

Welcome to the webinar

Measuring gender outcomes in social protection programmes: Why is it important? How best to do it?

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Food and Agriculture
Organization of the
United Nations



socialprotection.org presents:

Measuring gender outcomes in social protection programmes: Why is it important? How best to do it?

Speakers:

Elena Bardasi – Senior Economist, The World Bank

Tara Cookson – Director of Ladysmith/Social Sciences and Humanities Research Council of Canada postdoctoral research fellow

Susana Martinez-Restrepo – Director of Research and Development, CoreWoman

Moderator:

Maja Gavrilovic – Social Protection Specialist, FAO

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Measuring gender outcomes in social protection programmes: Why is it important? How best to do it?

Panellist

Elena Bardasi – Senior Economist, The World Bank

Elena Bardasi is a Senior Economist with a background in labor, poverty, and gender. She has been working at the World Bank since 2003 and in IEG since 2012, where she is currently leading the Citizen Engagement Evaluation. She was also the team leader of two major learning reports on the Impacts of Community Driven Development Interventions on Women's Empowerment and Social Safety Nets and Gender, and of the thematic chapter on gender in the 2015 Results and Performance Report of the World Bank Group. As IEG thematic coordinator for gender, she has been instrumental in facilitating the integration of gender in project and thematic evaluations. She coauthored the IEG guidelines Integrating Gender into IEG Evaluation Work.

Prior to her current position, Elena was part of the Gender Unit of the World Bank Poverty Reduction and Economic Management network. Elena has published widely on female entrepreneurship, female employment and gender issues in formal and informal labor markets, wage differentials, occupational segregation, and time use. Elena earned her Ph.D. in Economics from the European University Institute.



Measuring gender outcomes in social protection programmes: Why is it important? How best to do it?



Panellist

Dr. Tara Cookson – Director of Ladysmith/Social Sciences and Humanities Research Council of Canada postdoctoral research fellow

Dr. Tara Cookson is Co-founder and Director of [Ladysmith](#), a feminist venture that helps international development organizations collect, analyze, and take action on gender data. Tara earned her PhD from the University of Cambridge as a Gates Cambridge Scholar, and she is currently a Social Sciences and Humanities Research Council of Canada Postdoctoral Research Fellow. Her book, *Unjust Conditions: Women's Work and the Hidden Cost of Cash Transfer Programs*, analyzes women's experiences of participating in the world's most widely implemented anti-poverty programs. It is forthcoming in May with University of California Press.

Measuring gender outcomes in social protection programmes: Why is it important? How best to do it?



Panellist

Susana Martinez-Restrepo – Director of Research and Development, CoreWoman

Susana holds a Ph.D. in Economics of Education from Columbia University in the city of New York and brings more than ten years of applied research, teaching and program development experience to the table. Her expertise deals with education and labor market policies, gender equality and women's empowerment. She has wide experience working and consulting for governments, foundations and international organizations. Her passion for gender equality reflects her experience working in developing countries where she has seen firsthand how cultural norms and lack of education and job opportunities create important gender gaps, particularly for low-income women.

Her most recent book "Measuring Women's Economic Empowerment: Critical Lessons from South America" conceptualizes and brings critical empirical evidence from Colombia, Peru and Uruguay. The book is available for free with the support of the IDRC of Canada.

Measuring gender outcomes in social protection programmes: Why is it important? How best to do it?

Moderator

Maja Gavrilovic – Social Protection Specialist, FAO

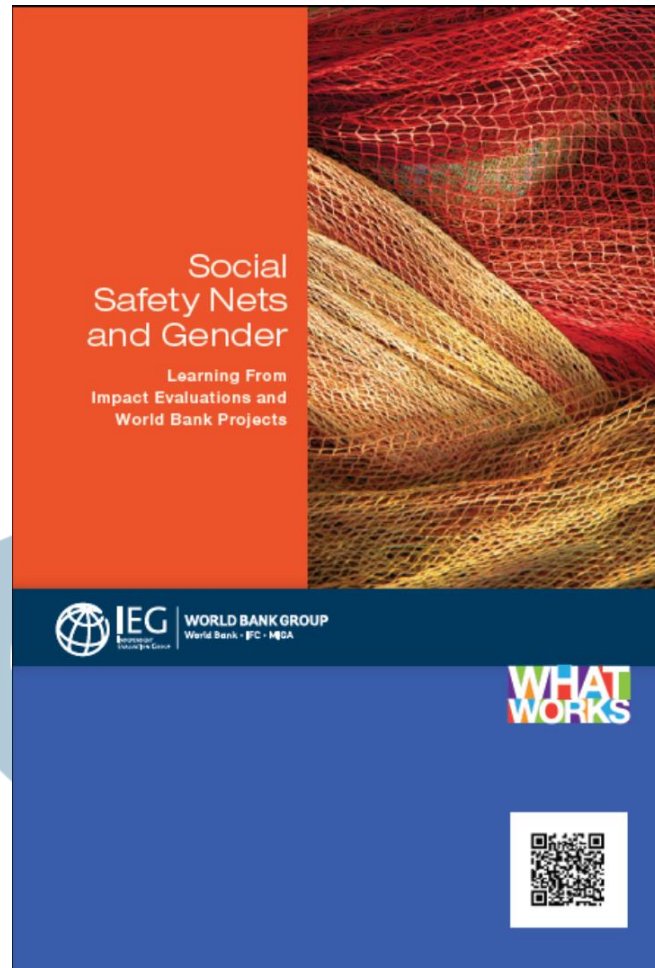


Maja is a Social Protection Specialist working with the FAO's Social Protection and Gender Teams. In this position, she acts as a focal point for the technical and capacity development work on gender-sensitive social protection programming and is currently leading a development of the technical guides on how to integrate gender into design of cash transfers and public works schemes. Prior to this role, in FAO, her research focus was on the policy and operational synergies between agriculture and social protection. Before joining FAO, she has carried out a qualitative research and policy work for various donors, including UNICEF, DFID, UN Women on social protection, maternal and child health, and child protection. From 2013-14, she supported the Government of The Gambia to develop its first national social protection policy 2015-2025, and implementation plan. Her latest publication is entitled '*Strengthening coherence between agriculture and social protection to combat rural poverty and hunger in Africa: framework for analysis and action*' (FAO, 2016).



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The Social Safety Nets and Gender IEG report

Learning from impact evaluations and World Bank projects

Elena Bardasi

March 22, 2018

Outline

- 1. The Social Safety Nets and Gender report**
- 2. Methodological considerations**
- 3. Findings**
- 4. Institutional buy-in**

1. The SSNs and Gender report: Aim

Analyze to what extent SSN interventions impact gender equality and achieve results for both men and women, boys and girls

- Design: Is gender equality an objective? Which dimensions? Which assumptions? Which outcome indicators? Context?
- Efficacy. What are the differential impacts of SSN interventions on men and women, boys and girls, and on households? Positive, negative? Which dimensions? Heterogeneous? Are there trade-off with the objective of reducing poverty?
- Efficiency. What are the costs involved in addressing (or not) gender equality and what are the benefits?

