

USAID Women's Economic Empowerment and Equality Assessment Report

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Introduction

In March 2012, USAID released the Gender Equality and Female Empowerment Policy and launched a new era of gender work at the Agency. USAID's implementation of this policy has been instrumental in improving the way the international development community addresses gender equality and female empowerment worldwide. The Agency sees these as goals in and of themselves, as well as key strategies towards eliminating extreme poverty.

The goal of this assessment is to provide an overview of both USAID-funded and externally funded programs and activities supporting women's economic empowerment and equality (WE3). Some of the reviewed USAID programs are primarily aimed at achieving WE3, while others target economic development and related technical areas. These areas include agriculture, global health, global climate change, environment, education, and energy, with women's economic empowerment as a secondary aim.

This report provides USAID staff in the Office of Gender Equality and Women's Empowerment with an understanding of how implementing partners (IPs) are prioritizing WE3 and, by extension, implementing the Gender Equality and Female Empowerment Policy. This report also highlights programmatic strengths and challenges that can inform future efforts to meet policy goals.

The preliminary findings of the assessment show that several USAID projects are advancing certain elements of women's economic empowerment and equality. Yet, the design, measurement and outcomes of these initiatives are not consistent across all sectors, within sectors or even sometimes within a project. Even though some projects have certain WE3 elements—such as trying to address women's economic decision-making power—they may be missing other key elements—such as enabling women's ability to make decisions without fear of retributive gender-based violence. Yet, most of the reviewed project documents do not clearly define women's economic empowerment or prioritize it as a main objective or strategy.

USAID would greatly benefit from creating an organizational definition, a set of principles, and guidelines for how to measure women's economic empowerment and equality. Such measures would reinforce the new UN 2030 Sustainable Development Goals (SDGs). The SDGs have created opportunities to implement a new paradigm of women's economic empowerment while removing the barriers that continue to impede advancement. Building on lessons learned from the implementation of the Millennium Development Goals (MDGs), the SDGs have taken commitment to a new level, ensuring greater global prioritization, funding, and accountability. Hence, it is an opportune moment for USAID to set its own WE3 priorities and action plan.

Methodology

From September, 2015 to January, 2016, FHI 360 performed an analysis of 50 current USAID projects suggested by the GenDev office, to better understand approaches to WE3. This included a desk review of gender analyses, strategic plans and quarterly/annual reports, and interviews with 12 USAID staff at missions & headquarters. Deeper analysis was performed for large programs like Feed the Future. FHI 360 interviewed 8 IPs and 10 global north and south experts, and reviewed 75 external resources to help inform definitions, principles and recommendations.

External Review

External reports, case studies, and other documents from various sources—such as the World Bank, the World Economic Forum, the UN, USAID Leveraging Economic Opportunities (LEO), Feed the Future, International Center for Research on Women (ICRW), Women in Informal Employment: Globalizing and Organizing (WIEGO), global north and global south think tanks and NGOs, academics, and the private sector—offered varying definitions and understandings of women's economic empowerment; however, three key themes emerged.

Women's Economic Empowerment & Equality Definitions – Key Themes

1. **Women's increased access to, control over, and ownership of resources**
 - This includes the ability to use, control and own key assets, such as quality land, property, financial tools, agricultural inputs, market stalls, transportation, cell phones, and other key technology.
2. **Women's increased agency, voice, and choice**
 - This includes being able to speak up for their needs and priorities without retribution, helping to shape economic policies, structures and activities, and having decision-making power at household, community, national, and international levels.
3. **Improved well-being and dignity**
 - This includes having better work-life balance, good health and nutrition, access to quality health care and education, freedom from gender-based violence (GBV), maintained or strengthened social status, and overall improved economic opportunities.

Understanding Barriers to WE3

FHI 360's review of both USAID and external resources identified the following WE3 barriers.

- **Cultural norms that discriminate** against women and girls and delegate them to low-earning or restrictive economic endeavors;
- **Lack of quality, affordable education**, demonstrated by illiteracy, low numeracy, poor quality or non-completion of primary or secondary education or lack of vocational skills;
- **Any and all forms of GBV**, including sexual violence, domestic violence, school-related gender-based violence, human trafficking, sexual trafficking, female genital cutting/mutilation, child marriage, abuse and disrespect in maternity care, exploitive child labor, and elder abuse;
- **Social or political marginalization** due to ethnicity, religion, age, marital status, geography, physical impairment, health status, or other factors;
- **Time poverty or immobility**, due to high levels of unpaid labor, childcare or other care responsibilities, distanced natural resource management, or high travel demands;
- **Climate change, environmental degradation, and natural disasters**, which limit women's access to sufficient and/or quality resources, including natural resources, increases their time poverty and puts them at personal and economic risk;

