



# MEASURING WOMEN'S ECONOMIC EMPOWERMENT IN PRACTICE: TESTING A COMMON SET OF INDICATORS

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**JUNE 20, 9 A.M. EST**



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FinEquity is a **global community** of >9,000 researchers, practitioners, policymakers, and donors working on women's financial inclusion. It is **convened by CGAP**. FinEquity's goals and strategies are guided by member needs.

## VISION

A world where women have the capabilities to access, negotiate, and control financial services that improve their lives.

## MISSION

To accelerate women's economic empowerment through financial inclusion by catalyzing knowledge generation, fostering best practices, and encouraging sector collaboration.

1

Welcome, introductions & objectives

2

Presenting the indicators for measuring WEE

3

Panel Discussion  
Co-Lab partner experiences testing WEE indicators

4

Audience Q & A



# Audience Poll: WEE Measurement

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1. Does your organizations or organizations you support currently measure **women's economic empowerment (WEE) in financial inclusion?**

# MEET THE SPEAKERS



**Benedette Menkeh**  
Partnership Officer  
People's Pension Trust  
Ghana



**Edwin Masereka**  
Senior Evaluation and  
Learning Manager  
Village Enterprise



**Antonique Koning**  
Senior Financial Sector  
Specialist  
CGAP



**Jenny Morgan**  
WEE Measurement  
Thematic Lead  
FinEquity/CGAP



**Joanna Ledgerwood**  
CGAP Advisor and  
FinEquity Technical  
Advisory Committee

# WEE in Financial Inclusion Initiative

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2022 - 2023: Developed a shared approach to measuring WEE within financial inclusion initiatives.



2023 - 2024: Collaborative Learning (Co-Lab) program tested and refined the measurement framework and indicators.



2024: COMING SOON! CGAP Brief with the:

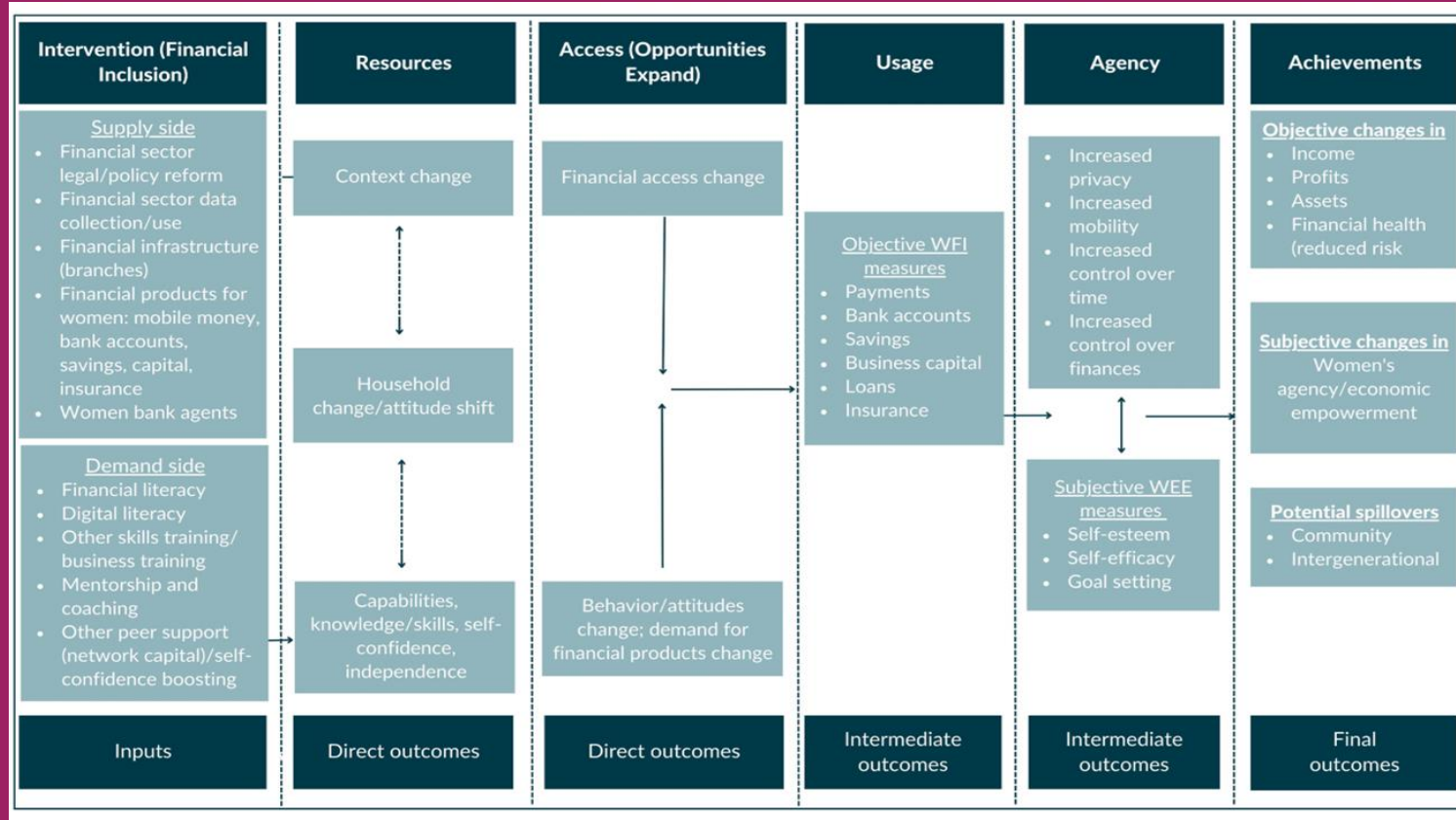
- Indicators for measuring WEE (presented today)
- Questionnaire
- Enumerator Guide and Codebook
- Guidance on how to calculate indicators