1. The SSNs and Gender report: Components

- **Systematic review** of 145 impact evaluations (in 128 individual studies)
- **Portfolio review** (desk-based) of 112 World Bank supported investment project

Interventions: Conditional cash transfers; Unconditional cash transfers; non-contributory pensions; in-kind (food) transfers; public works programs

(vouchers and subsidies not included)

2. Methodological considerations

- Goal of the intervention/Intended impacts
 - Gender integration
 - Unintended impacts
 - Targeting of women occurs in different ways:
 - Explicit (sometimes with quotas)
 - “Functional” targeting
 - The type of intervention may benefit women disproportionately
- SSN programs are not gender-neutral

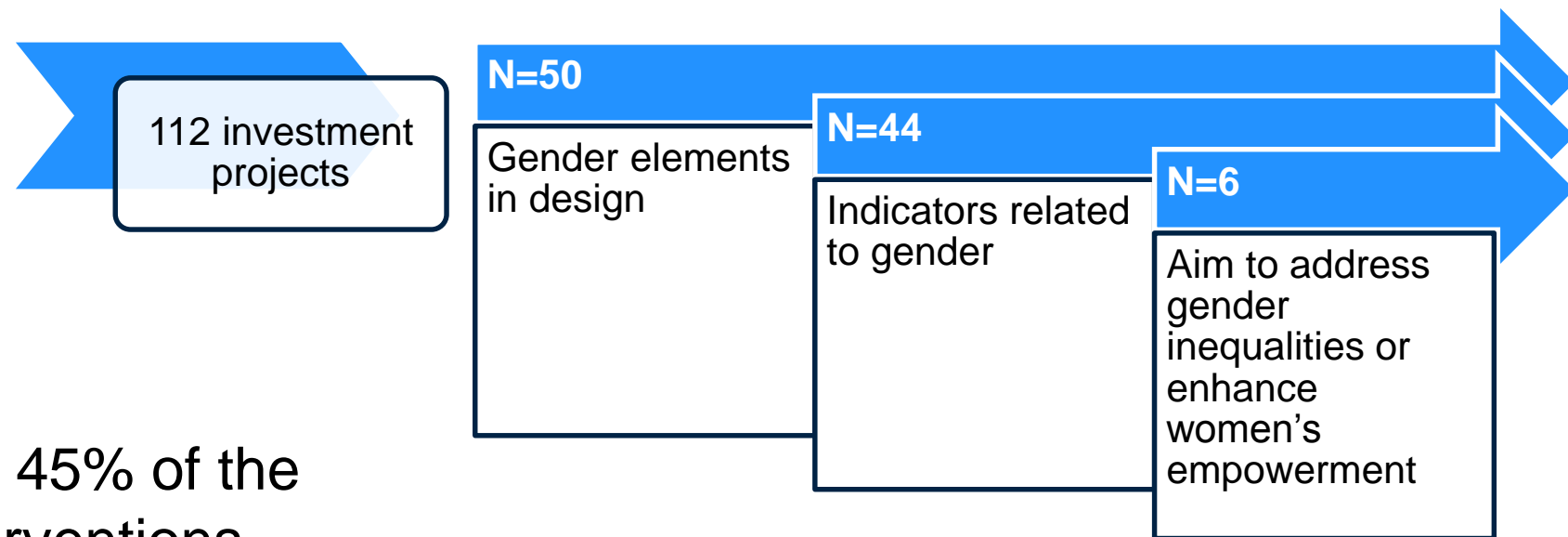
Selection of IE

Gender impacts analyzed in 58% of the impact evaluations of SSN interventions



2. METHODOLOGY

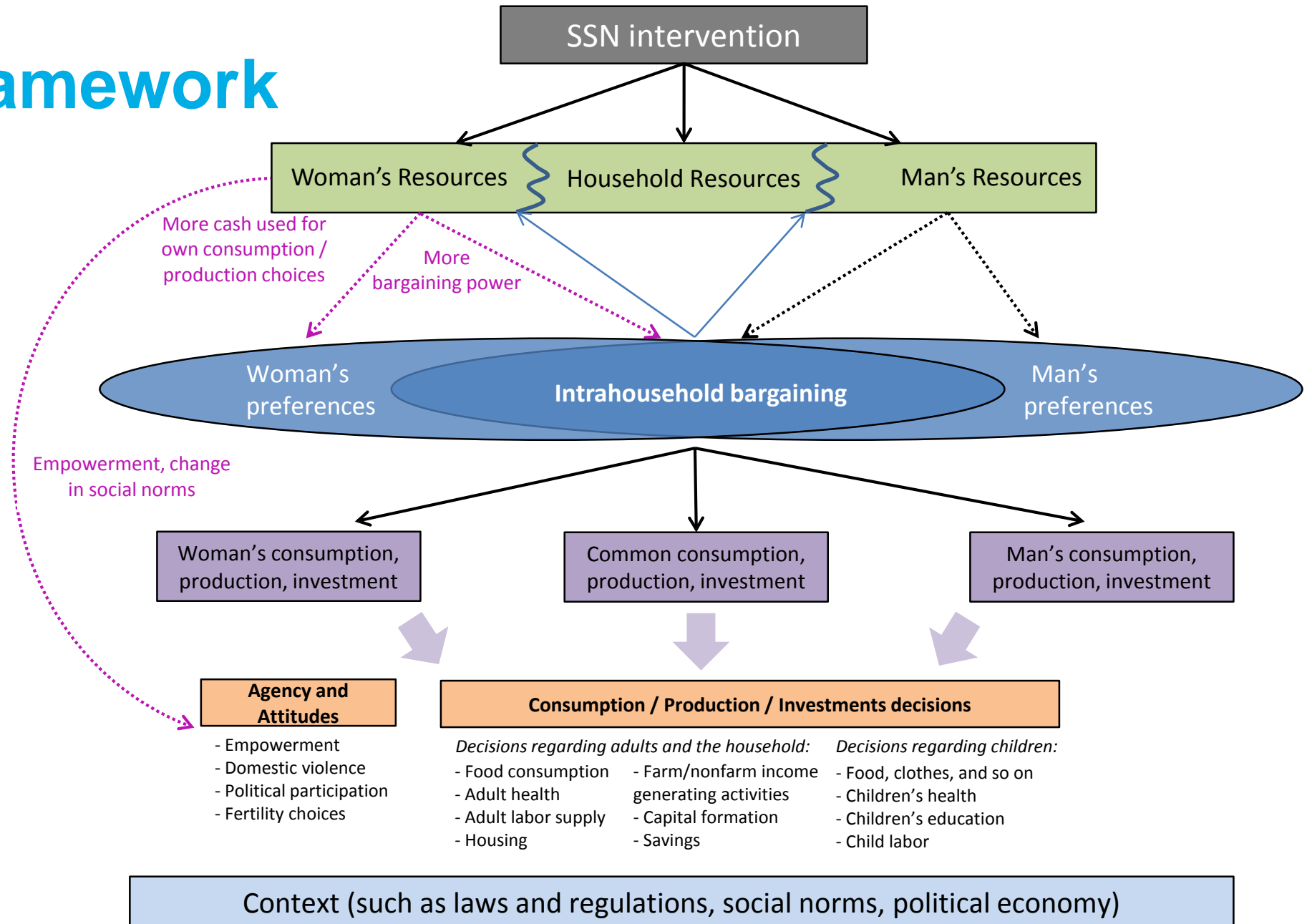
Selection of projects



Gender elements in 45% of the design of SSNs interventions, 39% of results frameworks