- **Labor laws and/or practices that do not respect women’s rights**, including low pay, lack of health, parental leave or other benefits, lack of childcare, unsafe working conditions, lack of protection from sexual or other harassment, lack of or high cost transportation, lack of job training or advancement opportunities, and inability to organize;
- **Living as an immigrant/refugee or in a fragile state**, which greatly limits women’s ability to develop, utilize or transfer assets, savings, or economic skill sets;
- **Limited health care and family planning options**, including lack of access to preventative, reproductive and pre-natal health care and medical treatment, little or no treatment for chronic disease or conditions, lack of emergency or long-term nutrition inputs and training, limited or no access to affordable contraceptives, early marriage or high children ratio demands, lack of or stigma on male engagement in family planning;
- **Lack of access to, control over or ownership of key assets due to legal and/or cultural norms**, including land, housing, mobile phones, radio/TV, transportation, credit, savings, insurance, and agricultural inputs;
- **Limited positions within market value chains**, due to care/household duties, limited assets, illiteracy, limited trade language skills, lack of market info in local language, high transportation costs, lack of storage or processing facilities and skills, low support for women’s collectives, few extension agents/facilitators/service providers who are female and/or gender-sensitive, and limited training in financial management, bargaining, market regulations, and leadership development;
- **Lack of political influence or access**, including limited access to local, regional or national government officials and representatives, limited or no access to extension agents, lack of ID or voting ability, limited knowledge of laws and policies, limited advocacy training, limited decision-making power on local conventions, or restrictive laws or customs on women’s political participation;
- **Low quality or nonexistent data on women**, lack of sex disaggregated data, no big data on women, inhibits well-informed and data driven development programming, weakens opportunities for statistics-based advocacy for WE3; and
- **Exploitation without legal protection within the informal economy**, including fraudulent pricing, predatory lending, market blocking, vulnerability to pay theft, substandard safety conditions, and other forms of labor rights abuses.¹

Data 2X

One of the greatest barriers to raising awareness and creating data driven programming for women’s economic empowerment is the dearth of sex disaggregated data related to employment, productivity, and access to financial services. In order to meet this need for better data, Data 2x was created by the United Nations Foundation and supported by the William and Flora Hewlett Foundation and the Bill & Melinda Gates Foundation. Data 2x is a team of experts who have identified the major gaps in data about women across five areas of development: health, education, economic opportunities, political participation, and human security. The analysis shows that data on women’s unpaid work and informal employment is severely lacking in coverage across countries and lacks regular data production. Data on earnings, employment mobility, and conditions of migrant workers are also lacking in coverage and do not utilize international standards. While some data exists in the areas of employment mobility, entrepreneurship, and asset ownership, they are frequently deficient in complexity and granularity, both of which are necessary in order to have a clear picture of the situation. Issues of access are also not well documented. Data on women’s ability to receive financial services or obtain child care are inconsistent and sometimes completely absent. This is also the case with women’s use and access to ICT (mobile phones and internet).

Principles and Evidence for Women's Economic Empowerment and Equality

These are key principles and evidence gathered from both USAID projects and external research.

Promote Decent Work for Women

- **Advance women's labor rights and invest in women's work force participation.** Closing the gap between women's and men's economic participation could add 26% or \$28 trillion to global GDP in 2025. India could add US\$1.7 trillionⁱⁱ to its GDP and Egypt could increase GDP by 34%.ⁱⁱⁱ
- **Address the important contribution as well as time drain of care work** (e.g., child care, elder care, preparing food, washing clothes, and cleaning house). Nearly 13% of global GDP can be attributed to unpaid care work which adds up to an estimated \$10 trillion per year.^{iv}
- **Create family-sensitive and gender equal policies in private sector employment.** Companies that invest in pro-family policies have reductions in absenteeism and increases in productivity. For example, providing health care for female employees and their children in certain factories in Egypt and Bangladesh demonstrated a US\$3:1 and US\$4:1 return on investment.^v
- **Recognize the needs and rights of women in the informal economy.** South Asia and Sub-Saharan Africa have up to 82% and 66%, respectively, of informal employment in the non-agricultural sector.^{vi} Hence, focused policies and support towards women in the informal economy can have large sweeping results.

