• Leadership roles• Non-economic measures of well-being

Measuring women's empowerment

Survey design

- Complex to measure
 - Health
 - Skills
 - Psychological dimensions of agency
 - Control
- Complex interpretation
 - Decision-making
 - Labor

Measuring women's empowerment

Survey design

- Complex to measure
 - Health
 - Skills
 - Psychological dimensions of agency
 - Control
- Difficult interpretation
 - Decision-making
 - Labor
- Women's empowerment: absolute... or relative to men (gender gap)
- Mitigating factors
 - Laws, customs, policies
 - Labor markets
 - Social processes

Measuring women's empowerment

Pre & post survey

- Tailoring measurement v. harmonization across contexts
 - Scope for developing a set of core indicators to use across IEs
- Separate measures or an index
 - [The Women's Empowerment in Agriculture Index \(WEAI\)](#)

Measuring women's empowerment: Example

WB Africa Gender Innovation Lab Core Empowerment Indicators

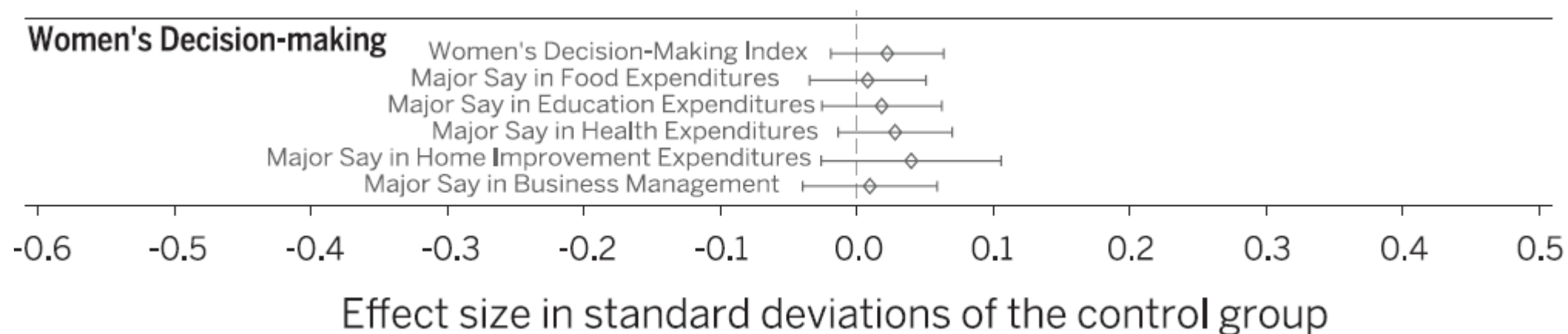
excludes income and psychological dimensions of agency

INDICATOR	UNIT OF OBSERVATION	SOURCE
1. Food Security 1.1 Gender Equality in Household Food Access	Household	Rwanda Land Tenure Regularization Questionnaire
2. Asset Ownership 2.1 Gender Equality in Control over Assets	Household	A-WEAI
3. Individual Savings	Individual	FINDEX* (<i>Adapted to include semi-formal financial institutions</i>)
4. Access to Funds	Individual	FINDEX
5. Economic Participation	Individual	LSMS (Tanzania)
6. Input into Productive Decisions	Individual	A-WEAI* (<i>Adapted to include reproductive control</i>)
7. Freedom of Movement	Individual	C-Change Compendium
8. Gender Equality in Occupational Aspirations for Children	Household	<i>Own</i>
9. Lack of Acceptance Towards Domestic Violence	Individual	DHS
10. Sharing of Housework	Household	Roadmap via IMAGES
11. Happiness	Individual	World Values Survey

