Food and Agriculture Organization of the United Nations

IFAD
Investing in rural people

WFP
World Food Programme

CGIAR
GENDER Impact Platform

Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture

Joint Programme on
Gender Transformative Approaches
for Food Security and Nutrition

Funded by
the European Union

Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture

Published by
the Food and Agriculture Organization of the United Nations
the International Fund for Agricultural Development
the World Food Programme
and
the CGIAR

Rome, 2023

Required citation:

FAO, IFAD, WFP & CGIAR GENDER Impact Platform. 2023. *Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture*. Rome, FAO, IFAD, WFP and CGIAR. https://doi.org/10.4060/cc7940en

The designations employed and the presentation of material in this information product do not imply the expression of any opinion whatsoever on the part of the Food and Agriculture Organization of the United Nations (FAO) concerning the legal or development status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The mention of specific companies or products of manufacturers, whether or not these have been patented, does not imply that these have been endorsed or recommended by FAO in preference to others of a similar nature that are not mentioned.

The views expressed in this information product are those of the author(s) and do not necessarily reflect the views or policies of FAO, IFAD, WFP or CGIAR.

ISBN 978-92-5-138198-4 [FAO]

© FAO, 2023

Some rights reserved. This work is made available under the Creative Commons Attribution-NonCommercial-ShareAlike 3.0 IGO licence (CC BY-NC-SA 3.0 IGO; https://creativecommons.org/licenses/by-nc-sa/3.0/igo/legalcode).

Under the terms of this licence, this work may be copied, redistributed and adapted for non-commercial purposes, provided that the work is appropriately cited. In any use of this work, there should be no suggestion that FAO endorses any specific organization, products or services. The use of the FAO logo is not permitted. If the work is adapted, then it must be licensed under the same or equivalent Creative Commons licence. If a translation of this work is created, it must include the following disclaimer along with the required citation: "This translation was not created by the Food and Agriculture Organization of the United Nations (FAO). FAO is not responsible for the content or accuracy of this translation. The original [Language] edition shall be the authoritative edition."

Disputes arising under the licence that cannot be settled amicably will be resolved by mediation and arbitration as described in Article 8 of the licence except as otherwise provided herein. The applicable mediation rules will be the mediation rules of the World Intellectual Property Organization http://www.wipo.int/amc/en/mediation/rules and any arbitration will be conducted in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL).

Third-party materials. Users wishing to reuse material from this work that is attributed to a third party, such as tables, figures or images, are responsible for determining whether permission is needed for that reuse and for obtaining permission from the copyright holder. The risk of claims resulting from infringement of any third-party-owned component in the work rests solely with the user.

Sales, rights and licensing. FAO information products are available on the FAO website (www.fao.org/publications) and can be purchased through publications-sales@fao.org. Requests for commercial use should be submitted via: www.fao.org/contact-us/licence-request. Queries regarding rights and licensing should be submitted to: copyright@fao.org.

This publication has been produced with the assistance of the European Union. The contents of this publication are the sole responsibility of FAO and can in no way be taken to reflect the views of the European Union.

Contents

Acknowledgements iv

Abbreviations and acronyms v

Background 1

Process used to develop the Guidelines 3

Structure of the Guidelines 5

SECTION 1 A framework for measuring gender transformative change 7

- Key dimensions of gender transformative change 7
- Spheres of influence 11

SECTION 2 Points to consider when developing gender transformative change indicators 17

- Identify the core area(s) of gender equality to be measured 17
- Consider intersectionality in the indicator design process 18
- Recognize insider perspectives when measuring gender transformative change 19
- Develop outcome indicators and identify incremental changes to measure 21
- Strike a balance between qualitative and quantitative indicators 21
- Match research design to overall objectives and available resources 22
- Distinguish between reach, benefit, empower and gender transformative change indicators 22

SECTION 3 A step-by-step process to develop gender transformative change indicators 25

- Step 1: Create an impact statement 27
- Step 2: Identify key challenges 28
- Step 3: Identify which groups need to change and the sphere(s) of influence 29
- Step 4: Develop outcome statements 30
- Step 5: Develop context-specific gender transformative change indicators 31

Afterword 32

References 33

Glossary of gender terms and concepts 38

Annexes

- Annex 1: Conceptualizing gender transformative change: a brief history 43
- Annex 2: Complementary resources for measuring gender transformative change 46
- Annex 3: Sample reach, benefit and empower indicators alongside gender transformative change indicators 52
- Annex 4: Additional examples for the step-by-step process to develop gender transformative change indicators 55
- Annex 5: Review of literature on measuring gender transformative change and related indicators 61

Acknowledgements

The "Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture" were written by Steven Cole (IITA), Cathy Rozel Farnworth (independent consultant), Hajnalka Petrics (FAO), Ana Maria Paez Valencia (The Alliance of Bioversity International and CIAT), Marlène Elias (The Alliance of Bioversity International and CIAT), Afrina Choudhury (WorldFish) and Mariola Acosta (FAO).

Loïs Archimbaud (FAO), Andrea Sánchez Enciso (FAO), Elena Ganan (WFP), Silvia Sperandini (IFAD) and Mar Echevarria (WFP) provided significant contributions to the development of the Guidelines.

Special thanks to all those who participated in the virtual expert consultation held in June 2022, where an annotated outline of the Guidelines was presented for discussion and feedback in group and plenary sessions. Thanks also to Stephan Dohrn of Radical Inclusion for facilitating the expert consultation with support from Fiona Funke (FAO) and Vivian Atakos (CGIAR GENDER Impact Platform).

We would like to recognize Lauren Phillips (FAO), Clara Park (FAO), Johanna Schmidt (FAO), Ilaria Sisto (FAO), Mari Kangasniemi (FAO), Els Lecoutere (CGIAR GENDER Impact Platform), Cynthia McDougall (Stockholm Environment Institute), Laura Gualdi (European Union), and Abi Masefield and Simon Levine (independent consultants hired by the European Union) for their valuable contributions as reviewers of prior drafts of the Guidelines.

We would also like to thank Andrew Park for editing, Andrea Wöhr for layout, and Fiona Funke for supporting the publication process.

The development of the Guidelines was made possible with financial support from the European Union through the Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture (JP GTA), as well as from the CGIAR GENDER Impact Platform and the CGIAR Gender Equality Initiative (HER+), which are grateful for the support of CGIAR Trust Fund contributors: www.cgiar.org/funders.

Abbreviations and acronyms

FAO	Food and Agriculture Organization of the United Nations
GALS	Gender Action Learning System
GAP	good agricultural practices
HHM	household methodologies
IDRC	International Development Research Centre
IFAD	International Fund for Agricultural Development
JP GTA	Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture
M&E	monitoring and evaluation
MEL	measurement, evaluation and learning
pro-WEAI	project-level Women's Empowerment in Agriculture Index
PVMSC	Participatory Video and the Most Significant Change
RBAs	Rome-based Agencies
RBE	reach, benefit and empower
SAA	Social Analysis and Action
SDGs	Sustainable Development Goals
Sida	Swedish International Development Cooperation Agency
SIGI	Social Institutions and Gender Index
SMART	specific, measurable, achievable, relevant and time-bound
SNAP	Social Norms Analysis Plot
WFP	World Food Programme

Background

Since 2019, the Food and Agriculture Organization of the United Nations (FAO), the International Fund for Agricultural Development (IFAD) and the World Food Programme (WFP) have been implementing the Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture (JP GTA) in collaboration with and through financial support from the European Union. The JP GTA contributes to the implementation of the European Union's Gender Equality Strategy and gender action plans, and in particular to Gender Action Plan III,[1] which has intersectionality and gender transformative, rights-based approaches as its main principles.

The JP GTA seeks to assist in the achievement of Sustainable Development Goal (SDG) 2 (Zero Hunger) and SDG 5 (Gender Equality) by supporting efforts to address the root causes of gender inequalities and trigger transformative change processes that lead to gender equality and the empowerment of women and girls in their households, communities and society – and ultimately, the improvement of the livelihoods of all women and men. The programme supports the United Nations Rome-based Agencies (RBAs) – FAO, IFAD and WFP – in adopting gender transformative approaches (see Box 1) in their policy dialogues, programmes, working modalities and institutional mechanisms, while enhancing their collaboration on Zero Hunger and Gender Equality.

BOX 1. What is a gender transformative approach?