Ensure Access to, Control of, and Ownership of Assets

- **Promote land ownership by women.** While women make up more than 40% of the agriculture labor force, only 3-20% are landholders.^{vii} Without land, women have less of a say over what gets planted, how soil and water sources are treated and what gets sold.
- **Discourage harmful traditional practices.** In many countries women's property rights laws are in place, but customary law and/or practices still restrict their control or ownership of property.^{viii} This includes legal claim to their home, where women can be forcibly evicted for many reasons.
- **Prioritize women's financial inclusion.** Without land or property as collateral, many women cannot get loans from formal banks.^{ix} 70% of women-owned small and medium enterprises (SMEs) in the formal sector in developing countries are unserved or underserved by financial institutions—a financing gap of around \$285 billion.^x

Enable Agency, Voice, and Decision-making Power

- **Support gender equality in economic decision-making** at the household, community, national and international levels, with recognition of varying socio-economic factors.^{xi}
- **Enable women's political leadership**, in order to help shape both macro and micro economic policy. States with quotas for women in leadership at the local level have more women-owned informal sector establishments.^{xii} For example, in Afghanistan, where they

implemented a development program that mandated female political participation, results show improvements in mobility and income generation by women.^{xiii}

Support Women's Leadership and Capacity Building

- **Enable women to take on more leadership roles** in different levels of business. Corporations with more women in leadership and decision-making positions show better financial performance than those with low female representation.^{xiv}
- **Invest in women's capacity building.** The MDG3 Fund, which has received EUR 82 million from the Dutch Ministry of Development Cooperation, has funded projects that have provided 224,773,550 people with knowledge about women's rights in general as well as economic rights. Over a quarter million women are now better equipped to achieve economic empowerment because of skills training. Gender equality policy strengthening programs in 46 nations promoted women's economic empowerment and governments gained new information on how to engage women on an economic level.^{xv}

Advocate for Male Engagement in Activities

- **Engage men in women's economic empowerment** and equality programming activities. The ProMundo/CARE Rwanda pilot in 2012 demonstrated that training and support for men's groups within women's economic programming led to not only higher income for women, but improved partner relations and family dynamics, increased knowledge of GBV, improved understanding of gender equality laws, and positive engagement of men in sharing household activities and taking care of children.^{xvi}
- **Create a dialogue** with men to help change gender norms and beliefs on women's roles in society and ability to financially contribute to families, communities, and nations.
- **Engage men to explore roots of their own gender norms**, biases, and masculinity ideas.
- **Foster mutual respect**, reliability, and cooperation between men and women in the economic sphere, which in turn has positive spillover effects in other areas.

Facilitate Gender and Information & Communication Technology (ICT)

- **Get women connected.** Low internet connectivity and remaining gaps in mobile phone usage limit women's economic potential. Getting another 600 million women internet access would increase annual GDP by US\$13 to \$18 billion across 144 countries.^{xvii}
- **Close the gender gap in mobile phone ownership.** Closing the gap would help an estimated 200 million women gain access to mobile phones. At current population growth rates, ensuring these women own and use their phones could present an estimated \$170 billion in market opportunity for the mobile industry in the next five years and deliver substantial socio-economic benefits.^{xviii}

Overview of Reviewed Reports

The review looked at whether or not a) WE3 was a primary or secondary objective; b) WE3 was defined and WE3 targets were set; c) a gender analysis and strategy were completed; d) a gender advisor was hired; and e) WE3 indicators were utilized. In addition, the analysis looked at overall WE3 strengths and promising practices, as well as growth areas and recommendations.

USAID Project Design Strengths in WE3

- Gender often listed as a main cross-cutting theme, even if not an objective;
- Comprehensive gender analysis that explores gender norms in decision making, women's vs. men's control over income/resources, leadership, etc., conducted through project cycle;
- Qualified Gender Advisor in place to implement a fully formed gender strategy;
- Capacity building activities that enable women's leadership development;
- Gender sensitization training for all project staff and Gender Integration Committees; and
- Development of strong partnerships with local women's organizations.

USAID Project Outcome Strengths in a Limited Number of Projects

- Increased number and proportion of women in leadership positions;
- Improved women's decision making power and/or attitudes towards women's decision-making power, at the household and community level;
- Higher level of women's mobility and access to markets and work places; and
- Women's increased control over resources—such as land, crops, and market inputs—and income.

Feed the Future projects were especially consistent with demonstrating the theme of WE3 within project design. In general, project design often included gender equality and certain elements of women's economic empowerment as a main cross-cutting theme, if not an objective. Several Feed the Future projects have also demonstrated effective partnerships with local women's groups and organizations. Collected data also demonstrates higher rates of women's participation in several income generation interventions.

WE3 Areas for Improvement in USAID and External Projects

As previously mentioned, WE3 appeared in several projects, but not in a consistent, comprehensive, or always deliberate way. In certain cases, project design over-simplified the gender analysis. In other cases, gender analyses did not consistently translate into a clear gender strategy. WE3 was rarely directly mentioned anywhere in the results framework and a lack of

definition or specific plans to achieve WE3 in projects was a reoccurring problem. Additional growth areas are identified in the text box below.

USAID Project Design Growth Areas for WE3

- Lack of mid-point gender analysis with course correction towards WE3;
- No qualified Gender Specialist;
- Gender analysis results not making their way into work plans;
- Lack of understanding of how to plan/budget for WE3 or measure it;
- WE3 added much too late in the project cycle;
- Lack of women's leadership training or opportunities;
- No roadmap for how to influence legal and/or cultural norms on WE3;
- Limited quotas or goals for female positions in market value chains;
- Lack of attention to labor laws or rights;
- Lack of male engagement strategies; and
- Limited or no mentioning of GBV prevention.