Measuring women's empowerment: Examples

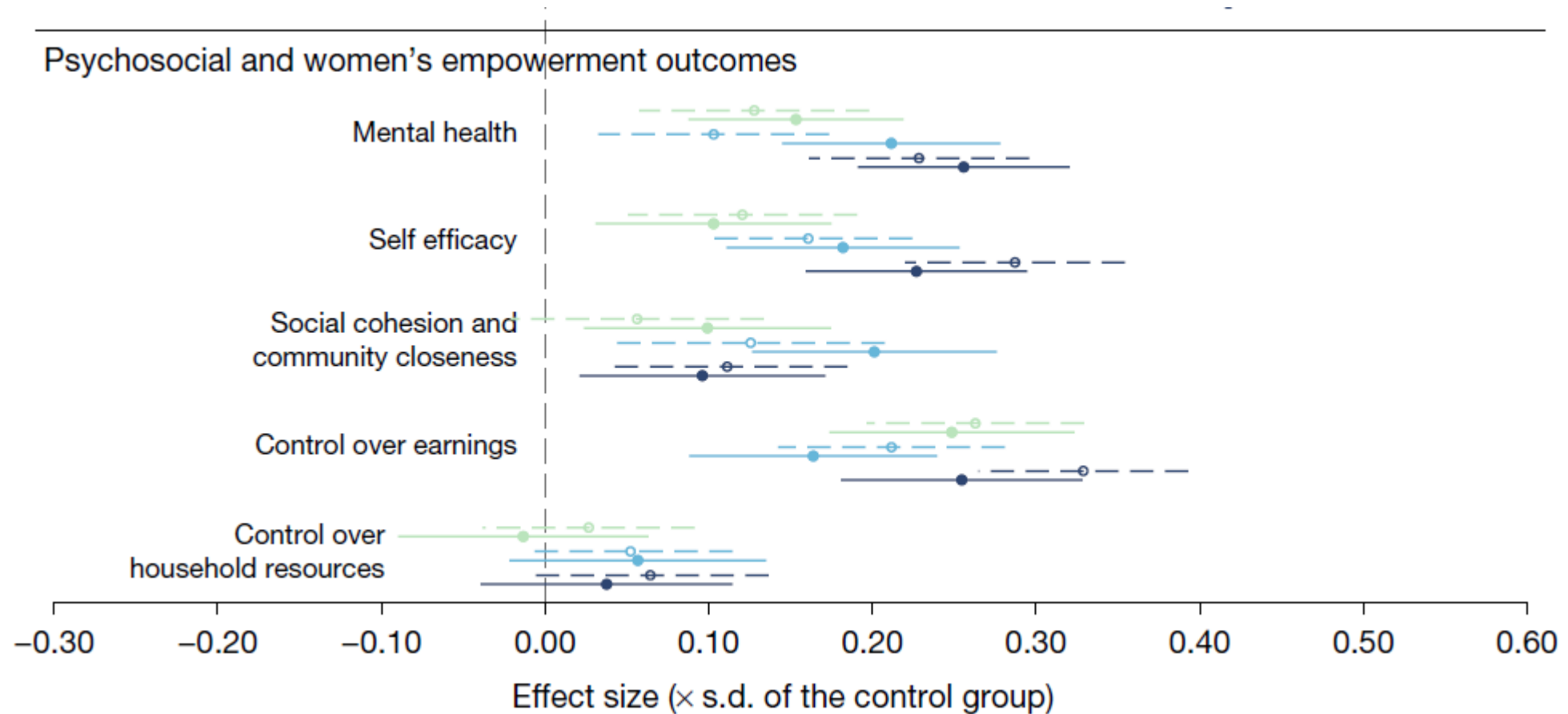
Psychological dimensions of agency

- Afghanistan (Bedoya et al 2019): standardized index of 6 variables on variables for whether the women's decision was taken into consideration and/or followed on household finances (credit and savings) and expenditure decisions (food, household repairs, clothing, land, property and other high-value expenditures).
- Banerjee et al (2015) 6 country study



Measuring women's empowerment: Examples

- Niger multi-faceted intervention (Bossuroy et al 2022)



Measuring women's empowerment: Examples

- DRC public works plus (Brandily et al 2020):
 - WEE: index based on agencies in HH money-related decisions
 - support for equal rights and equal access to powerful position (in society).
 - score of legitimating domestic violence against women