2. METHODOLOGY

Analytical framework



2. METHODOLOGY

Definition of the outcomes of interest

Gender-disaggregated and female-specific outcomes

Household-level outcomes

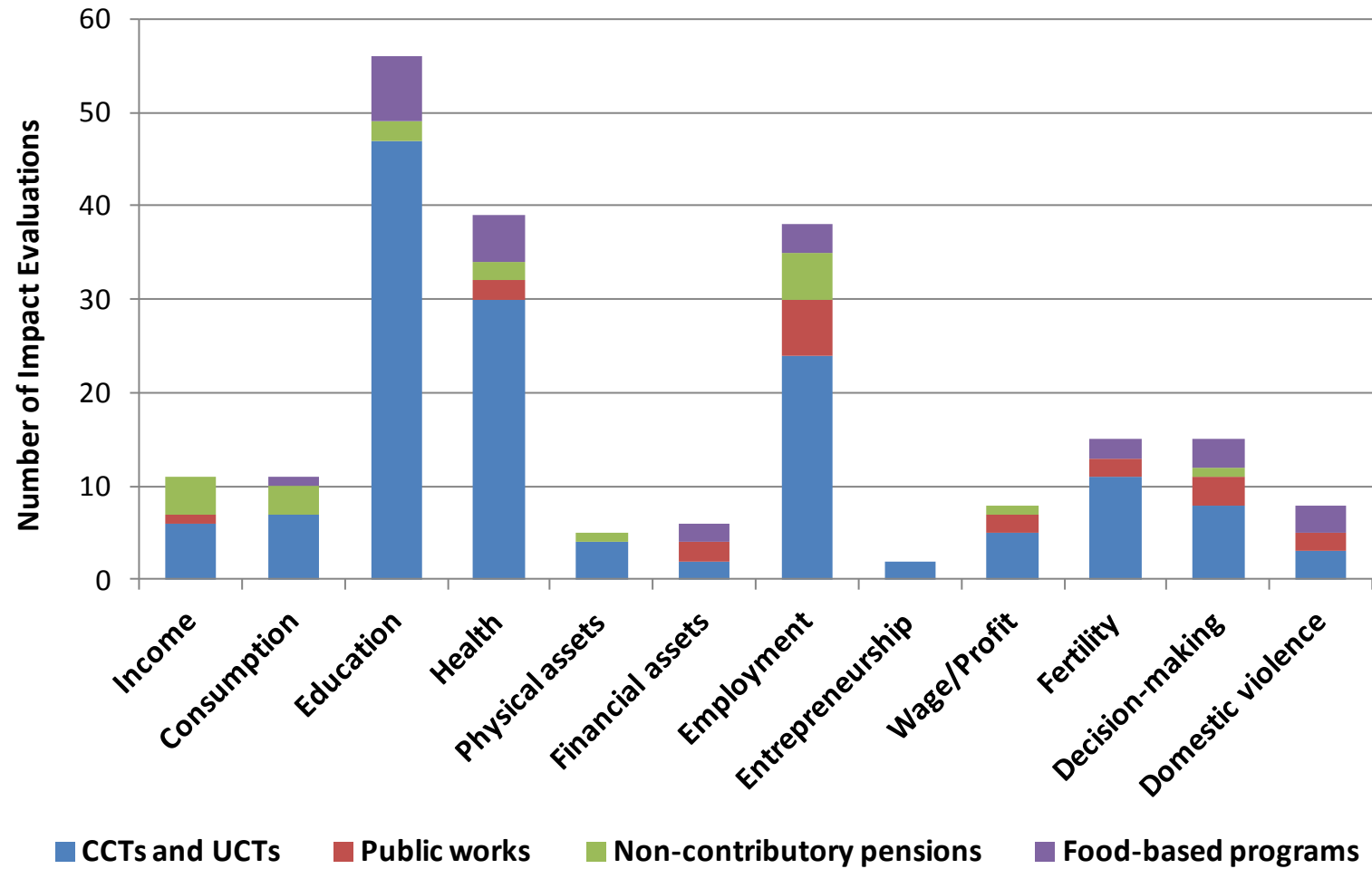


3. Findings

- a. Rich and increasing evidence from IE on gender impacts.
Importance of unintended outcomes
- b. Evidence not evenly distributed across outcomes and intervention
- c. Discrepancy between prevalence of SSNs and available evidence
- d. Limited evidence of impacts over the long period
- e. Some outcomes harder to measure than others (e.g. empowerment)
- f. Limited integration of gender in SSNs WB projects
- g. Narrower set of indicators in projects M&E than in IE. More focus on compliance and take-up
- h. Limited use of sex-disaggregated indicators. Limited reporting