Measuring Women's Economic Empowerment and Equality

The strongest measurement trends are definitely present in Feed the Future projects, which reflect either direct M&E design around, or influence by, the Women's Empowerment in Agriculture Index (WEAI). The WEAI continues to be an industry leader in measuring WE3, as evidenced by stronger project design and project outcomes within Feed the Future initiatives. This is because it helps to measure WE3 outcomes, not just outputs, and it looks at the complexity and intersectionality of different initiatives to support women's economic empowerment as a whole. *(See Appendix 5 for a list of WEAI Domains.)*

In comparison, measuring WE3 is a notable challenge across the majority of the reviewed non-agriculture project documents. (And even within certain Feed the Future project documents.) Although in certain cases the review team was not able to access project indicators, in general WE3 indicators were lacking. This was evidenced by an existing focus on output indicators—such as the number of women trained or receiving loans—versus outcome indicators, such as women's increased income or control over that income. Regardless, certain positive M&E components are definitely present, including the following:

- Helpful data on types of interventions women are more likely to participate in;
- Use of the WEAI in certain Feed the Future projects; and
- Two non-Feed the Future projects with innovative women's empowerment indexes.

Some positive WE3 outcomes are present across sectors. The data from certain reports demonstrates increased female participation and gains in gender parity. For example, the PROSHAR program in Bangladesh had a 76% rate of women serving in leadership positions and

the ratio of women to men purchasing inputs became almost equal in 2015.^{xix} The LAUNCH program in Liberia demonstrated an increase in women’s farm training groups over the course of one year from 47% to 51%.^{xx}

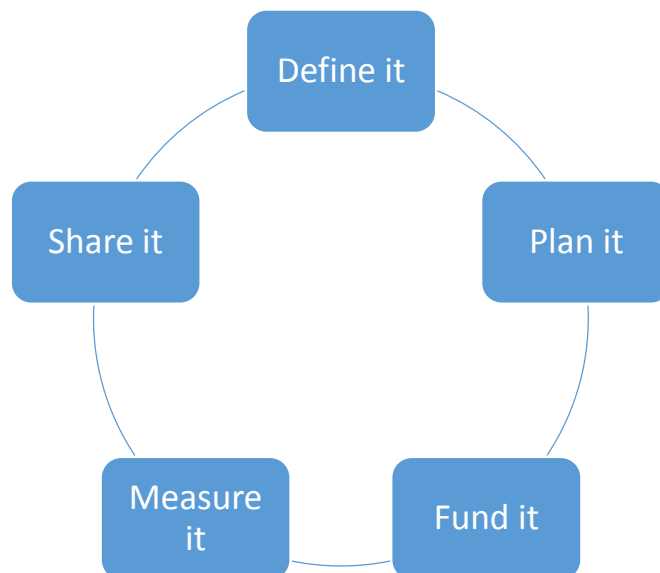
While some reports did include data or indicators related to gender equality in their M&E, others were inconsistent or left out gender indicators altogether. Another challenge was the lack of sex-disaggregated data. Some reports indicated that sex-disaggregated data should be included several years into the project, which makes it difficult to establish baseline data that captures the extent of WE3 inequality. Finally, several projects had gender-focused crosscutting goals, some of which focused on women, but with no indicators to measure success.

Conclusion


There is still a long way to go to push the WE3 agenda forward in USAID programs. What is needed is more specificity in the development and implementation of WE3 activities, the strong engagement of men in those efforts, enabling stronger local ownership and leadership, developing measures to assess progress, disaggregating existing data collection efforts, and more proactively addressing the fact that socio-economic-cultural context is a crucial element to the success of WE3 activities.

The reviewed reports included a wide range of suggestions specific to the individual programs. Yet, overall they lacked a coherent definition of women’s economic empowerment, examples of useful practices and lessons learned or consistent, specific and measureable data to assess impact.

In order to advance a new era of women’s economic empowerment, it would behoove the agency to create an official WE3 definition, a set of principles, guidelines for planning it, methods of measurement, an overarching strategy and action plan and ways to share useful practices and lessons learned. Overall, these initial WE3 recommendations fit into the following five areas:



ANNEX 1: Small Sampling of External Definitions of Women’s Economic Empowerment

Source	Definition of Empowerment
USAID Gender Equality and Female Empowerment Policy, 2012	When women and girls acquire the power to act freely, exercise their rights, and fulfill their potential as full and equal members of society. While empowerment often comes from within, and individuals empower themselves, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment.
Women’s Economic Empowerment: Pushing the Frontiers of Inclusive Market Development, USAID LEO Brief	<p><u>Conceptual Foundation of WE3</u></p> <ol style="list-style-type: none"> 1. Enhanced access and agency are key indicators of empowerment. 2. Gendered rules are a key determinant of access and agency. 3. Rules influence and are influenced by multiple subsystems in market systems. 4. Noneconomic factors are important influencers of access and agency. 5. The combined effect of both structural transformation and bottom-up change interventions lead to sustained empowerment for women.
Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators. International Center for Research on Women. 2011.	<p>Empowerment should promote development as the process where people themselves define and control their own development. Empowerment is a dynamic concept pointing to a process of change which can bring people from a state of being relatively powerless within a certain socio-cultural, socio-political and economic context, into a state of acquiring power as in gaining control in shaping their own development process, able to give direction to their lives and future.</p> 
Economic Empowerment of Women , UN Women	(WE3 means) women’s ability to secure decent jobs, accumulate assets, and influence institutions and public policies determining growth and development. One critical area of focus involves advocacy to measure women’s unpaid care work, and to take actions so women and men can more readily combine it with paid employment.
Women’s Economic Empowerment: WIEGO (Women in Informal Employment: Globalizing and Organizing) Position and Approach	The process of change that gives working poor women – as individual workers and as members of worker organizations – the ability to gain access to the resources they need while also gaining the ability to influence the wider policy, regulatory, and institutional environment that shapes their livelihoods and lives.

ANNEX 2: Small Sampling of other Donors' Women's Economic Empowerment Activities

Donor	WE3 Activities
Dutch Ministry of Development Cooperation	Started in 2008, The Dutch Ministry of Development Cooperation has dedicated EUR 82 million to an “MDG3 Fund” that has gone to 45 projects and reached 165 countries to help improve the position of women worldwide. It is the single largest fund ever created for gender equality, aimed at reducing violence against women, enhancing women’s economic independence and property and inheritance rights, and increasing participation and representation of women in politics and public administration. Funded projects have helped 224,773,550 people gain a new awareness of women’s rights, including economic rights. In addition, 230,266 women were trained and provided with concrete tools, knowledge, skills, and support, which in turn will help enable their economic empowerment. National governments of 46 countries were influenced and enabled to strengthen their gender equality policies and programs, many of which help to advance WE3. ^{xxi}
UK Department for International Development (DFID)	DFID’s approach to enabling women’s economic empowerment focuses on three key principles: improved access to resources, reforms and investments in institutions, and shifting social and cultural norms. Specifically they are working to improve jobs and labor standards for women, through the Responsible and Accountable Garments (RAGS) challenge fund in India, Bangladesh and Lesotho, their Business Innovation Fund in Bangladesh and research with the UN Women’s Empowerment Principles for businesses. They are also supporting training, skills development, financial inclusion, enabling infrastructure and climate investments through the Punjab Economic Opportunities Programme, IFC Global SME Finance Initiative, Vietnam’s Third Rural Transportation programme and Afghan Climate Investment Facility. Another commitment is on women’s networking in the MENA region, through the Deauville Women’s Initiative to strengthen partnerships between Arab and G8 business women and support women’s economic role in Deauville Countries. Finally, they are working to build WE3 evidence and research through the IFC Jobs Study, Women, Business and the Law: Removing barriers to economic inclusion, Evidence and Data for Gender Equality (EDGE), Private Enterprise Development in Low Income Countries (PEDL).
Australian Government’s Department of Foreign Affairs and Trade (DFAT)	In 2014, DFAT had commissioned an evaluation of Australia’s policies to promote women’s economic empowerment. It deemed that their policies are sound, but that implementation approaches are generally weak. The evaluation makes four recommendations aimed at strengthening Australia’s efforts to overcome barriers to women’s economic empowerment, and to invest strategically in economic pathways for women. DFAT has agreed to all four recommendations. These include increasing gender budgets and innovation within economic development investments, articulating clear WE3 commitments and objectives within program strategies, program designs and economic diplomacy efforts, building DFAT capacity to implement, and improving WE3 M&E within economic sectors. After this evaluation, launched a new development policy that identifies six investment priorities: agriculture, fisheries and water; and gender equality and empowering women and girls. Under this policy, the Strategy for Australia’s Aid Investments in the Agriculture, Fisheries and Water Sectors (AFW Strategy) was released in February 2015, and outlines sectoral objectives and priority areas of engagement for new investments. The Market Development Facility (MDF) within DFAT