A gender transformative approach seeks to actively examine, challenge and transform the underlying causes of gender inequalities rooted in discriminatory social institutions. As such, a gender transformative approach aims to address the unequal gendered power relations and discriminatory gender norms, attitudes, behaviours and practices, as well as discriminatory or gender-blind policies and laws, that create and perpetuate gender inequalities. By doing so, it seeks to eradicate the systemic forms of gender-based discrimination by creating or strengthening equitable gender relations and social institutions that support gender equality.

One of the core principles underlying the use of a gender transformative approach is that gender transformative change must come from within the communities and societies where this change occurs and cannot be imposed from the outside, including by development or research actors.[i] This requires setting up processes to obtain insider perspectives to ensure that these are used to inform the design of qualitative and quantitative indicators as well as tools and methods. Here, the role of the research or development actor is to help support ongoing gender transformative change processes, or to stimulate and facilitate – together with local women and men and relevant stakeholders – these processes. This requires a nuanced understanding of people and place, and an appreciation that the precise process, and associated indicators, will always differ by location.

An example of a gender transformative approach is seen in the social and gender research carried out by Cole and colleagues in the Barotse Floodplain in Zambia. This research led to the design of a gender transformative communication tool that was implemented within different fishing communities to encourage critical reflection, planning and action by women and men to improve gender relations and women's empowerment outcomes within the household and community.[ii]

[1] See https://www.eeas.europa.eu/eeas/gender-action-plan-iii-towards-gender-equal-world_en

To measure gender transformative change, the project developed a women's empowerment in fisheries index with local fisheries officers. This was informed by qualitative research carried out with fishery-dependent people living in the floodplain. Local gender norms that influence roles, responsibilities and benefits in the local capture fishery were the focus when measuring changes in attitudes towards gender equality. The project also measured changes in women's empowerment outcomes, such as women's involvement in decisions concerning the income generated from fishing and from fish processing and trading.

Notes: [i] Cole, S.M., Kantor, P., Sarapura, S. & Rajaratnam, S. 2014. *Gender transformative approaches to address inequalities in food, nutrition, and economic outcomes in aquatic agricultural systems in low-income countries.* Program Working Paper AAS-2014-42. Penang, Malaysia, CGIAR Research Program on Aquatic Agricultural Systems. https://hdl.handle.net/10568/68525

[ii] Cole, S.M., McDougall, C., Kaminski, A.M., Kefi, A.S., Chilala, A. & Chisule, G. 2018. Post-harvest fish losses and unequal gender relations: drivers of the social-ecological trap in the Barotse Floodplain fishery, Zambia. *Ecology and Society*, 23(2): 18. https://doi.org/10.5751/ES-09950-230218; Cole, S.M., Kaminski, A.M., McDougall, C., Kefi, A.S., Marinda, P., Maliko, M. & Mtonga, J. 2020. Gender accommodative versus transformative approaches: a comparative assessment within a post-harvest fish loss reduction intervention. *Gender, Technology, and Development*, 24(1): 48–65. https://doi.org/10.1080/09718524.2020.1729480

Together, the RBAs offer significant technical expertise and support internationally recognized fora for discussing policy issues related to food security, nutrition and agriculture. The enhanced synergies among the RBAs are important to achieving SDG 2, which lies at the heart of their respective mandates. The three agencies share a common vision of ending hunger and malnutrition through supporting sustainable and inclusive agriculture development and rural transformation, with a particular focus on smallholder farmers – women and men alike. Working towards the achievement of Gender Equality is seen as fundamental for attaining Zero Hunger as well as the other SDGs. Indeed, this vision is a global imperative and a pivotal element of the 2030 Agenda.

Gender transformative approaches have been increasingly recognized as central to achieving sustained progress towards gender equality. However, important knowledge gaps remain in how to appropriately measure gender transformative change within food security and nutrition programmatic interventions. These are partly due to the complex nature of the changes that are sought through gender transformative approaches, which may require the measurement of changes in deep-seated power relations, gender norms, and individual and collective agency.

With the aim of enhancing the capacity of the RBAs, the European Union, CGIAR, and other research and development partners to design, implement, monitor and evaluate gender transformative interventions, the JP GTA partnered with the CGIAR GENDER Impact Platform to develop the "Guidelines for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture" (hereinafter "the Guidelines").

The intended audience of the Guidelines includes gender experts and programme specialists seeking to design, implement, monitor and evaluate gender transformative interventions in food security, nutrition and sustainable agriculture programmes and initiatives.

Process used to develop the Guidelines

The Guidelines were developed through a collaborative process involving the JP GTA and the CGIAR GENDER Impact Platform carried out from January to December 2022. A technical working group was set up to guide the process, comprising the Global Coordinator of the JP GTA, gender programme officers and specialists from the three RBAs, and a group of CGIAR gender researchers. The technical working group met bimonthly over the course of five months to present ideas and consolidate input into the formulation of a draft framework, a glossary of terms and annotated outline of the Guidelines, and to prepare for an expert consultation to collect feedback and discuss the progress made.

The expert consultation included a diverse group of scientists, practitioners and project managers from both the Global North and the Global South who were identified and selected by the technical working group.[2] These experts had various kinds of experience in designing, implementing and/or monitoring and evaluating gender transformative programmes or interventions in the context of food security, nutrition and sustainable agriculture. The objectives of the consultation were to: (i) review and discuss the annotated outline of the Guidelines; and (ii) obtain new and critical expert insights on appropriate monitoring and evaluation (M&E) standards for encouraging, supporting and measuring gender transformative change.

The consultation identified common challenges faced when assessing the complex area of gender transformative change and the M&E strategies that have proven successful in overcoming them. Experts were also asked to share how they and/or their organizations conceptualize and measure gender transformative change, including the metrics and indicators they use. The expert consultation yielded important insights, which have been incorporated into these Guidelines.

The Guidelines build on and complement previous JP GTA knowledge products such as the *Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of fifteen good practices* (FAO, IFAD and WFP, 2020) and the *Guide to formulating gendered social norms indicators in the context of food security and nutrition* (FAO, IFAD and WFP, 2022).

[2] The list of experts is available at the JP GTA Coordination Unit.

Structure of the Guidelines

The Guidelines are structured as follows:

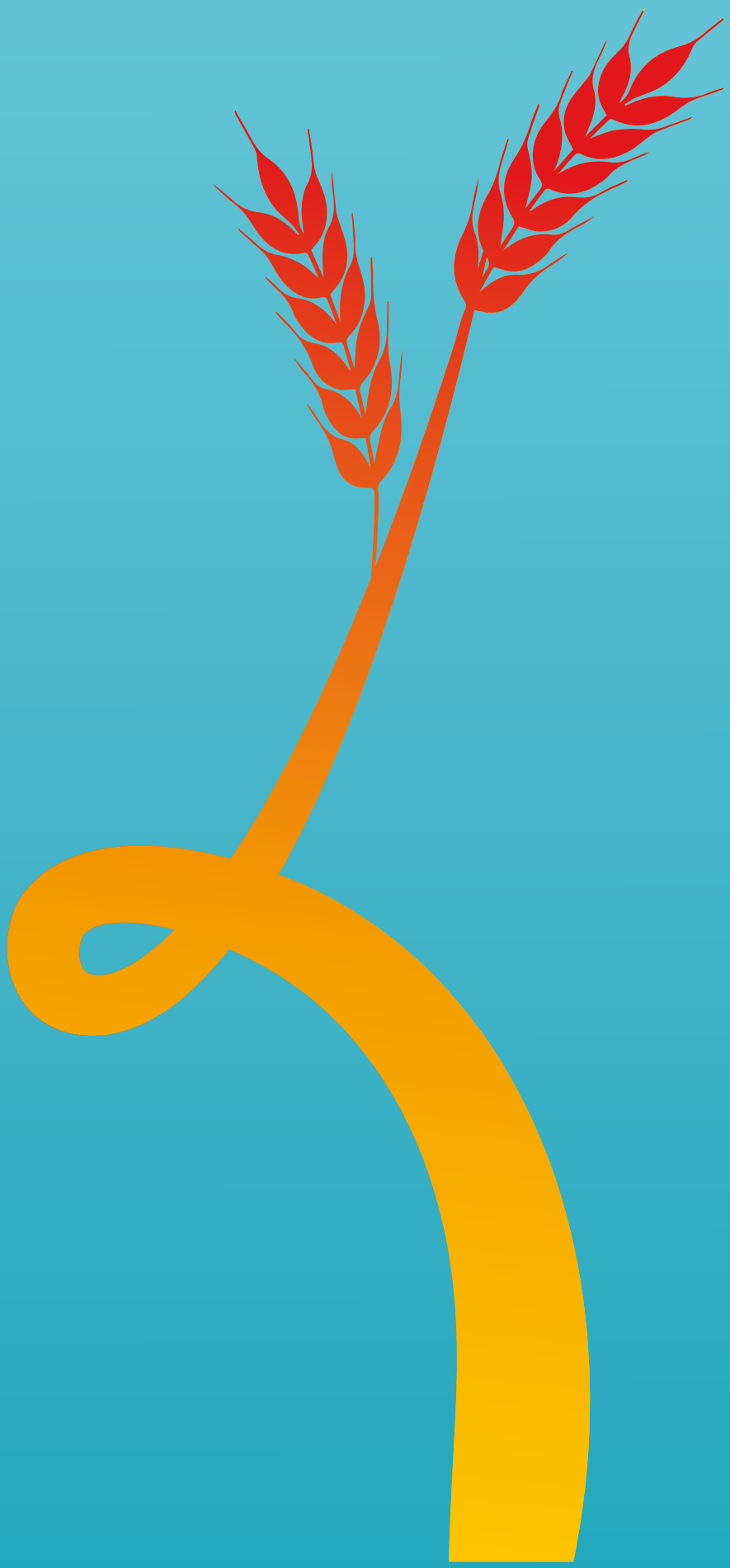
First, the Guidelines present an overarching framework comprising the key dimensions of gender transformative change and a socioecological model for identifying spheres of influence within which gender transformative change can be measured.