# Indicators for Measuring Women's Economic Empowerment

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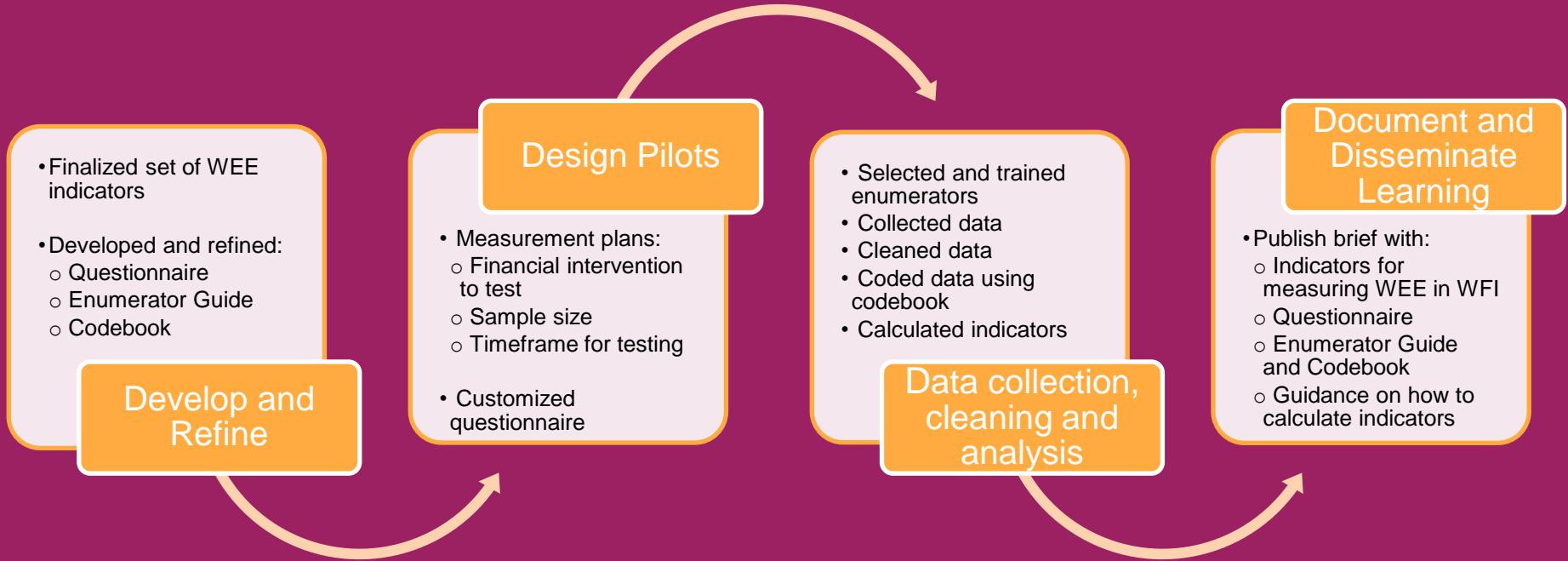
# Theory of Change: WEE in Financial Inclusion