ANNEX 3: Listing of Reviewed USAID Projects, 2013-2016

WE3 Design or Activity Focus	# Projects	Locations
Business Training for Women	20	Ecuador, El Salvador, Pakistan, Uzbekistan, ASEAN member states, Kyrgyzstan, Jordan, Afghanistan, Swaziland, Haiti, Additional Connected Women Countries (DRC, Egypt, Fiji, Ghana, Kenya, Lesotho, Mozambique, Qatar, South Africa, Tanzania, Turkey, Czech Republic, Hungary, Malta, New Zealand), Africa, Latin America, Global
Women's SMEs and Groups	15	Bangladesh, Ghana, Liberia, Bangladesh, Mozambique, Sierra Leone, Uganda, Jordan, Kenya, Tanzania, Nepal, Latin America, Africa, Global
Supporting WE3 Legal/Regulatory Reform	12	Bangladesh, Afghanistan, Pakistan, Vietnam, ASEAN member states, one project for Asia and Middle East
Gender Equity in Food Security and Agriculture	11	Ghana, Liberia, Bangladesh, Mozambique, Sierra Leone, Uganda, Rwanda, Kenya, Tanzania, Nepal
Financial and Business Services for Women	11	Bangladesh, Afghanistan, Haiti, ASEAN member states, Kyrgyzstan, Jordan, Africa, Latin America, Global
Gender Impact Evaluation & Generating WE3 Data	9	Pakistan, Uzbekistan, Uganda, South Africa, Zambia, Benin, Kenya, Indonesia, Palestine, Assessment of USAID Gender Policy in different countries (Africa – 23, Asia – 13, E&E – 10, LAC – 13, Middle East – 4), Global
Adolescent Girls' and Youth's Economic Participation	8	Kenya, Uganda, Georgia, Yemen, Benin, Nepal, Zambia, Egypt, Swaziland, 1 project for Asia & Middle East, Africa
Strengthening Women's Position within Value Chains	5	Bangladesh, Jordan, Haiti, Africa, Latin America, Global
Economic Strengthening within Health Services	4	Global, Kenya
Building broad community/societal buy-in and capacity on WE3	4	Afghanistan, Pakistan, Swaziland
Women's Engagement in Trade and Trade Policy	4	Afghanistan, ASEAN Member States, Africa, 1 project for Asia and Middle East
Gender Equity in Energy	4	Georgia, Haiti, Ghana, Tanzania
Gender Equity in Water Conservation	2	Jordan, Haiti
Intersections of Gender-based Violence and Women's Economic Participation	2	1 project covers overall Sub-Saharan Africa, an additional project focuses on South Africa, Zambia, Benin, Kenya
Mobile Phone Literacy	1	All 27 Vodaphone countries of operation

ANNEX 4: Small Sampling of USG Projects Strong on Women's Economic Empowerment

Project Name	Location	Objectives	WE3 Promising Practices
US State Department			
Africa Women's Entrepreneurship Program (AWEP)	Sub-Saharan Africa	An outreach, education, and engagement initiative that targets African women entrepreneurs to promote business growth, increase trade both regionally and to U.S. markets through the African Growth and Opportunity Act (AGOA), create better business environments, and empower African women entrepreneurs to become voices of change in their communities.	<ul style="list-style-type: none"> - Network of over 1,600 women entrepreneurs who have created over 17,000 jobs - 22 business associations across Africa - 154 alumnae active across 48 countries
APEC Women and the Economy Dashboard	APEC Countries	Create a data snapshot of women's economic participation across the APEC region.	<ul style="list-style-type: none"> - Tracks 5 WE3 priorities 1) Access to capital and assets 2) Access to markets 3) Skills, capacity building, & health 4) Leadership, voice, and agency 5) Innovation and technology - Enables economies to mark and measure progress on 75 indicators. - Prioritizes gender mainstreaming efforts, policy discussions, and capacity-building, with updates tracked every two years.
USAID			
SHOUHARDO II Multi-Year Assistance Program (MYAP)	Bangladesh	To improve livelihood security, food security, nutrition and women's empowerment at the community level and to strengthen local governance and improve adaptation to climate change	<ul style="list-style-type: none"> - Strong gender analysis, strategy and advisors - Women self-help groups to address women's unique challenges, like early marriage, violence, and sexual harassment - Strong outcome-focused empowerment indicators
Community-based Livelihood Development for Women and Children in Swaziland (C-BLD)	Swaziland	<ol style="list-style-type: none"> 1) Improve the livelihood capabilities of vulnerable households, particularly women and OVC caregivers within these households; Objective 2) Protect the rights of women and children; 3) Strengthen capacity of organizations and institutions to promote the social and economic well-being of women and children. 	<ul style="list-style-type: none"> - Training and supporting the formation of savings groups - Improved profitability of vulnerable household enterprises and livelihood activities, especially female-headed - Female skill building in value chain development and advancement - Children's rights protection - Gender norms discussion groups to address economic gender equity & harmful norms related to sex and gender, HIV discrimination & GBV