Second, the Guidelines present some important methodological points to consider when attempting to measure gender transformative change.

Third, the Guidelines provide guidance steps to formulate qualitative and quantitative indicators of gender transformative change, within different spheres of influence. Sample outcome indicators are provided.

! KEEP IN MIND

- **The Guidelines represent a new contribution to the measurement of gender transformative change in the context of sustainable agriculture, food security and nutrition.**
- **As is the case for other types of interventions, the process to develop gender transformative change indicators should start during the design or identification phase of a gender transformative research or development programme.**
- **The Guidelines include some examples of gender transformative change indicators. Users of these Guidelines are encouraged to develop their own context-specific indicators in association with the people and organizations they are working with. Tailoring the indicators to the specific context will ensure they reflect what is important from the perspectives of different stakeholders.**
- **The Guidelines provide helpful guidance on how to capture incremental changes along pathways towards empowering women and achieving SDG 5 (Gender Equality).**
- **An experienced gender expert and M&E specialist are needed to develop gender transformative change indicators. Adopting a participatory approach with strategic partners, including programme participants and other stakeholders supporting the programme, is advised.**



SECTION 1
A framework for measuring gender transformative change

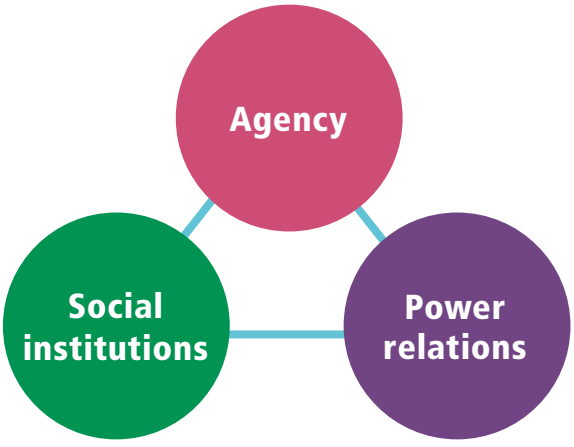
The concept of gender transformative change is not new, although its formulation has changed over time. McArthur *et al.* (2022) trace the emergence of discourses on social transformation towards gender equality back to first-wave feminism in the 1800s. However, most conceptual and empirical work underlying current understandings of gender transformative change commenced in the 1970s. See Annex 1 for a brief history on the conceptualization of gender transformative change.

Key dimensions of gender transformative change

At the core of measuring gender transformative change is the understanding that discriminatory social institutions and unequal power relations need to change, and that there is value in assessing how deep and enduring any changes have been to date (European Union, 2020; Kantor and Apgar, 2013; Morgan, 2014; Hillenbrand *et al.*, 2015; Mullinax, Hart and Garcia, 2018). Social institutions that embed and (re)produce unequal power relations between women and men in a circular reinforcing process are the root causes of gender inequality (Cerise and Francavilla, 2012). These institutions comprise formal and informal rules and norms that organize social, political and economic relations (Carter, 2014) – or "the underlying rules of the game" (North, 1990, p. 3). The transformation of social institutions to make them more gender equitable fosters more cooperative forms of power and relationships, affirming people's capabilities, aspirations, critical awareness and dignity (Hillenbrand *et al.*, 2015). These multiple forms of power are linked to individual and collective agency, which are at the heart of the empowerment process (van Eerdewijk *et al.*, 2017; Kabeer, 1999).

We can therefore broadly conceptualize gender transformative change as a process comprising the following key dimensions (DeMerritt-Verrone and Kellum, 2021): agency / power relations / social institutions (Figure 1).

FIGURE 1. Key dimensions of gender transformative change



Building agency

Agency is the ability to define one's goals and act upon them (Kabeer, 1999). It refers to "the capacity for purposive action, the ability to pursue goals, express voice and influence and make decisions free from violence" (van Eerdewijk *et al.*, 2017, p. 14). Building agency entails building confidence, consciousness, aspirations and self-esteem, as well as improving knowledge, skills and capabilities (DeMerritt-Verrone and Kellum, 2021). Enhancing critical consciousness involves the "process of changing the way people see and experience their worlds that can raise awareness of inequalities, stimulate indignation about injustice and generate the impetus to act together to change society" (Cornwall, 2016, p. 344).

Agency is exercised at the individual and group levels via cooperative relations and collective action (Elias *et al.*, 2021), and can be expressed in positive and negative ways. It can include forms of negotiation, bargaining, manipulation, resistance and subversion (Kabeer, 1999), and encompasses "the meaning, motivation, and purpose that individuals bring to their actions" or their sense of agency (Kabeer, 2005, pp. 14–15). There are several subdimensions of agency (Mosedale *et al.*, 2005) that can be considered when measuring gender transformative change (Figure 2).

FIGURE 2. Subdimensions of agency

Source: Modified from Mosedale, S. & CARE Impact Measurement and Learning Team. 2005. *Strategic impact inquiry on women's empowerment*. Report of Year 1 (July 2004–June 2005 / FY 05). Geneva, Switzerland, CARE (Cooperative for Assistance and Relief Everywhere). https://www.care.org/wp-content/uploads/2020/06/SII-Womens-Empowerment-Global-Research-Framework-with-annexes-2006.pdf

Challenging unequal power relations

Power is something that each person has, but may be able to exercise to different degrees, whereas power relations are between two or more people who may have equal or varying degrees of power. Unequal gender relations are the expression of inequitable power relations and are considered the underlying cause of the disempowerment of women and girls (van Eerdewijk *et al.*, 2017). Table 1 provides definitions of different expressions of power. It is within these gender relations that women face systemic disadvantages in exercising choice and expressing their voice (van Eerdewijk *et al.*, 2017). Gender relations are embedded in patriarchal societies, where women and girls routinely experience discrimination, marginalization and subordination. Within the institutional arenas of the family, community, market and state (van Eerdewijk *et al.*, 2017), the choices and voices of women and girls are constrained by unequal power relations.

While power can be oppressive (i.e. power over another), it can also be a means of transforming one's own life and those of others (VeneKlasen and Miller, 2002). Challenging unequal power relations involves developing strategies to move away from inequitable *power over* relationships among individuals and groups towards building more positive expressions of power, including *power within*, *power to*, and *power with* in ways that help to catalyse systemic change (Pansardi, 2012; Rowlands, 1997; Allen, 1999; Gammage, Kabeer and van der Meulen Rodgers, 2016; Cornwall, 2016; Galiè and Farnworth, 2019).

TABLE 1. Expressions of power

EXPRESSION	DEFINITION
Power over	*Power over* involves using power to repress, force, coerce, discriminate against, corrupt or abuse others. This interpretation of power leads to an understanding of relationships as "win–lose" – one side has power and associated benefits, and the other does not. *Power over* perpetuates inequality, injustice and poverty when individuals or groups of people deny access to key resources like land and health care to others. Patriarchy is a deeply embedded institutional form of *power over* that systemically discriminates against women and girls.
Power within	*Power within* has to do with a person's sense of self-worth and self-knowledge; it concerns the power of an individual and is not relational. *Power within* involves a person's capacity to imagine and have hope, and affirms the common human search for dignity and fulfilment. This expression of power is considered a starting point for engaging in other positive forms of power.
Power to	*Power to* acknowledges the unique potential of every person to shape their lives and world. It involves activating a person's capacity to act (their *power within*) in the real world.
Power with	*Power with* involves finding common ground among shared and different interests and building collective strength. Based on mutual support, solidarity and collaboration, *power with* can exponentially multiply individual talents and knowledge in a synergetic manner. This expression of power can construct bridges across different interests to promote equitable power relations and strengthen gender equality.