FIGURE 44: Women Economic Empowerment index

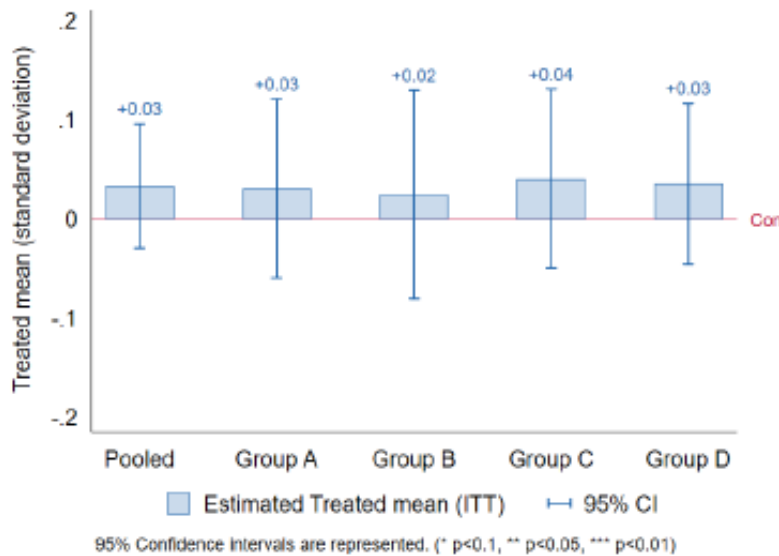


FIGURE 45: Opinion on Women Rights and Access index

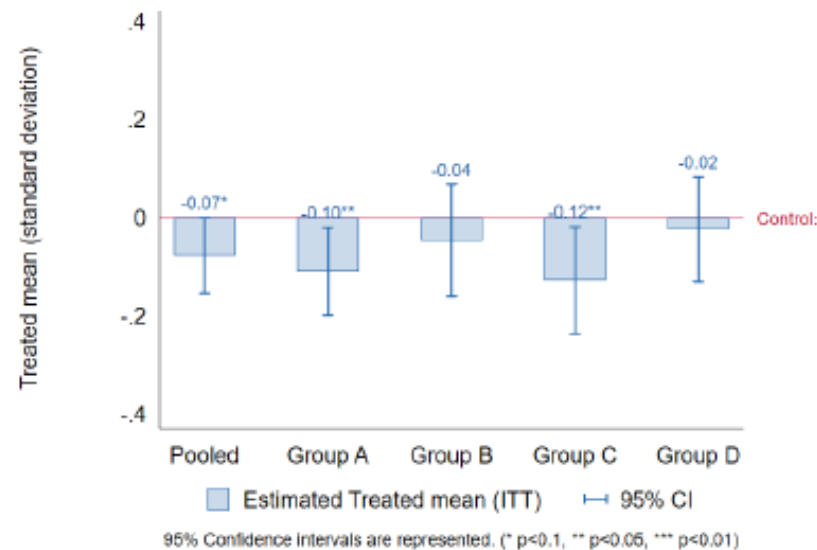
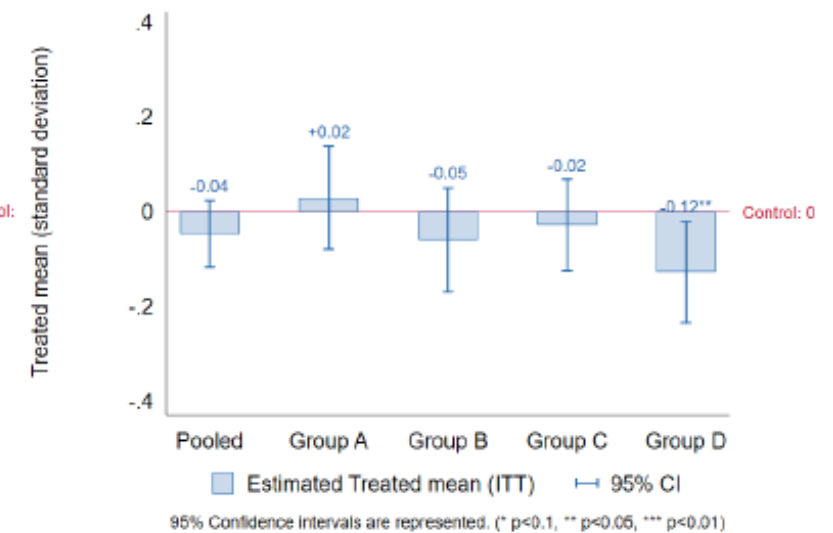


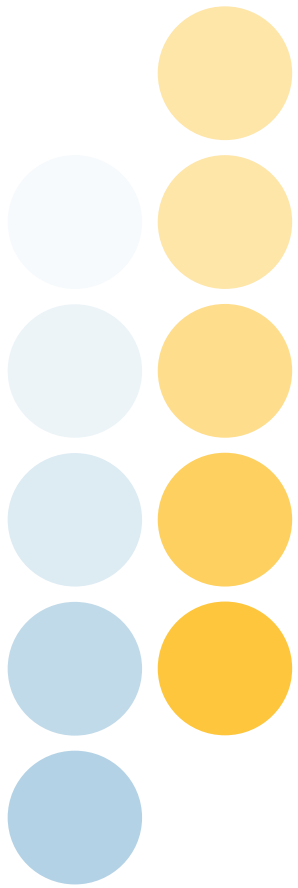
FIGURE 46: Opinion on Gender-Based Violence index



Measuring women's empowerment: Examples

Empowering mothers in Ecuador with family advisor-guided parent training sessions (Lavy et al 2020)

	Treatment Mean (1)	Control Mean (2)	Difference (1) ^a –(2) (3)	SE (4)
Panel A: Labor Market Outcomes (Mothers)				
Summary index	0.497	0.000	0.497***	(0.071)
Works	0.693	0.487	0.206***	(0.058)
Working full-time	0.378	0.157	0.222***	(0.054)
Working with contract	0.279	0.087	0.192***	(0.047)
Average family monthly income	344.848	300	44.848**	(20.526)
Weekly wage ^a				
Panel B: Economic and Social Independence (Mothers)				
Summary index	0.319	0.000	0.319***	(0.064)
Manage own money	0.661	0.447	0.213***	(0.059)
Participates in voluntary activities	0.639	0.562	0.077	(0.066)
Currently studying	0.133	0.052	0.081**	(0.036)
Own/joint decision on own work status	0.927	0.805	0.122***	(0.039)



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Thank you!



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