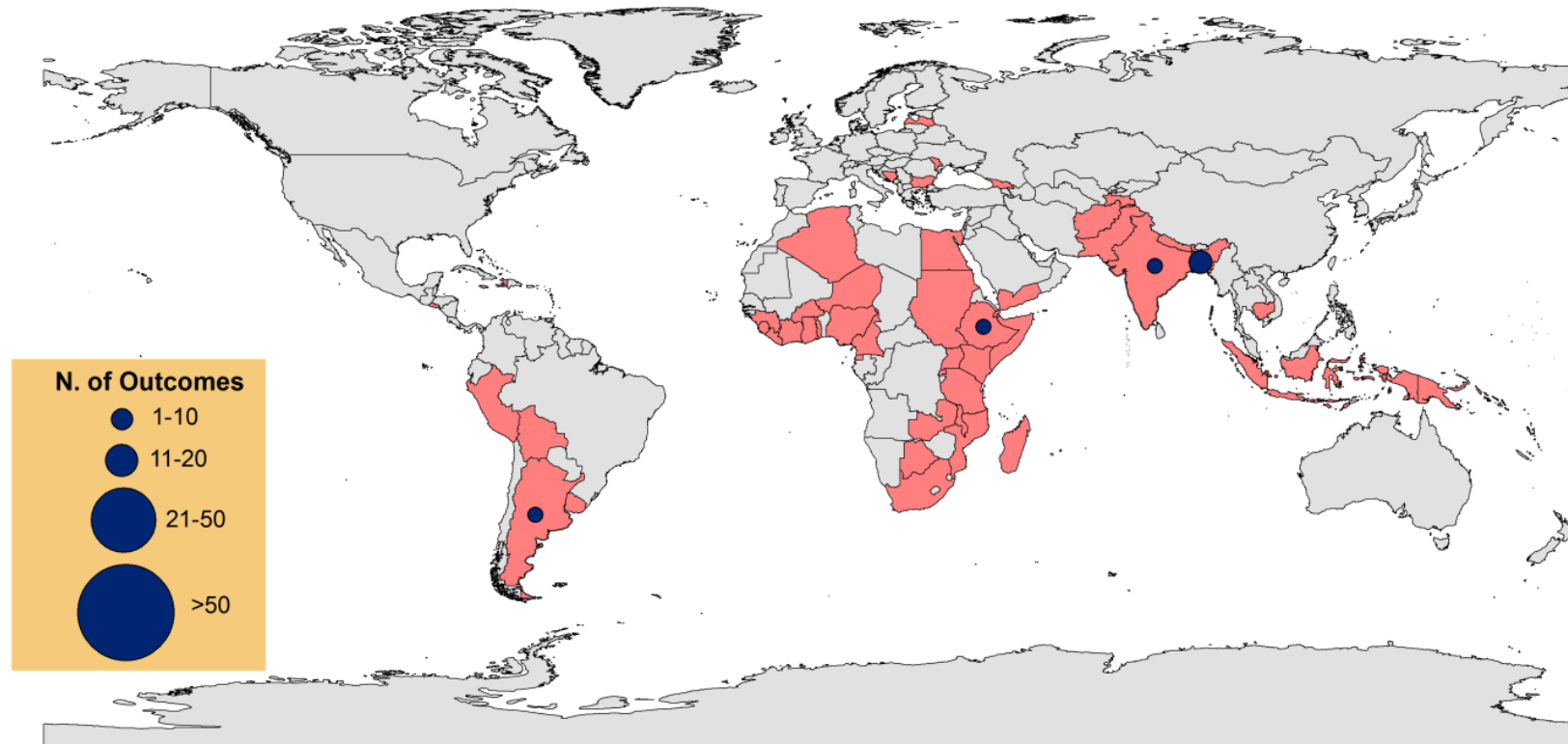
3. FINDINGS

b. Uneven distribution of IE across interventions and outcomes



3. FINDINGS

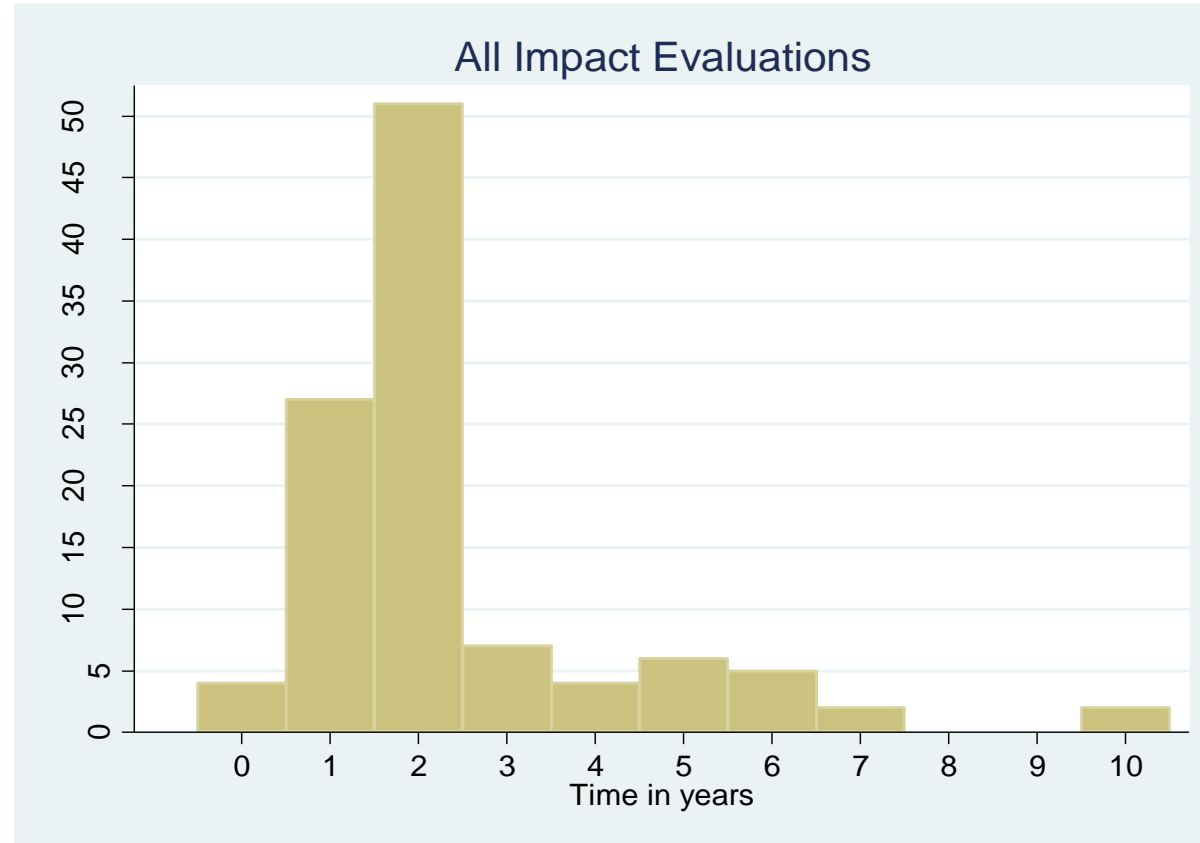
c. Discrepancy between prevalence of SSNs and evidence



Public works programs worldwide and evidence from impact evaluations (2014)

3. FINDINGS

d. Most IE measure impacts after one or two years



3. Findings

- a. Rich and increasing evidence from IE on gender impacts.
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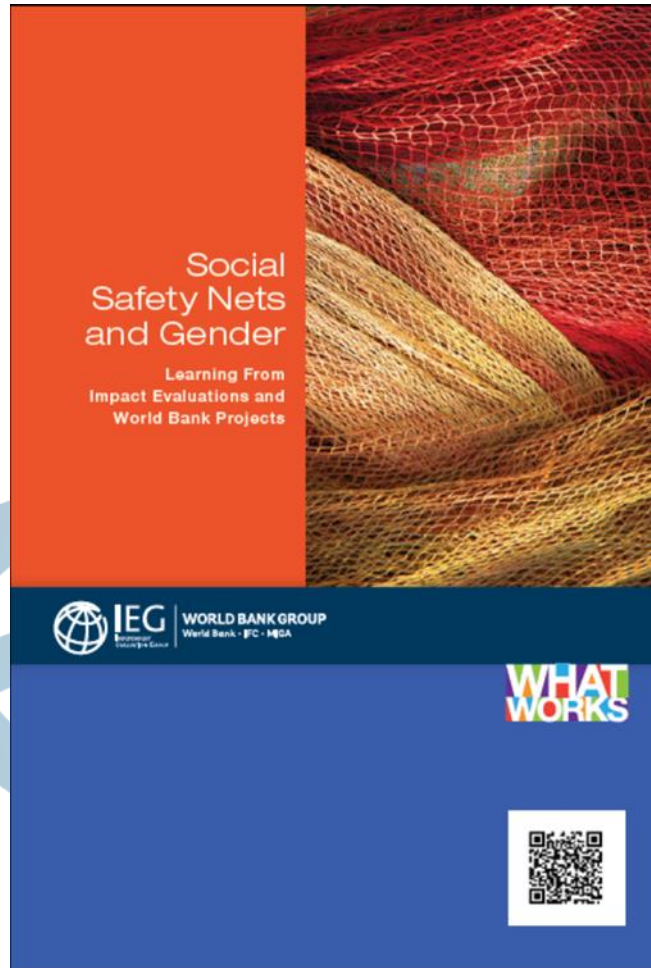
3. Institutional buy-in

- “Mainstreaming” in the World Bank Group:
 - The new gender strategy is stressing the importance of addressing gaps
 - Requirement in place to identify gaps, take action, measure
- Support to WB staff
 - The Gender Labs
 - Focal points, tools
- Lessons from the report
 - Importance of theory of change
 - Think of unintended impacts
 - IE, but also M&E



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Read more at:

<https://ieg.worldbankgroup.org/evaluations/social-safety-nets-and-gender-learning-impact-evaluations-and-world-bank-projects>

Thank you!