Source: Modified from VeneKlasen, L. & Miller, V. 2002. Power and empowerment. *PLA Notes*, 43: 39–41. https://pubs.iied.org/sites/default/files/pdfs/migrate/G01985.pdf

Different women, men, girls and boys maintain important relationships with many people across different institutional arenas that can be considered when measuring gender transformative change (van Eerdewijk *et al.*, 2017), such as:

- spouses or domestic partners (family)
- parents, siblings, in-laws and grandparents (family)
- aunts, uncles, cousins and other relatives (family)
- friends and peers (community)
- community, religious and local government leaders and representatives (community)
- businesspeople, traders, wholesalers, bank officials and insurance agents (market)
- teachers, health services workers (e.g. doctors, nurses), extension agents, police officers and judges (state)
- state officials, such as government bureaucrats or politicians (state)

Making social institutions more gender equitable

Social institutions consist of both formal and informal rules and norms (Carter, 2014) that are made and remade through people's practices (Berry, 1989), and that change over time. These rules and norms structure how social relations play out in the institutional arenas of the family, community, market and state.

Formal institutions comprise:

- the written constitutions, policies and laws, and rights and regulations that are imposed by governmental and other authorities.

Informal institutions comprise:

- "unwritten" social norms, customs, values, traditions and sanctions.

Social institutions dictate how agricultural inputs or land get distributed or accessed/owned by women, often in ways that constrain their abilities to communicate and act upon their practical needs and strategic life goals. In this context, both formal and informal institutions frequently interact with each other. For instance, formal policies combined with discriminatory social norms can create barriers to women's involvement in leadership positions within farmers' associations, and can limit women's power to participate in key agricultural and other decisions within their households.

By developing their personal and collective agency, women can strengthen their decision-making and collective power – and their leadership capacities – to challenge informal and formal institutions to become more equitable (DeMerritt-Verrone and Kellum, 2021), thereby catalysing transformative change processes (van Eerdewijk *et al.*, 2017).

There are several subdimensions of social institutions (Mosedale *et al.*, 2005), which reflect the above-mentioned references to formal and informal institutions:

- marriage or kinship rules and roles
- notions of citizenship
- transparency of information and access to services
- enforceability of rights and access to justice
- market accessibility
- political representation
- allocation of state resources
- density of civil society representation

In sum, gender transformative change involves building agency, challenging unequal power relations that disfavour women and girls, and making formal and informal social institutions more gender equitable, which can ultimately lead to more equitable social structures (e.g. macroeconomic structures, governance structures). Changes in the three dimensions of gender transformative change are mutually reinforcing (Figure 1). Increases in individual and collective agency, for example, can bring about changes in power relations among individuals, groups and organizations. Concurrently, changes in power relations can promote changes in formal and informal social institutions and give impetus to individual and collective agency. Changes in social institutions can also create space for individual and collective agency, thereby leading to more equal gender relations. As such, gender transformative change is non-linear, but ultimately, changes in all three dimensions are required to empower women and achieve SDG 5 (Gender Equality).

Spheres of influence

In building a framework for measuring gender transformative change, it is important to determine where a change in agency, power relations and social institutions has occurred. Gender influences social and power relations at different levels, putting women and men in complex relationships within social institutions, which determines their status, power, and the expression of their voice (Cole *et al.*, 2014). As such, gender transformative change should be measured across different levels (micro, meso and macro) or spheres of influence (individual sphere, household sphere, community sphere, etc.).

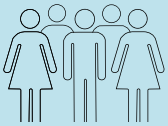
Socioecological models can be used to situate where gender transformative change can occur (for example, see HC3, 2016a). These models are most often used to depict elements of the complex interactions between individual, household, community, organizational and macroenvironmental factors that lead to variation in a specific outcome. Overlapping spheres are used to depict how factors at one level can influence factors at another level. Programmes can then be designed to promote the positive factors and intervene to address the negative factors that influence agricultural, economic, health or other outcomes.

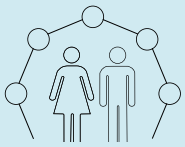
These Guidelines use a modified version of a model proposed by Cole *et al.* (2014), which is similar to the socioecological model proposed by UNFPA, UNICEF and UN Women (2020) to identify gender transformative interventions.[3] Through this socioecological model we highlight where gender transformative change could be measured depending on the focus of a particular gender transformative programme intervention.

We describe each sphere of influence in Table 2 and provide some examples of the types of gender transformative changes that could be measured within each sphere. Given that the spheres interact with each other, changes in one sphere influence and are reflected in other spheres. These can also be measured, provided a programme is able to clearly trace and attribute cause–effect relationships between interventions in one sphere and outcomes in another.

[3] There are multiple versions of socioecological models, and the choice of which model to use within this framework for measuring gender transformative change depends on a particular programme's needs, goals and/or objectives.

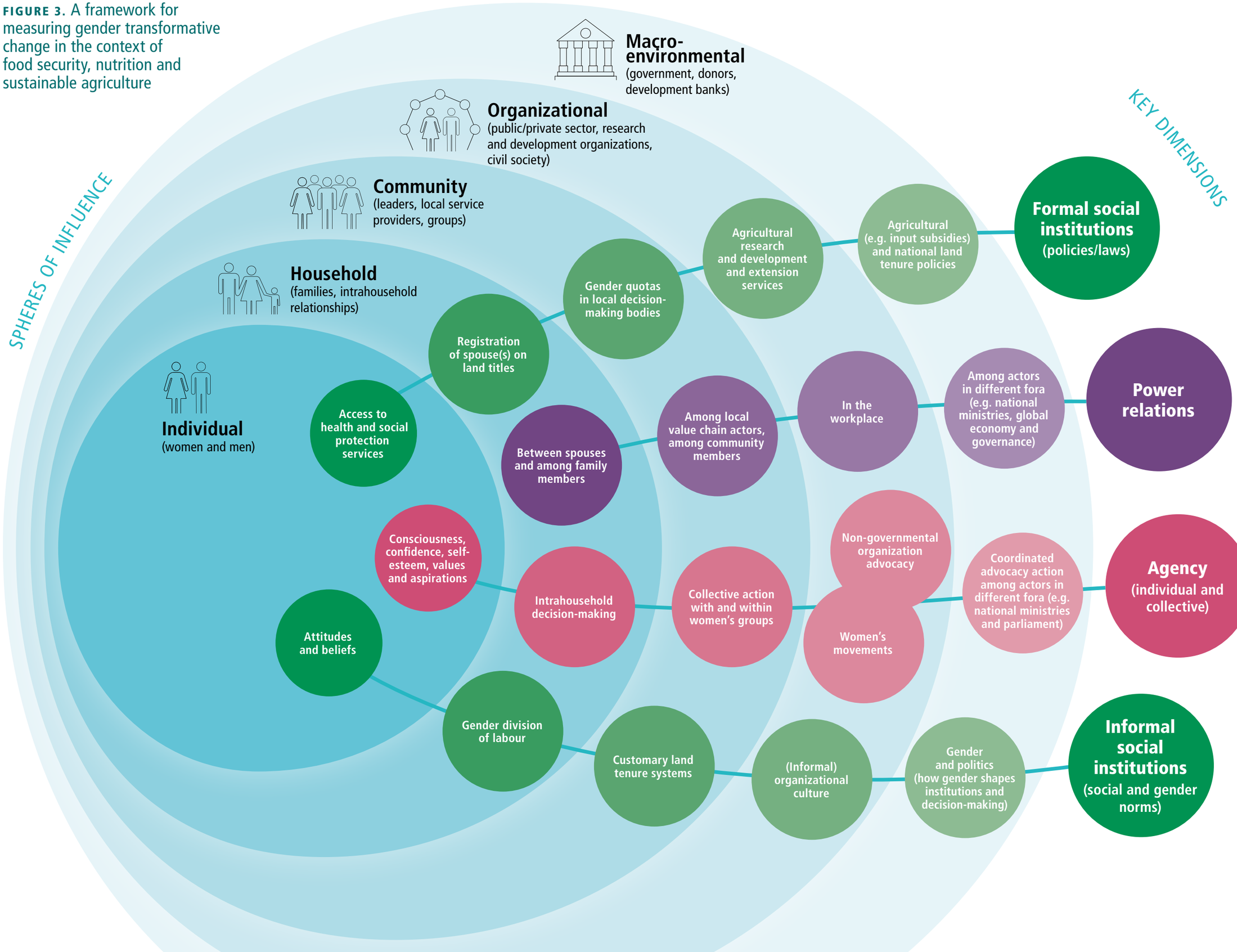
TABLE 2. Spheres of influence where gender transformative change can be measured