Project Name	Location	Objectives	WE3 Promising Practices
Governance for Inclusive Growth (GIG)	Vietnam	<ol style="list-style-type: none"> 1) Inclusion of groups that have historically not had equality of rights or opportunity improved 2) Legal and regulatory barriers for women, ethnic minorities, and other vulnerable populations' (WEMVP) equality reduced 3) WEMVP participation and voice in policy dialogue increase 4) Data and analysis on WEMVP improved 5) Access to economic opportunity improved 6) Innovative partnerships to advance WEMVP inclusion established 	<ul style="list-style-type: none"> - Partnership development with several local women's entrepreneur groups - Government economic policy and implementation results - Strong indicators on women's decision making power, leadership, and access to resources
Women's Leadership in Small and Medium Enterprises (WLSME)	Kyrgyzstan, India, Peru	<ol style="list-style-type: none"> 1) Promoting growth of 750 women-led businesses over three years 2) Testing the hypothesis that women business owners who have greater human capital, social capital, and access to market information will be more likely to grow their micro-enterprise to a size that employs at least five employees or more. 	<ul style="list-style-type: none"> - Use of impact evaluations to build evidence around women's leadership in SMEs and fill major WE3 empirical evidence gaps - Strong one-on-one rapport building with participants - Strategy of facilitating stakeholder linkages within sectors, such as with service providers and value chain actors - Model of cross-learning and exposure visits for women SMEs - Involvement of families, and particularly husbands, in activities to increase retention rates.
Accelerating Strategies for Practical Innovation and Research for Economic Strengthening (ASPIRES)	Cote d'Ivoire, South Africa, Mozambique	Support gender-sensitive programming, research, and learning to improve the economic security of highly vulnerable individuals, families, and children. Critical target populations for ASPIRES are those infected or affected by HIV/AIDS, key populations at high risk of acquiring HIV, and households where children are at risk	<ul style="list-style-type: none"> - Development of a mixed-methods vulnerability assessment - Working with key populations - Research into economic management strategies of female sex workers - 5 technical guidance topics on household economic strengthening
Program for Strengthening Household Access to Resources (PROSHAR)	Bangladesh	Income and access to food of poor and ultra-poor households improved	<ul style="list-style-type: none"> - Gender impact assessment completed to examine effect of gender integration on men and women's time allocation, mobility, and decision making. - Changes in women's & men's attitude on women's work to - Gender sensitization trainings.
Resiliency through Wealth, Agriculture, and Nutrition (RWANU)	Uganda	Improved access to food for men and women	<ul style="list-style-type: none"> - Women's livestock groups to manage goats and encourage women's ownership - Completed a gender assessment used to develop a gender strategy

Project Name	Location	Objectives	WE3 Promising Practices
			- Project staff gender integration committee to advise and support gender integration & collaboration
Women's Lives and Challenges: Equality and Empowerment since 2000	Global DHS Survey Data, 2000-2011	Evaluate trends in women's employment, domestic decision-making, exposure to violence, and access to education and health care.	- Addresses major gender data gaps in area relevant to WE3: <ul style="list-style-type: none"> • Employment and Earning • Ownership of Assets • Women's control over their lives
Leveraging Economic Opportunities (LEO)		Provides services to USAID Missions to support programming that fosters inclusive growth and takes a value chain and/or market systems approach	- Inclusive business model - Private sector engagement - Resilience activities - Pathways out of poverty' activities

ANNEX 5: Women’s Empowerment in Agriculture Index Domains

FIGURE 1. THE FIVE DOMAINS OF EMPOWERMENT IN THE WEAI

Domain	Indicators	Weight
Production	Input in productive decisions	1/10
	Autonomy in production	1/10
Resources	Ownership of assets	1/15
	Purchase, sale, or transfer of assets	1/15
	Access to and decisions on credit	1/15
Income	Control over use of income	1/5
Leadership	Group member	1/10
	Speaking in public	1/10
Time	Workload	1/10
	Leisure	1/10

Taken from the USAID Women’s Empowerment in Agriculture Index

ANNEX 6: Sampling of Non-Agriculture USAID Project Indicators on Women's Economic Empowerment

Project Name	Goal	Indicators on Women's Economic Empowerment	Output or Outcome Results
SHOUHARDO II Multi-Year Assistance Program (MYAP)	To improve livelihood security, food security, nutrition and women's empowerment at the community level and to strengthen local governance and improve adaptation to climate change	1. Women's decision-making power index	Baseline 2.28 Midterm 2.38 Percent difference a/ 4.4
		2. Women's freedom of movement index	Baseline 8.1 Midterm 8.9
		3. Percent of women earning cash income	Baseline 5.7 Midterm 11.2
		4. Freedom from patriarchal beliefs index	Baseline 1.6 Midterm 1.7
		5. Percentage of women participating in any group	Baseline 20.7 Midterm 27.0
Women's Lives and Challenges: Equality and Empowerment	To provide a summary of trends within countries in measures related to gender equity and empowerment using recent DHS data.	1. Proportion of young women with a primary education	In Cambodia and Nepal, the proportion of young women with primary education has more than doubled since 2000. Cambodia 32% in 2000 to 67% in 2010; Nepal 27% in 2001 to 72% in 2011) Less than 55% of women age 15-24 report completing primary school in 18 of 47 countries, and less than 3/4 do in another 11 countries.
		2. Percentage of women who are employed	At least three-quarters of women are employed in 12 of 43 countries, and more than half of women are employed in an additional 21 countries
		3. Percentage of women who play a role in household decision-making	Only in 14 of 43 countries surveyed do more than 60% of women participate in household decision making
		4. Percentage of women who have a say in how their own cash earnings are used	At least 90% of married employed women reported having a say in how their own cash