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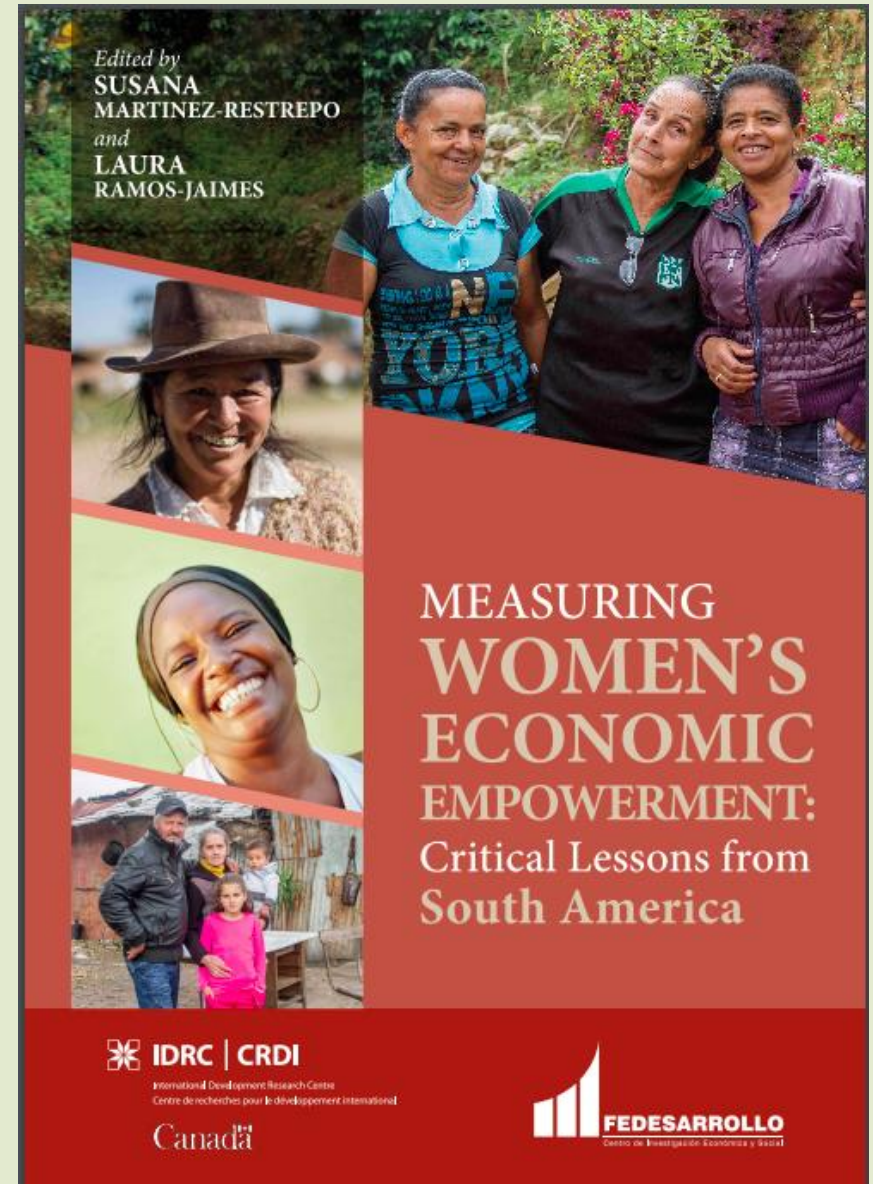
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Washington, DC 20433 USA

Measuring women's Economic Empowerment: Lessons from South America

Co-Editors Susana Martinez-Restrepo, PhD.
Researcher at Fedesarrollo and
Co-founder of CoreWoman

Laura Ramos-Jaimes
Researcher at Fedesarrollo



MOTIVATION

Qualitative evaluation of Red Unidos in Colombia, 2013

Siloé, Cali, Valle del Cauca (Urban)



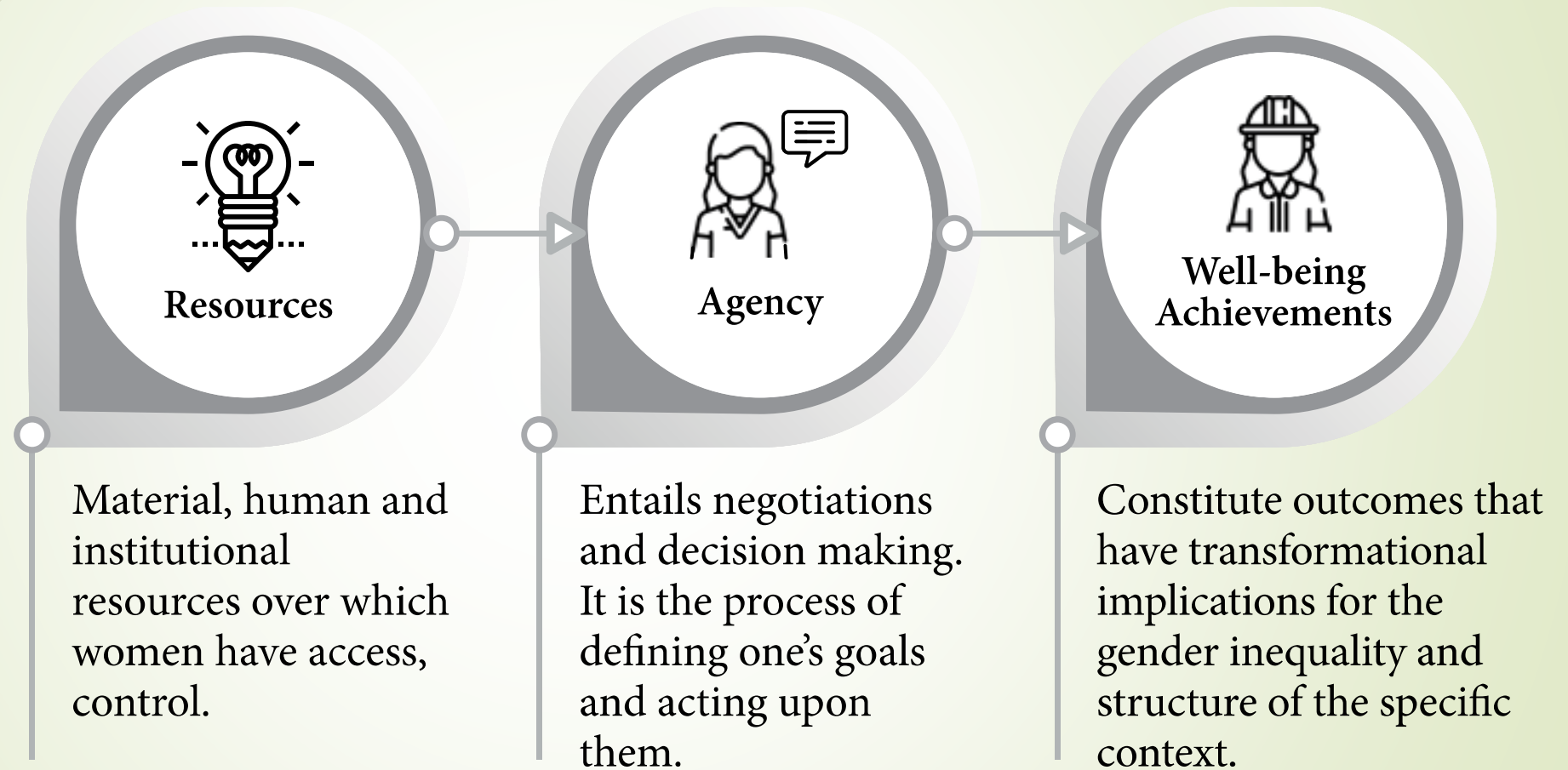
Angostura, Antioquia (Rural)





Five big ideas about measurement from the Book...

IDEA 1. Empowerment is a process



Source. Authors' elaboration based on Kabeer (1999)

IDEA 2. We must conceptualize Women's Economic Empowerment (WEE) according to what is empowering in a given context. In our case, South American Countries.



DECISION MAKING: WHICH DECISIONS REALLY EMPOWER WOMEN ECONOMICALLY?

- Differences in the interpretation of what “Making a decision” means.
- Key to differentiate between **strategic and second-order decisions** in the process of women’s economic empowerment.
- Joint decision making could also reflect not a lack of empowerment but rather a woman’s cooperation with her husband.