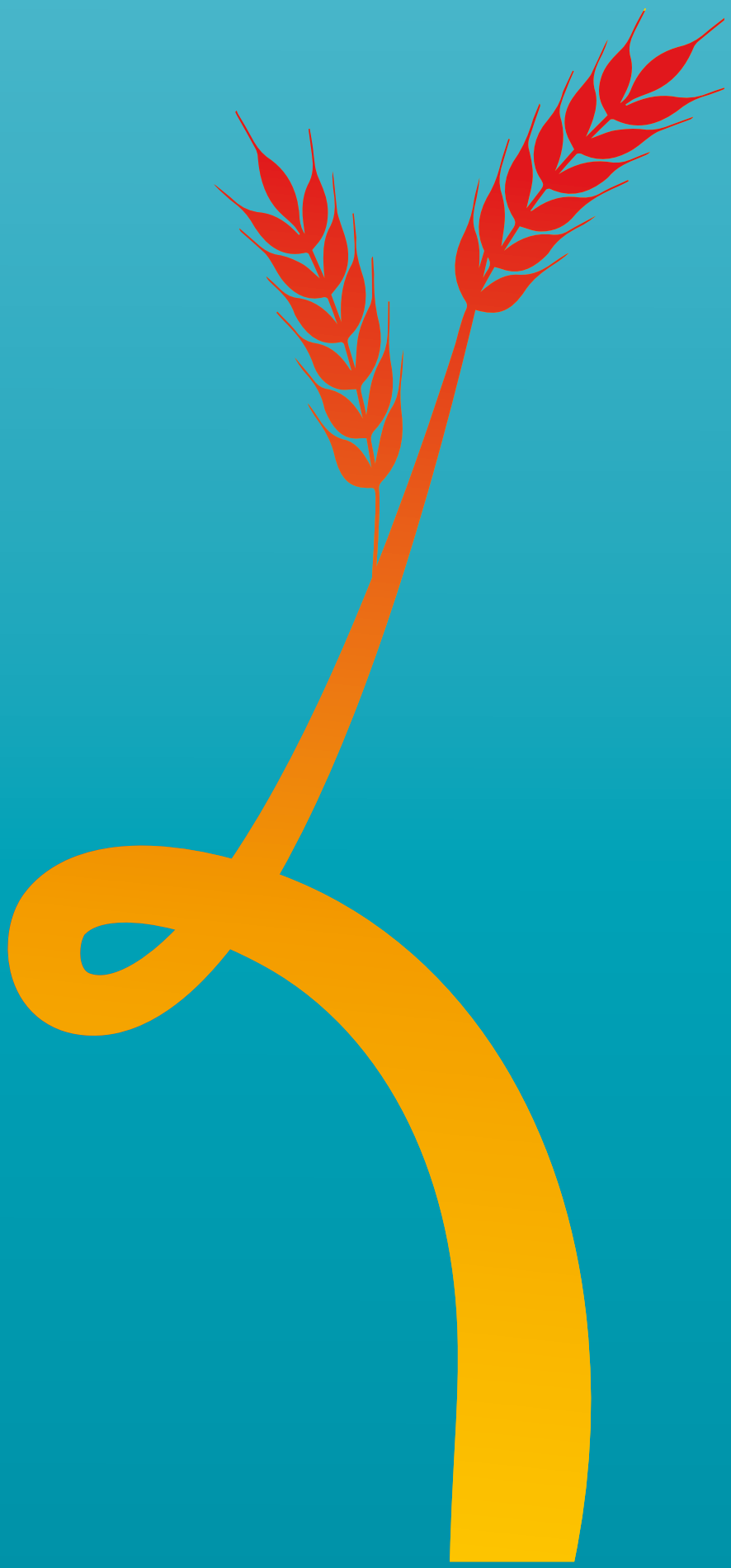
SPHERE	FOCUS AND EXAMPLES OF GENDER TRANSFORMATIVE CHANGES FOR MEASUREMENT
Individual (microlevel)	Focus is on individual women and men, girls and boys. – Changes in *power within* are reflected in strengthened individual agency and capacities – confidence, self-esteem, aspirations, awareness of discriminatory social institutions and unequal power relations at different levels, agricultural knowledge, skills, and capabilities. – Evidence of *power to* act – it is evidenced in action taken upon improved knowledge and capacities, evidence of women and men taking on new roles. – Changes in *power within and power to* act are reflected in women's and men's attitudes/beliefs on roles and responsibilities in agriculture, food preparation, and ensuring good health and nutrition.
Household (mesolevel)	Focus is on households, families and intra-household relationships. – Changes in *power to* act, *power with* and *power over* are reflected and measurable in changes in the involvement of household members in making agricultural and other decisions. – Changes in social and gender norms are demonstrated through changes in gender roles and expectations in and outside of agriculture.
Community (mesolevel) 	Focus is on co-inhabitants of (and those providing services within) a bounded geographical space; community decision-making structures and actors active in the community, such as, local agricultural input and other service providers, buyers, cooperatives and farmer associations, women's groups, savings groups, etc. Gender transformative change can be measured in: – Changes in social and gender norms at community level. – Changes in power relations between local people and community decision-making spaces and service providers. – Changes in *power to* act by women's groups to ensure their gender issues are understood and addressed by community decision-makers, farmer associations, savings groups, and other bodies acting on behalf of or representing women and men. – Changes in decision-making powers, leadership positions, and bylaws in cooperatives, farmer associations, and other organizations that promote gender equality. – Changes in *power with* – evidence that women join women's organizations, savings groups and other organizations representing their gender and other interests.

SPHERE	FOCUS AND EXAMPLES OF GENDER TRANSFORMATIVE CHANGES FOR MEASUREMENT
Organizational (mesolevel) 	Focus is on national and international agricultural research and development organizations (e.g., national agricultural research and extension services), civil society, humanitarian, and other organizations (including national-level associations and cooperatives), and private sector bodies (e.g., buyers and aggregators, processing mills, seed and feed companies, exporters). Gender transformative change can be measured in: – Changes within organizations regarding their workplace and organizational culture and formal policies along with their attitudes about national agricultural development and gender relations, including recognizing women as farmers and economic change agents, and men as allies for change for gender equitable power relations, and as advocates for gender equality. – Changes in *power over* – changes in how public and private sector provide services to, or develop technologies for, farmers and other value chain actors that consider existing gender needs and norms, and unequal power relations that constrain their uptake of services and technologies. – Changes in *power with* – changes in the number of women's movements and NGOs advocating for gender equality in agriculture.
Macroenvironmental (macrolevel)	Focus is on governments, resource partners (e.g., donors), and development banks. Gender transformative change can be assessed against: – Changes from *power over* to *power to* act – changes in agricultural development policies or related laws and approaches for implementing agricultural development programs from gender blind to those that aim to help people and their representative organizations to purposefully challenge underlying causes of gender inequality and envision gender transformative outcomes. – Changes in the formal and informal organizational cultures of governments, development banks and resource partners that facilitate actors in other spheres to spark transformative change processes leading to women's empowerment and gender equal outcomes in their own work. – Changes in the norms, attitudes and beliefs of policy and decision makers that influence the creation of gender equal policies, laws, strategies, etc.

The framework for measuring gender transformative change is shown in Figure 3. This framework can be applied to any programme that aims to assess gender transformative change within one or across multiple spheres of influence. Examples of certain areas of interest for the key dimensions of gender transformative change are provided within each sphere of influence.

FIGURE 3. A framework for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture





SECTION 2
Points to consider when developing gender transformative change indicators

When applying the framework for measuring gender transformative change to develop context-specific indicators, there are several issues to consider. Each one of these considerations, described below, could be included in the indicator development process presented in Section 3. These are in line with the principles that underpin feminist research and M&E to contribute meaningfully to women's rights and the achievement of gender equality (Jenkins, Narayanaswamy and Sweetman, 2019).