			earnings are used in 29 of 44 countries.
		5. Percentage of women who have a say in how their husbands cash earnings are used.	Ranges from 7% in Burkina Faso to 96% in Cambodia. In 24 of 34 countries surveyed, at least 60% of married women exert some control over their husbands' earnings.
Women's Leadership in Small and Medium Enterprise (WLSME)		1. Percent increase in scores of women entrepreneur's knowledge of management and business	
		2. Percent increase in scores of women entrepreneur's management and business attitudes	
Program for Strengthening Household Access to Resources (PROSHAR)		1. Women serving in leadership positions in targeted groups.	
Governance for Inclusive Growth (GIG)		2. Number of laws, policies or procedures drafted, revised and/or issued to support inclusion of vulnerable population.	
Economic Growth Through Sustainable Tourism in Jordan		3. Level of approval by household head of women working in tourism industry	Household heads' approval of women in the tourism industry have significantly increased in the past year

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- ⁱ Less Than Two Dollars A Day: Creating Economic Opportunity for Women and Men Living in Extreme Poverty in Developing Countries, Ritu Sharma and Elise Young, Women Thrive Worldwide, 2014.
- ⁱⁱ Clinton, Hillary (2014).
- ⁱⁱⁱ McKinsey Global Institute. (2015) The Power of Parity: How Advancing Women’s Equality can add \$12 Trillion to Global Growth.
- ^{iv} Ibid.
- ^v For Bangladesh, see USAID / ESD, (2007) Effects of a workplace health program on absenteeism, turnover, and worker attitudes in a Bangladesh garment factory. For Egypt: Yeager, Rachael (2011) HERProject: Health Enables Returns: The Business Returns from Women’s Health Programs.
- ^{vi} WIEGO, 2013 http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_234413.pdf
- ^{vii} FAO, 2015.
- ^{viii} “Realizing Women’s Rights to Land and Other Productive Resources.” United Nations Human Rights Office of the High Commissioner and UN Women, 2013.
- ^{ix} Ibid.
- ^x “Giving Credit Where it is Due: How Closing the Credit Gap for Women-owned SME’s can Drive Global Growth.” Goldman Sachs Global Market Institute, 2014.
- ^{xi} Women’s Voice and Leadership in Decision-Making: Assessing the Evidence, ODI, 2015.
- ^{xii} Irma Clots-Figueras, “Gender Equality Assessment Paper.” Copenhagen Consensus Center, 2014, referencing Ghani et al., “Regional Diversity and Inclusive Growth in Indian Cities.” 2014.
- ^{xiii} Irma Clots-Figueras, “Gender Equality Assessment Paper.” Copenhagen Consensus Center, 2014, referencing Beath et al. “Assessing the Effects of Community Driven Development in Afghanistan.” UN University, 2013.
- ^{xiv} <http://icpdtaskforce.org/wp-content/uploads/2015/01/FinancingBriefSmartInvestments2015.pdf>
- ^{xv} Women Moving Mountains: Collective Impact of the Dutch MDG3 Fund, How Resources Advance Women’s Rights and Gender Equality, AWID, Srilatha Batliwala, 2013.
- ^{xvi} Journeys of Transformation: A Training Manual for Engaging Men as Allies in Women’s Economic Empowerment, Care and ProMundo, 2012.
- ^{xvii} Women and the Web Bridging the Internet gap and creating new global opportunities in low and middle-income countries, Intel Corporation, 2012.
- ^{xviii} Bridging the Gender Gap: Mobile Access and Usage in Low- and Middle-Income Countries, GSMA, 2015.
- ^{xix} Annual Results Report, Program For Strengthening Household Access to Resources (PROSHAR) is to reduce food insecurity among vulnerable populations in selected, USAID, 2015
- ^{xx} Annual Results Report, Liberian Agricultural Upgrading Nutrition and Child Health (LAUNCH), 2012
- ^{xxi} Women Moving Mountains: Collective Impact of the Dutch MDG3 Fund, How Resources Advance Women’s Rights and Gender Equality, AWID, Srilatha Batliwala, 2013.