- Decision making can be characterized as cooperative as long as **it does not oppose women’s preferences.**

Table 6

Business-Related Decision Making Within Married Households at Baseline, Reported by Women Entrepreneurs About Themselves and Their Partners

	Expresses opinion	Decides and acts	Makes no decision	Number observed
Woman Entrepreneur				431
Investment in equipment	7.4%	89.6%	3.0%	
Location remodeling	7.4%	89.3%	3.2%	
Add new products	6.7%	90.7%	2.6%	
Loan applications	8.4%	80.0%	11.6%	
Branding	7.2%	87.7%	5.1%	
Picking providers	7.0%	91.2%	1.9%	
Personnel selection	6.5%	90.3%	3.2%	
Women's Perceptions of Their Partners				431
Investments in equipment	24.1%	32.0%	43.9%	
Location remodeling	22.7%	27.1%	50.1%	
Add new products	24.6%	25.8%	49.7%	
Loan applications	22.0%	30.9%	47.1%	
Branding	22.3%	28.1%	49.7%	
Picking providers	20.6%	25.8%	53.6%	
Personnel selection	20.4%	26.7%	52.9%	

Table 9

Distribution of Household Chores Within the Household at Baseline, Reported by Women Entrepreneurs About Themselves and Their Partner


	Generally	Generally and Occasionally	Obs
Woman Entrepreneur			431
Washing and ironing	47.3%	75.9%	
Food preparation	50.6%	80.7%	
House minor repairs	14.8%	31.1%	
Family care	72.2%	88.4%	
Care of sick members	47.1%	62.2%	
House cleaning	49.4%	74.9%	
Women's Perceptions of Their Partners			431
Washing and ironing	9.0%	40.4%	
Food preparation	7.0%	37.8%	
House minor repairs	55.5%	71.2%	
Family care	36.4%	64.7%	
Care of sick members	15.8%	41.8%	
House cleaning	17.6%	45.7%	



Table 9

Distribution of Household Chores Within the Household at Baseline, Reported by Women Entrepreneurs About Themselves and Their Partner

	Generally	Generally and Occasionally	Obs
Woman Entrepreneur	431		
Washing and ironing	47.3%	75.9%	
Food preparation	50.6%	80.7%	
House minor repairs	14.8%	31.1%	
Family care	72.2%	88.4%	
Care of sick members	47.1%	62.2%	
House cleaning	49.4%	74.9%	
Women’s Perceptions of Their Partners	431		
Washing and ironing	9.0%	40.4%	
Food preparation	7.0%	37.8%	
House minor repairs	55.5%	71.2%	
Family care	36.4%	64.7%	
Care of sick members	15.8%	41.8%	
House cleaning	17.6%	45.7%	



IDEA 3. Integrating subjective dimensions of WEE is critical, but it requires **to apply abstract concepts to real-life scenarios**, which needs more pilots, extra survey training, new ways of asking, and using mixed methods.


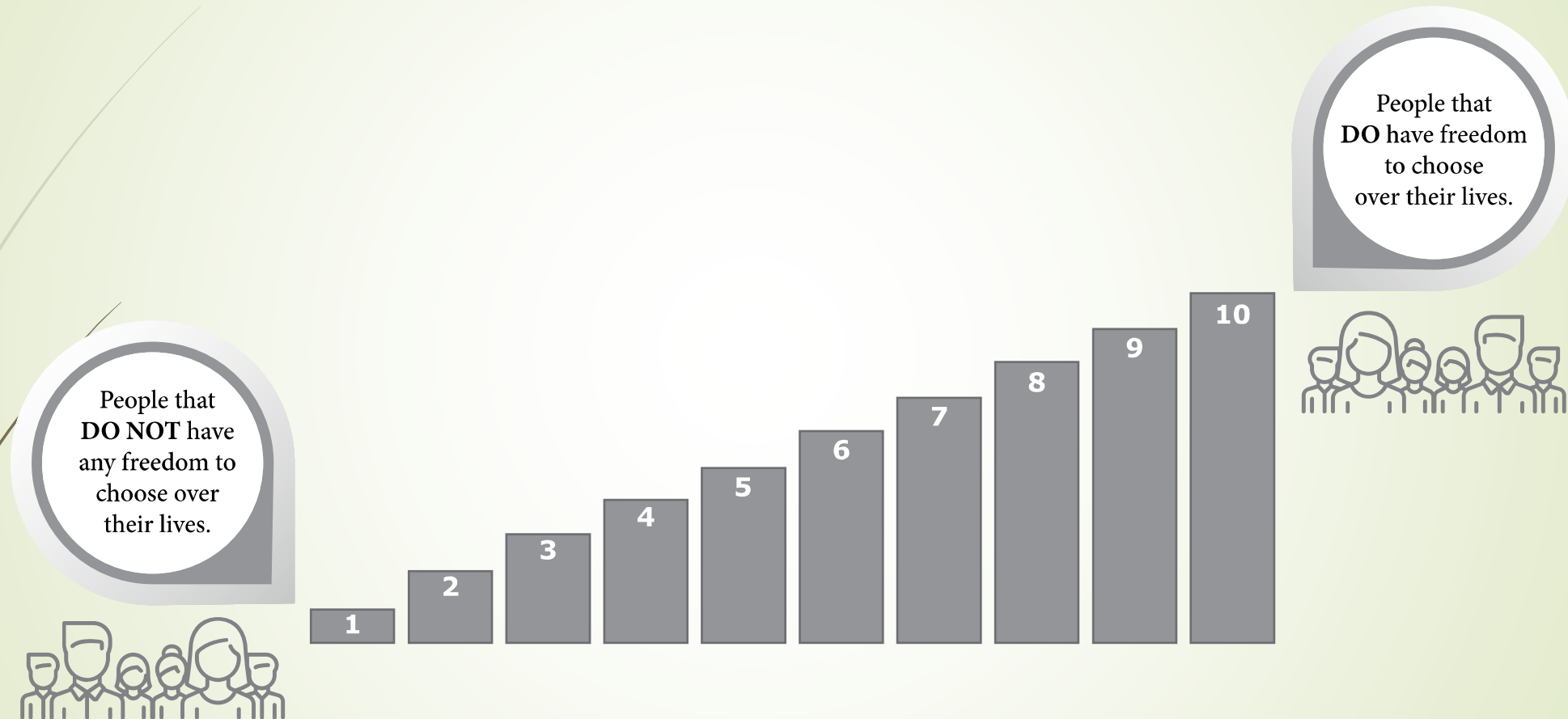


Figure 4

The Decision-Making Staircase. Template Used in Questionnaire for Assessing Women's Perceived Freedom to Choose



Source. Authors' elaboration.

Freedom to choose: the role of abstract and concrete questions in Colombia and Peru

- In Peru, 8 minutes on average responding the question.
- In Colombia also challenges interpreting the question.
- Need to replace for concrete questions with real-life scenarios instead of abstract concepts.



¿Qué es una mujer de admirar?

||
DINERO
ENTENDER
TENER GANAS

||
Se siente menos q las demas.

TRABAJADORA

Desempeñarse
bien en el trabajo
y cumplir con el deber

ESTUDIA

EMPRESARIA

TRABAJADORA

QUE ESTUDIA
A PESAR DE
TODO

INDEPENDIENTE

LAS PERSONAS
ENTUSIASMAS.

EMANCIPADA

INUTIL

SE SIENTE
MENOS q
LAS DEMAS.

YO NO ADMIRO
LAS MUJERES q
SE DEJAN
PELEAR DE LOS
HIJOS.

NO SE SIENTE
CAPAZ DE
enfrentar a la
sociedad

Se siente

¿Cómo es la vida que me gustaría tener

TENER MÁS SALUD

Quiero vivir
mi vida sin
problemas. Sin
que me preocupe
nada más.