Identify the core area(s) of gender equality to be measured

The JP GTA highlights core areas of gender equality in relation to food security, nutrition and sustainable agriculture where improvements in gender relations, and in the gender equality of social institutions, result in empowering women and increasing their choices, opportunities and rights (Table 3). An assessment of gender transformative change may focus on one or more core areas described in the table (among others) depending on the nature of the intervention activities to be implemented, monitored and evaluated by a programme.[4] These core areas of gender equality are often interrelated and overlapping, with changes in one area sometimes reflecting changes in others.

[4] The JP GTA identified the core areas in their theory of change for gender transformative programming to help the RBAs and partners in conceptualizing and carrying out gender equality activities with transformational and sustainable impact. These Guidelines recognize that certain concepts identified as "dimensions" or "subdimensions" of gender transformative change (e.g. agency, decision-making) also appear in the table as core areas of gender equality that can be used when developing the gender transformative change indicators. This overlap should be noted when developing indicators following the step-by-step process in Section 3.

TABLE 3. Core areas of gender equality

CORE AREA	DESCRIPTION
Knowledge, skills and access to information	Knowledge and skills (literacy, financial literacy, soft skills and technical knowledge), and access to information.
Productive autonomy	Access to and control over natural productive resources and services, such as land, water, livestock, fisheries, forestry resources, seeds, fertilizers, tools and technology (including information and communication technologies, or infrastructure and advisory/extension services).
Economic autonomy	Access to formal employment and a decent wage; means of earning an independent personal income; markets and value chains; financial services; social protection; informal employment; ownership of and control over assets (financial, housing, etc.).
Agency	Ability to make own choices and act upon them, including self-esteem, self-efficacy and aspirations.
Division of labour	Recognition, reduction and redistribution of unpaid care and domestic work.
Power, influence and decision-making	Equal participation in decision-making at household level – over issues such as mobility, economic activity, income, production and nutrition – as well as in the community and other public spheres at regional and national levels.
Participation, representation, and leadership	Capacity to organize; equal representation and leadership in formal and informal bodies and organizations and institutions at community, regional and national levels; capacity to negotiate, lead, express opinions and voice demands.
Reproductive rights	Decision-making on family planning, contraception, marriage partner choice and marrying age.
Freedom from violence and coercion	Freedom from: living with fear; physical, sexual and/or emotional violence and harmful practices; restrictions on mobility.

Source: FAO, IFAD & WFP. 2022. *Guide to formulating gendered social norms indicators in the context of food security and nutrition*. Rome. https://doi.org/10.4060/cc0673en

Consider intersectionality in the indicator design process

Intersectionality refers to how different social identities, such as gender, socioeconomic status, age, ethnicity, geographical location, marital status and physical abilities, intersect to shape experiences of discrimination and oppression (Crenshaw, 1989). Viewing gender equality through an intersectional lens acknowledges that women and men are not binary categories, nor are their experiences homogenous within a given gender. These experiences will vary depending on their social position within the community (e.g. as a wealthy woman/man from a dominant caste or ethnic group, a poor or widowed woman/man, a young wife/husband in an extended family, or a rural woman/man). Thus, when developing indicators of gender transformative change and designing M&E systems, it is important to consider how gender intersects with other social identities and axes of power. For example, an assessment of normative changes related to the social acceptability of women's remunerated work outside the home might consider differences among younger and older women, women from different ethnic groups, women with disabilities, or the experiences of women in different forms of marital arrangements (e.g. monogamous versus polygynous, single/widowed versus married) to determine whether and how these particular gender norms are changing.

The social identities that are most salient for shaping discrimination and reinforcing inequality will vary across contexts. During the design phase and when developing the M&E system, each programme should determine which social identities are important to consider for the measurement of gender transformative change in a specific context.

Recognize insider perspectives when measuring gender transformative change

Indicators are frequently formulated by programme staff, or are selected from resources produced by past initiatives. As a result, these types of indicators are developed using outsider perspectives. Outsider perspectives typically shape the formulation of indicators (and of programmes themselves) and outcomes expected by the funding or implementing organization. As such, many indicators do not necessarily incorporate the perspectives of the target participants, such as individual women and men, community organizations, and other stakeholders.

Hence it is important that M&E systems create opportunities for programme participants and other relevant stakeholders to define gender transformative change from their perspectives and inform the design of gender transformative change indicators based on the changes they wish to monitor. For example, indicators developed or informed by insiders have been used to address local conceptualizations of empowerment in different countries.

These Guidelines provide some examples of the many ways to incorporate insider perspectives when designing indicators. One example is presented in Box 2; for others, consult the tools and methods for integrating insider perspectives in research (Annex 2).

BOX 2. Participatory processes to develop insider-informed indicators

Bottom-up participatory processes provide a pathway for indicator development as well as community empowerment and ownership of change processes. The best practices recommended by the International Development Research Centre for gender transformative research[i] stipulate that using participatory methods is a clear way forward, as they empower women and men, and their organizations, to bring about change in their communities and lives. This requires collaborating with women and men participants, their organizations, and other actors across the research process, i.e. during design, implementation, data collection, analyses, communication of results, and consequent action.

One recommended approach for indicator development is the SMART (specific, measurable, achievable, relevant and time-bound) approach, which is valuable for both quantitative and qualitative indicators.[ii] Another approach, SPICED,[iii] provides a useful framework for including stakeholders specifically for the development of robust and meaningful indicators. This approach (see full definition below) is qualitative, and allows participants to define change in their own words. It helps to foster shared accountability between stakeholders and aims to encourage ongoing learning and improvement. The principles of the SPICED approach are characterized as follows:

- **Subjective:** Community members have experiences that are unique and can provide insights to the project's understanding of gender transformative change. These insights can vary from place to place.
- **Participatory:** Indicators and objectives need to be developed together by all stakeholders.

- **Interpreted and communicable:** Insider-informed indicators may mean different things to different stakeholders, so they need to be communicated according to shared denominators.
- **Cross-checked and compared:** The validity of assessments needs to be cross-checked, by comparing different objectives/indicators and progress with different methods.
- **Empowering:** The process of identifying indicators is empowering, and helps participants reflect on their changes.
- **Diverse and disaggregated:** Indicators from different intersections of the population are sought.

Lennie *et al.*[iv] identify five stages in insider indicator development:

- **Step 1:** Identify and engage stakeholder groups and community researchers.
- **Step 2:** Understand the local context, issues, barriers and opportunities for change.
- **Step 3:** Identify informational needs and interests.
- **Step 4:** Identify social change impacts and indicators. This includes identifying what social change – including gender transformative change – means to programme participants, and identifying domains of change using participatory methods.
- **Step 5:** Identify indicator categories together with participants. Verify indicators by going back to programme participants to see whether the selected indicators accurately reflect their lived realities.

Methods for developing insider-informed indicators include storytelling, drama, pictures, participatory video, most significant change,[v] participatory rural appraisal and Gender Action Learning System (GALS) tools, among others.

Notes: [i] Mullinax, M., Hart, J. & Garcia, A.V. 2018. *Using research for gender-transformative change: principles and practice.* Ottawa, International Development Research Centre (IDRC) and Boston, USA, American Jewish World Service (AJWS). https://ajws.org/wp-content/uploads/2019/05/Gender-Transformative-Research.pdf

[ii] See for example https://www.indikit.net/userfiles/files/IndiKit/Rapid%20Guide%20to%20Designing%20SMART%20Indicators%20FINAL.pdf

[iii] Lennie, J., Tacchi, J., Koirala, B., Wilmore, M. & Skuse, A. 2011. *Equal access participatory monitoring and evaluation toolkit: Helping communication for development organisations to demonstrate impact, listen and learn, and improve their practices.* Better Evaluation. https://www.betterevaluation.org/tools-resources/equal-access-participatory-monitoring-evaluation-toolkit

[iv] Ibid.

[v] See https://thetoolkit.me/123-method/theory-based-evaluation/theory-step-2/most-significant-change/

Develop outcome indicators and identify incremental changes to measure

Programmes should develop outcome indicators to showcase how certain activities or social change innovations can help build agency and support changes in unequal power relations and discriminatory social institutions. It is useful to develop "progress markers" to help identify the incremental changes that appear to be contributing to gender transformative change processes.