How Financial Inclusion Interventions Impact Women's Economic Empowerment Outcomes



# Indicator Testing Process: Co-Lab



# Indicators for Measuring WEE

## A. Direct Outcomes: Resources

No.	Dimension	Indicator
A1.	Attitudes about paid work	% of women who believe women should be free to choose employment or business outside the home
A2.	Economic participation	% of women participating in income generating activities
A3.	Equity in household labor	Men's level of participation in household tasks
A4.	Confidence using financial products	Level of confidence using of financial products

# Indicators for Measuring WEE

## B. Intermediate Outcomes: Agency and Confidence

No.	Dimension	Indicator
B1.	Financial Autonomy	% of women able to make financial decisions without consulting others
B2.	Household financial decision making	Level of participation in household financial decisions
B3.	Mobility	% of women able to leave the household for work or personal business without consulting others
B4.	Time use	Level of control over how women use their time
B5	Privacy	% of women able to maintain a private savings account or make private phone calls
B6.	Self confidence in managing finances	Level of confidence in managing one's own financial situation
B7.	Goal setting	% of women who set and pursue financial goals
B8.	Subjective control over finances	% of women who feel they have control over their own finances
B9.	Satisfaction with financial situation	% of women who are satisfied with their financial situation

# Indicators for Measuring WEE

## C. Final Outcomes: Achievements

No.	Dimension	Indicator
C1.a	Financial health	Level of financial security
C1.b.	Financial health	% of women able to come up with 1/20 GNI per capita within 30 days
C2	Community respect	% of women who feel women have influence in their households and communities
C3	Assets	% of women who have made major purchases for household or business purposes
C4.a	Income	% of women who state that they have seen an increase in the levels of individual and household income
C4.b	Income	Median income earned in the last 12 months



# Audience Poll: Indicators

No.	Dimension
A1.	Attitudes about paid work
A2.	Economic participation
A3.	Equity in household labor
A4.	Confidence using financial products
B1.	Financial Autonomy
B2.	Household financial decision making
B3.	Mobility
B4.	Time use
B5.	Privacy
B6.	Self confidence in managing finances
B7.	Goal setting
B8.	Subjective control over finances
B9.	Satisfaction with financial situation
C1.a.	Financial health
C1.b.	Financial health
C2	Community respect
C3	Assets
C4.a	Income
C4.b	Income

**What would YOU include in a shorter prioritized list of indicators to measure WEE ?**



# Co-Lab Experience

Discussion about the testing process and what's next

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# WEE Co-Lab Partners



Women's World Banking



- 1** Financial Intervention : Personal Pension Scheme (pension, savings, and insurance)
- 2** Sample Size: 200: 75% existing members (25% each from Active - above/ below avg monthly contribution; and Inactive – at most 2 contributions 25% of the sample was made up of potential members)
- 3** Avg. time per interview: 25 – 30 minutes
- 4** Data Collection time: 1 month (collected using Google Form and results compiled into an Excel sheet)
- 5** Data Cleaning and Indicator Calculation: Python & Excel with help of the Codebook and Calculation guide.



- 1 Financial Intervention : Poverty Graduation Program
- 2 Sample Size: 209 Households; Kenya 69, Rwanda 70, Uganda 70; drawn from larger baseline survey sample
- 3 Avg. time per interview: 30-40 minutes  
(34 mins; Uganda; 29 min, Kenya 35 min; Rwanda 38 min)
- 4 Data Collection time: 2 weeks total
- 5 Data Cleaning and Indicator Calculation: Used STATA to clean and calculate, with help of the Codebook and Calculation guide.

A black and white photograph of a woman wearing a headscarf, smiling broadly while standing in a field of tall corn plants. The image is the background for the top half of the slide.

# Audience Q&A

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Mohammad Rakibul Hasan

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