Quiero de nuevo
vivir en un lugar
tranquilo.

Quiero tener
Poder en
mi vida.

CON MÁS COMODIDADES

TENER MÁS
PACIENCIA PARA
APRENDER A
VIVIR CON TODO
Y PODER.

Quiero desde cero
hasta el final.

VIAGRAR,
CONOCER

Tener
que ser
como los demás.

VER A MI
MAMA
BIEN

ESTAR
ENFERMO
DEPENDIENTE

UNA VIDA DE
RICO


Ver a la hija
en el extranjero
cada día.

Enfermo
Dependiente
de otros y su vida.



NO TENER
DINERO

DE
POBREZA

no estar
enfermo



IDEA 4. Measurements of WEE must consider subjective dimensions associated with labor decisions, **the status of work and the constraints that limit women's choices** (child care and transportations constraints, street, and gang violence).

- 
- 
- Childcare
 - Transportation constraints: Access, cost, and distance
 - Safety: street, and gang violence, child rape by family members
 - Negotiating with their husbands impacts women's decision to take a job, particularly when considering formal vs. informal jobs and the cost of childcare

And the quality and status of work

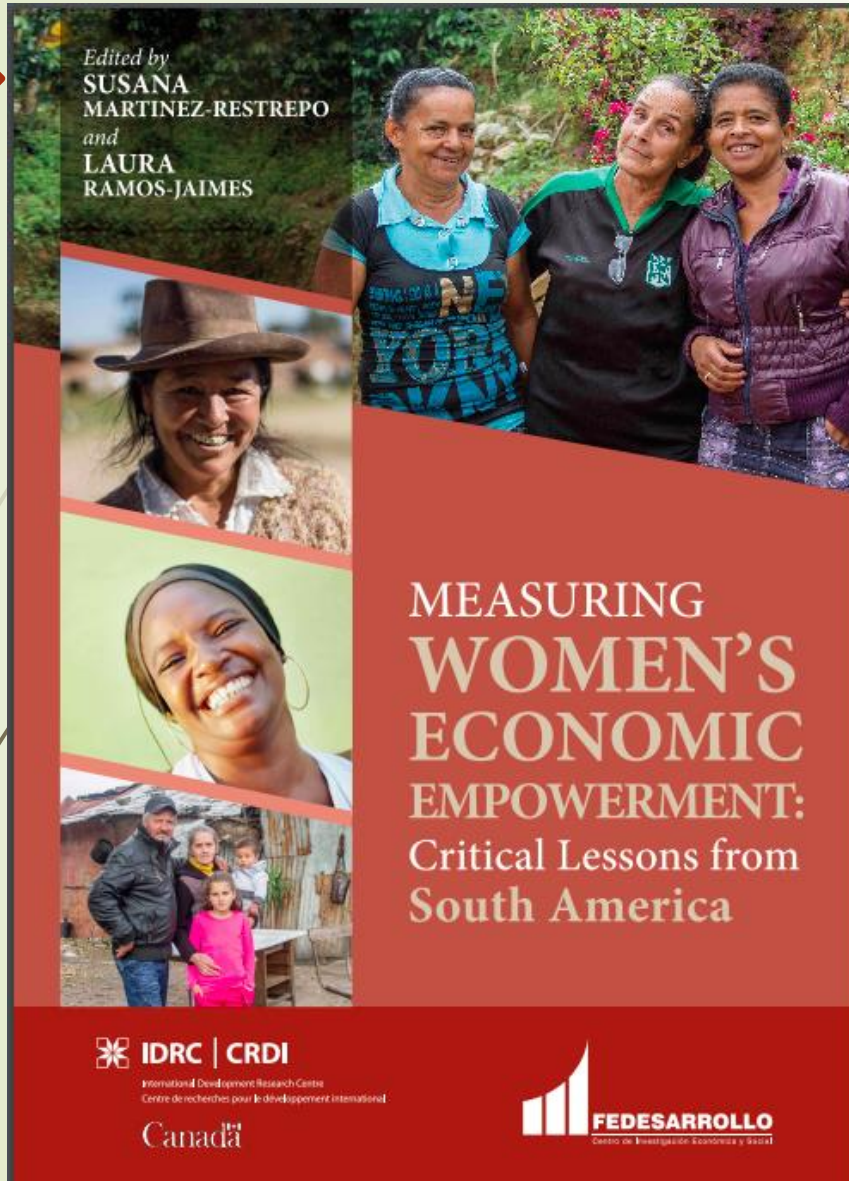
Table 16

Occupational Classification: SES and Occupational Categories of the Participants

Occupational Category	Low Socioeconomic Status (Low SES)	Middle Socioeconomic Status (Middle SES)	High Socioeconomic Status (High SES)
Informal employee	Waiter and cook, cleaner	Hairdresser, cook, technician (agricultural technician, psychologist)	Designer, writer
Formal employee	Cleaner, police officer, <i>Uruguay Trabaja</i> Program; manufacturing laborer, security guard, care worker	Scribe, foreign trade worker, librarian, psychologist, accountant, human resources worker, biologist, cook	Architect, lawyer, human resources professional, IT professional, professor
Self-employed	Trade worker, fair worker, sales worker, craft worker, cook	Craft worker, sales worker, hairdresser, sewing worker	Communication professional, designer, pastry chef, coach
Employer	Cleaner	Designer, tourism worker, fair worker, artist, hair salon owner	Actress, management professional, designer, business owner, studio architect, trade worker, real estate agent

IDEA 5. Researchers must talk more about our challenges in the field, share more and be fully aware of how our positionality can bias the way we measure women's economic empowerment.





DOWNLOAD THE BOOK

http://www.repository.fedesarrollo.org.co/bitstream/handle/11445/3482/LIB_2017_Measuring_2_Ed.pdf?sequence=9&isAllowed=y



Measuring gender outcomes in social protection programmes FAO & IPC-IG Webinar

March 22, 2018

Tara Patricia Cookson, Ladysmith





What are the gendered impacts of Peru's Juntos Program?

Juntos

EL PERU
AVANZA







Methodology: Institutional ethnography

A way of generating knowledge that centres women's experiences and uncovers how they are organized institutionally (see Dorothy Smith).