Gender transformative change takes time to achieve, with rapid progress in some spheres and dimensions, and slower changes in others. Measuring incremental changes allows programmes to see how successful they are in facilitating and supporting gender transformative change processes over time, instead of only examining end-points. It is thus important to measure "catalytic" changes that lead to longer-term change, while at the same time developing indicators or proxies for slower-moving processes of change that can be tracked more easily (Mullinax, Hart and Garcia, 2018). One possible example of a catalytic change would be a change from gender-blind to gender-responsive policies and by-laws for setting up and supporting cooperatives and farmers' associations. Progress markers can also help assess small incremental changes on the path towards catalytic change (Mullinax, Hart and Garcia, 2018). An incremental change could be an increase in resource-poor married women's knowledge and skills regarding good agricultural practices as well as in their overall confidence, which could lead to increased involvement in agricultural production decisions within their households. Measuring these changes is important, even if it is only possible to capture a portion of the whole change process at any given time.

Gender transformative changes can occur in both negative and positive directions – even simultaneously, across different dimensions of change. For example, an intervention designed to help increase women's decision-making power in agricultural cooperatives could lead to reduced involvement of women in food or cash crop production at household level, due to increased work and time burdens operating at the community level. Therefore, measures to examine unintended outcomes are additionally needed.

Strike a balance between qualitative and quantitative indicators

Programmes should consider developing a mix of qualitative and quantitative indicators. Qualitative indicators, by gathering the views and perceptions of different people, can enable programmes to report on how and why gender norms have changed over the course of an intervention (i.e. to explain the "why" behind the *processes* of change). In turn, quantitative indicators can provide complementary information on changes in prevalence and patterns of gender norms over time.

Match research design to overall objectives and available resources

Measuring gender transformative change is not *per se* any more or less costly than measuring other types of processes or outcomes. Nonetheless, estimates of sample size, cost, and time required to carry out surveys and qualitative assessments should be made at the start of any research or M&E process, to ensure the indicators developed within programme teams match the overall research objectives and available resources. Where there are limited budget and human resources to implement a survey, for example, programme teams may wish to design a smaller study at the start or end of a programme cycle using qualitative indicators. For impact assessments, both baseline and endline (and ideally midline) surveys are important to conduct. Hence, having a significant budget and human resources for carrying out these M&E activities is a precondition to enable these surveys to be carried out.

Distinguish between reach, benefit, empower and gender transformative change indicators

It is now recognized that many programmes that intended to empower women have only reached or benefited them in limited ways (Lawless *et al.*, 2019; Johnson *et al.*, 2018). To address this, the "reach–benefit–empower" framework (Johnson *et al.*, 2018) was devised to help planners distinguish between reach, benefit and empower strategies and measurement. Kleiber *et al.* (2019) then added "transform" to the framework to address interventions aiming to transform discriminatory social institutions and unequal power relations. Table 4 highlights differences between "reach", "benefit", "empower" and "transform" objectives, strategies and indicators. In all cases, women and men with specific intersectional identities can be identified and worked with.

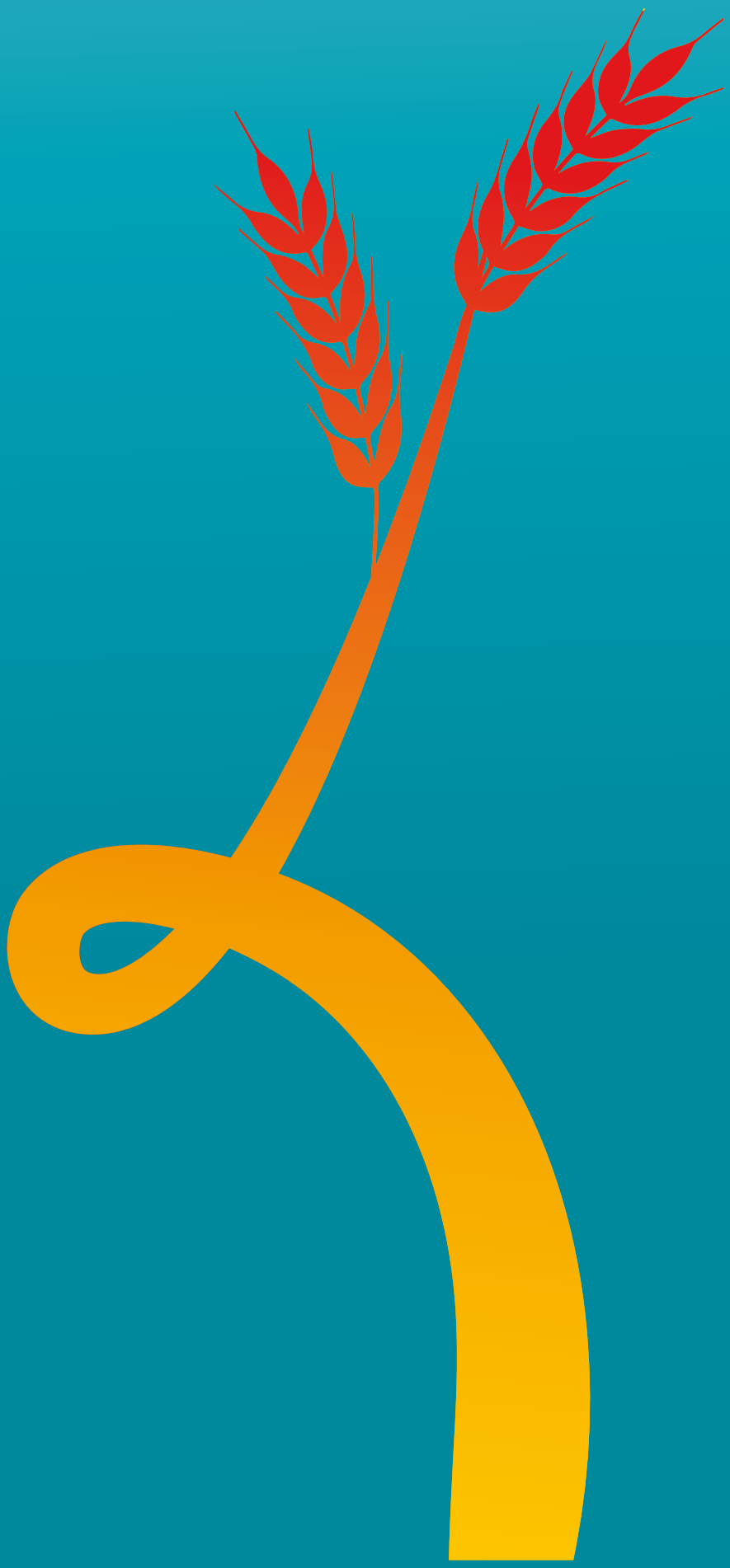
TABLE 4. From "reach" to "transform": associations between programme objectives, strategies and indicators

	OBJECTIVES	INTERVENTION STRATEGIES	INDICATORS*
Reach	Reach women as well as men as project participants.	Inviting women to participate; reducing barriers to women's participation; using quota system for training events.	Number or proportion of women and men participating in project activities (training, extension advice, etc.).
Benefit	Deliver access to resources and benefits to women and men. Increase women's well-being (food security, income, health, etc.).	Designing projects to consider practical gendered needs, preferences and constraints to ensure women as well as men benefit.	Number or percent change in key food security, nutrition or sustainable agriculture outcomes (such as productivity, income, assets, time use and dietary diversity), by sex, age, etc.
Empower	Strengthen the ability of women and men to develop and implement strategic life choices, in a context where they previously could not do so.	Enhancing women's decision-making powers in households and communities; facilitating women's organizations to identify and address women's strategic gender interests; addressing key areas of disempowerment.	Changes in women's decision-making power over agricultural production or income; changes in women's control over assets and/or their purchase or sale; reduction in outcomes associated with disempowerment (e.g. gender-based violence, time burden).

	OBJECTIVES	INTERVENTION STRATEGIES	INDICATORS*
Transform	Address the root causes of gender inequality, moving beyond the individual to the structural level. The focus is on building agency and changing unequal power relations and discriminatory social institutions.	Influencing changes to structural barriers and gender norms to empower women and men and advance gender equality; promoting gender-equitable masculinities.	Changes in unequal power relations between men and women. Changes in gender norms, measured by: people's perception of the norm over time; changes in attitudes/beliefs and related statements; people's perceptions about certain behaviours (i.e. how wrong or right they are) and how others in their community would react; and evidence of behavioural change. Changes in law and policy, from gender-blind laws/policies to those that purposefully address the underlying causes of gender inequality.

