Evaluation Tool for Women's Empowerment in Community Development

As you consider expansion, this worksheet aims to help you think through the process of moving from unfreedoms to action and women's empowerment in community development.

Directions:
As a group (ensuring a represented group from the women you intend to impact are included), upon completion of the needs assessment for the community, complete the following steps:
1. Identify the "unfreedoms" observed.
2. Identify the functionings your organization aspires to help to expand and develop. Complete each capability, as this will provide a comprehensive view of the functionings and interconnections of the capabilities, guiding the focus on specific capabilities and their functionings.
3. Identify the next steps to bring about these functionings as a starting point for a program's design.

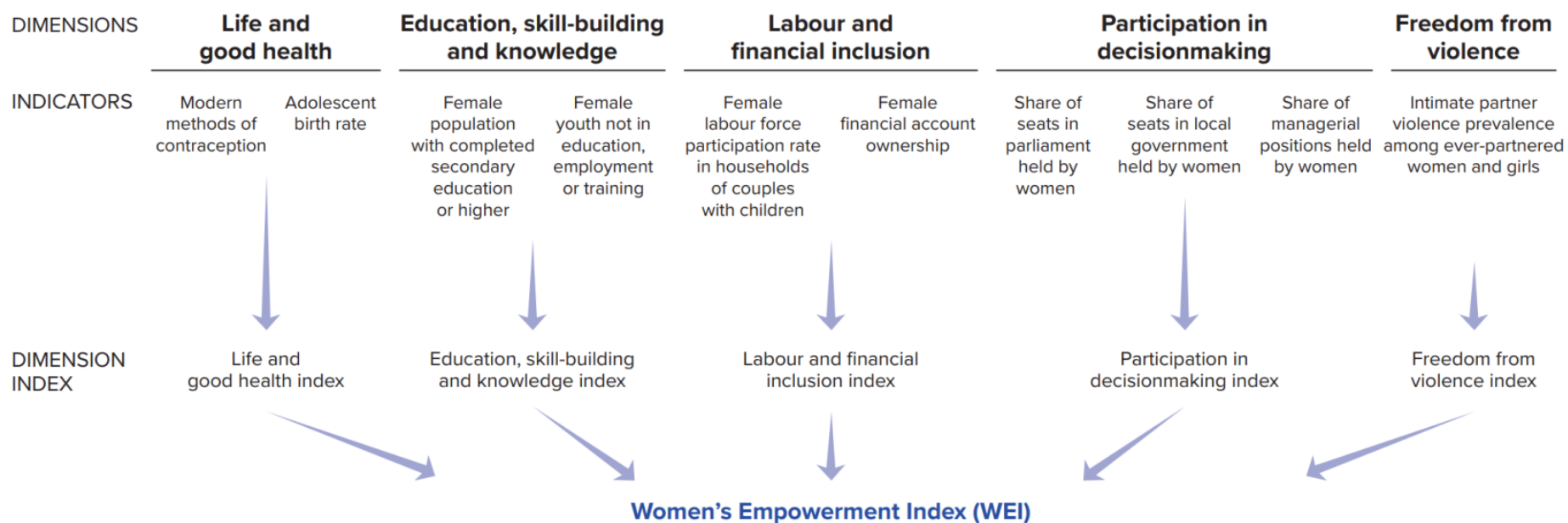| Capabilities	(Un)freedoms			Functionings of Freedoms	Call For Action in Empowerment of Capabilities
	Household-level	**Community-level**	**Broader Arenas**		
Explanation	See Table 1, which provides examples of functionings in the different capabilities areas. From the needs assessment, describe the functionings women possess (+) and lack (-) as you observe in the community, for each level (household, community, broader arena).			See Table 2, which provides examples of indicators/ functionings. Describe the functionings you aspire to expand and/or develop.	What steps could your organization take to help to expand the capabilities?
Economic					
Socio-Cultural					
Familial/ Interpersonal					
Legal					
Political					
Psychological					

Table 1: Commonly used capabilities and functionings of empowerment and potential operationalization in the household, community, and broader arenas

Capabilities	Household	Community	Broader Arenas
Economic	Women's control over income; relative contribution to family support; access to and control of family resources	Women's access to employment; ownership of assets and land; access to credit; involvement and/or representation in local trade associations; access to markets	Women's representation in high paying jobs; women CEO's; representation of women's economic interests in macro-economic policies, state and federal budgets
Socio-Cultural	Women's freedom of movement; lack of discrimination against daughters; commitment to educating daughters	Women's visibility in and access to social spaces; access to modern transportation; participation in extra-familial groups and social networks; shift in patriarchal norms (such as son preference); symbolic representation of the female in myth and ritual	Women's literacy and access to a broad range of educational options; Positive media images of women, their roles and contributions
Familial/ Interpersonal	Participation in domestic decision-making; control over sexual relations; ability to make childbearing decisions, use contraception, access abortion; control over spouse selection and marriage timing; freedom from domestic violence	Shifts in marriage and kinship systems indicating greater value and autonomy for women (e.g. later marriages, self selection of spouses, reduction in the practice of dowry; acceptability of divorce); local campaigns against domestic violence	Regional/national trends in timing of marriage, options for divorce; political, legal, religious support for (or lack of active opposition to) such shifts; systems providing easy access to contraception, safe abortion, reproductive health services
Legal	Knowledge of legal rights; domestic support for exercising rights	Community mobilization for rights; campaigns for rights awareness; effective local enforcement of legal rights	Laws supporting women's rights, access to resources and options; Advocacy for rights and legislation; use of judicial system to redress rights violations
Political	Knowledge of political system and means of access to it; domestic support for political engagement; exercising the right to vote	Women's involvement or mobilization in the local political system/campaigns; support for specific candidates or legislation; representation in local bodies of government	Women's representation in regional and national bodies of government; strength as a voting bloc; representation of women's interests in effective lobbies and interest groups
Psychological	Self-esteem; self-efficacy; psychological well-being	Collective awareness of injustice, potential of mobilization	Women's sense of inclusion and entitlement; systemic acceptance of women's entitlement and inclusion

Source:
Malhotra, A., Schuler, S. R., & Boender, C. (2002). Measuring Women's Empowerment as a Variable in International Development [Background Paper Prepared for the World Bank Workshop on Poverty and Gender: New Perspectives]. The World Bank. https://www.ssatp.org/sites/ssatp/files/publications/HTML/Gender-RG/Source%20%20documents/Technical%20Reports/Gender%20Research/TEGEN5%20Measuring%20Women%27s%20Empowerment%20ICRW%202002.pdf

Table 2: UNDP's Women's Empowerment Index (WEI)

DIMENSIONS	Life and good health	Education, skill-building and knowledge	Labour and financial inclusion	Participation in decisionmaking	Freedom from violence
INDICATORS	Modern methods of contraception / Adolescent birth rate	Female population with completed secondary education or higher / Female youth not in education, employment or training	Female labour force participation rate in households of couples with children / Female financial account ownership	Share of seats in parliament held by women / Share of seats in local government held by women / Share of managerial positions held by women	Intimate partner violence prevalence among ever-partnered women and girls
DIMENSION INDEX	Life and good health index	Education, skill-building and knowledge index	Labour and financial inclusion index	Participation in decisionmaking index	Freedom from violence index

Women's Empowerment Index (WEI)