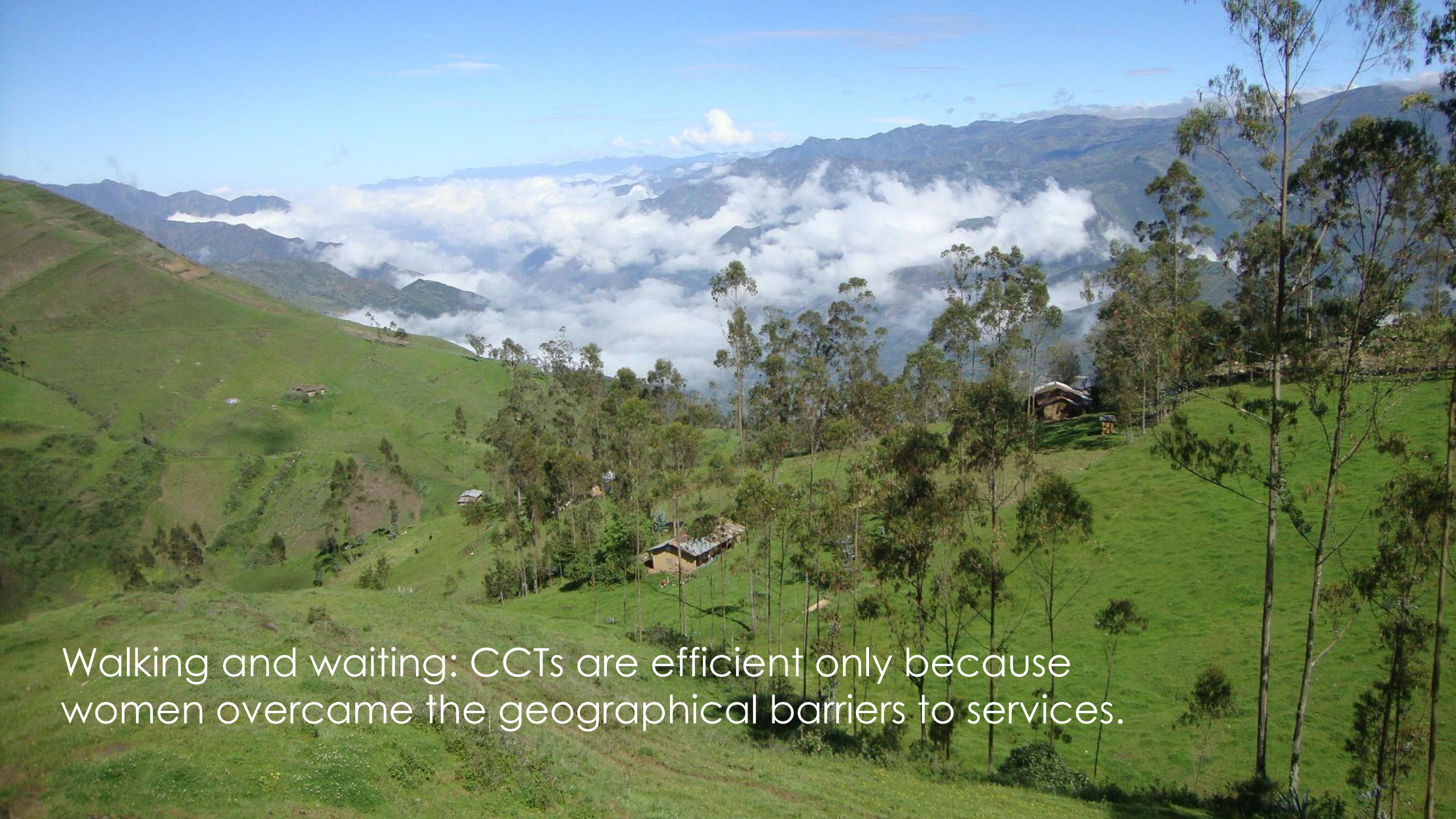
Institutional ethnography





Findings





Walking and waiting: CCTs are efficient only because women overcame the geographical barriers to services.



**PROGRAMA JUNTOS
PROMUEVE EL CUIDADO
DEL NIÑO ANTES DE NACER**

Background banners:
- Purple banner: "ALIMENTACION TIENDRAS UN BEBE FUERTE Y SANO"
- Red shield: "82033", "EL PERU AVANZA", "Saludable y segura Cajamarca"

Shadow conditions: Women complied with extra activities enforced by threat of program suspension.



Recommendations

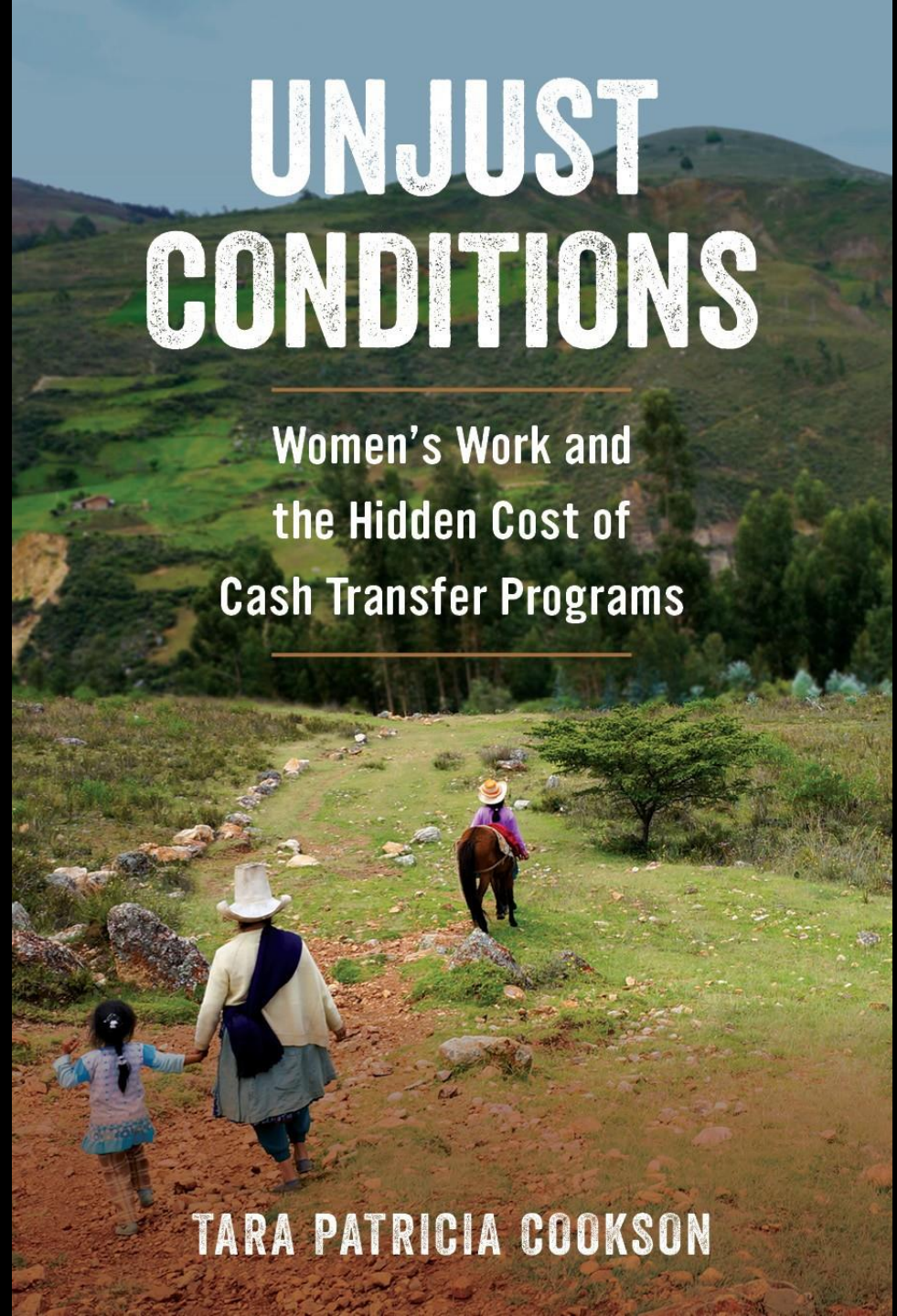


1. When you don't have time to do slow research, make use of existing slow research

UNJUST CONDITIONS

Women's Work and
the Hidden Cost of
Cash Transfer Programs

TARA PATRICIA COOKSON



2. Involve women in the research process.



A row of colorful, ruffled skirts hanging on a wall. The skirts are in various colors: red, orange, yellow, green, blue, and pink. They are hanging on a wall covered with a pink, textured material. The skirts are arranged in a row, with some overlapping. The text "3. Think intersectionally." is overlaid on the bottom left of the image.

3. Think intersectionally.



4. Mixed methods: There's no substitute for fieldwork.



4. Mixed methods: Document practices and processes.



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@Ladysmith



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Q&A



Elena Bardasi



Tara Cookson



Susana Martinez-Restrepo

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