Note: *These are intended to help focus the indicator under development, but can include other areas of focus not mentioned in the cells.
Sources: Theis, S. & Meinzen-Dick, R. 2016. Reach, benefit, or empower: clarifying gender strategies of development projects. In: *IFPRI Blog*. [Cited 3 February 2023]. https://www.ifpri.org/blog/reach-benefit-or-empower-clarifying-gender-strategies-development-projects; Johnson, N., Balagamwala, M., Pinkstaff, C., Theis, S., Meinsen-Dick, R. & Agnes, Q. 2018. How do agricultural development projects empower women? Linking strategies with expected outcomes. *Journal of Gender, Agriculture and Food Security*, 3(2): 1–19. http://dx.doi.org/10.22004/ag.econ.293596; Kleiber, D., Cohen, P., Gomese, C. & McDougall, C. 2019. *Gender-integrated research for development in Pacific coastal fisheries*. Program Brief: FISH-2019-02. Penang, Malaysia, CGIAR Research Program on Fish Agri-Food Systems. https://hdl.handle.net/20.500.12348/2826; Mullinax, M., Hart, J. & Garcia, A.V. 2018. *Using research for gender-transformative change: principles and practice*. Ottawa, International Development Research Centre (IDRC) and Boston, USA, American Jewish World Service (AJWS). https://ajws.org/wp-content/uploads/2019/05/Gender-Transformative-Research.pdf; Kabeer, N. 1999. Resources, agency, achievements: reflections on the measurement of women's empowerment. *Development and Change*, 30(3): 435–464. https://doi.org/10.1111/1467-7660.00125; authors' own elaboration.

When formulating indicators to measure gender transformative change, it is important to consider how reach, benefit and empower (RBE) indicators differ from gender transformative change indicators, and to relate all indicators to each other in a programmatic, cohesive and logical way. The reason for including RBE indicators is that gender transformative interventions are unlikely to work in isolation from programme components or initiatives that use other gender-aware approaches (Njuki, Kaler and Parkins, 2016). The use of gender transformative interventions requires complementary RBE processes to systemically support and underpin the necessary changes in agency, power relations and social institutions. See Annex 3 for a sample of RBE indicators alongside indicators of gender transformative change.



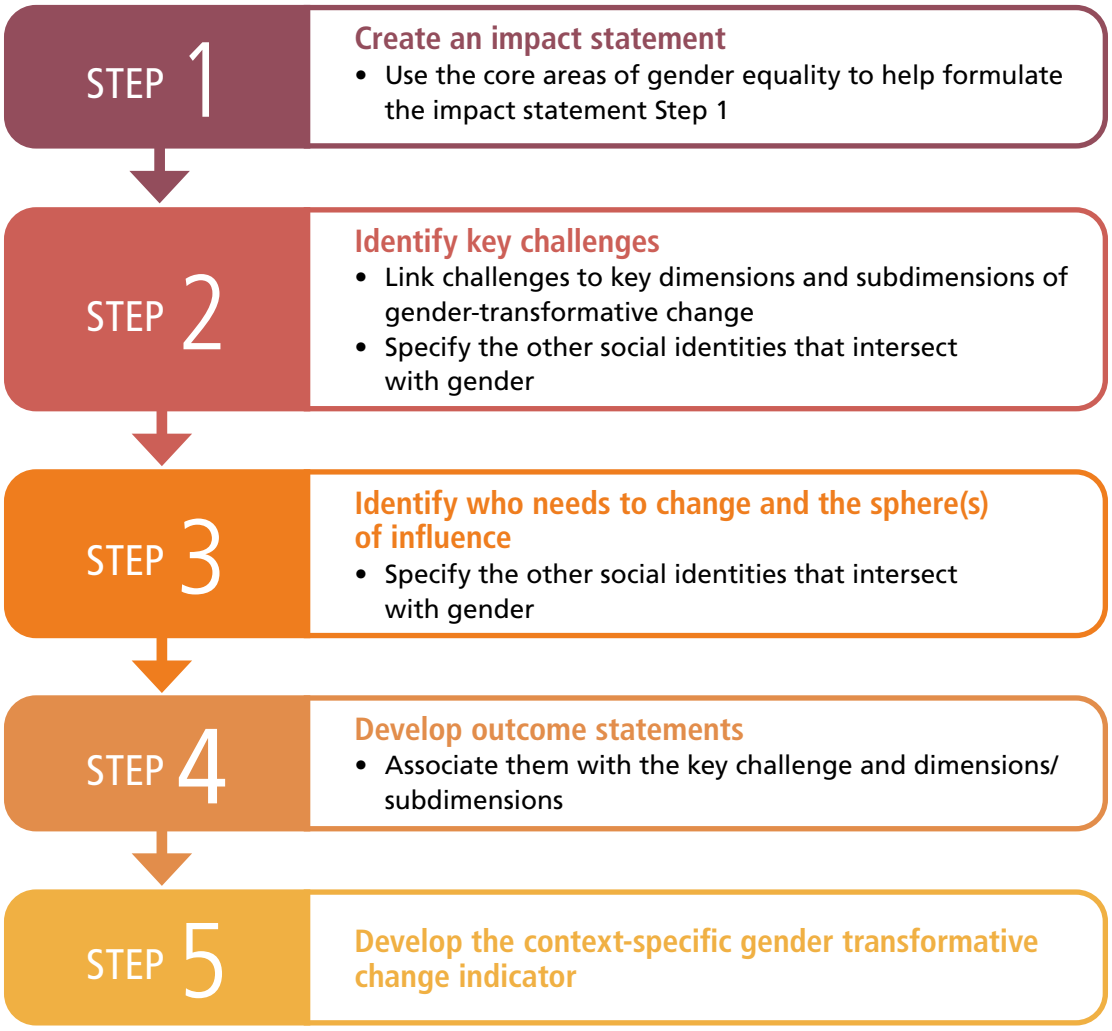
SECTION 3
A step-by-step process to develop gender transformative change indicators

A five-step process (Figure 4) to develop context-specific gender transformative change indicators is presented and described in detail below. This process is intended to help the user of these Guidelines apply the framework and concepts presented in this document, tease out elements of gender transformative change, and then develop indicators to measure such change. We present an example to demonstrate how the information from each step can be included in a matrix to develop indicators in the final step. Annex 4 presents additional examples that consider different dimensions of gender transformative change and integrate the key issues flagged in the earlier sections of these Guidelines.

Prior to the development of the change indicators and the implementation of these five steps, it is expected that the programme team will have carried out a thorough intersectional gender analysis to inform the formulation of the programme or policy intervention. This analysis should pay particular attention to the identification of the sources (or root causes) of gender inequalities, including a social norms assessment[5] to identify and understand the social norms that influence specific behaviours that are leading to gender gaps and inequality. The intersectional gender analysis should also examine differences in constraints and opportunities of men, women, boys and girls, as well as other intersecting and compounding forms of discrimination based on Indigenous identity, religion, ethnicity, disability status, age, socioeconomic status, health, and marital or migration status.

[5] For an example of a social norms assessment, see the Social Norms Exploration Tool developed by the Institute for Reproductive Health at Georgetown University: https://www.irh.org/social-norms-exploration/

FIGURE 4. Five-step process to develop gender transformative change indicators*



Note: * When determining the specific changes that are needed to achieve positive outcomes and the associated indicators, obtain insider perspectives as necessary from potential target groups and other local stakeholders at each step, especially for Step 4 and Step 5.

All the examples presented are meant to be illustrative in terms of the different dimensions that could be relevant in each context, and in the number of ways the achievement of the outcomes could be measured. Importantly, gender transformative change is better understood when various indicators and dimensions are considered, as no single indicator in isolation should be taken as evidence of gender transformative change. It should be noted that indicator examples are perhaps more suitable for monitoring purposes, but can also be consulted when designing impact evaluations.

The proposed step-by-step process can guide the development of a theory of gender transformative change (see Cole *et al.*, 2014) within a given programme, or can be integrated as an impact pathway in a larger programme theory of change. Staff can decide and adapt the application of this process according to the stage of the programme within its overall cycle, though as previously noted, it is recommended that the indicator development process be planned from the design stage onwards.

Some complementary resources for measuring gender transformative change are presented in Annex 2 that programmes can consult during the indicator design process. See Annex 5 for a review of select literature on measuring gender transformative change and on related indicators.

STEP 1 Create an impact statement

Determine the longer-term impacts that your gender transformative research or development programme is expected to contribute to, clearly identifying who is intended to benefit from your programme and in what way. The assumption is that a gender transformative research or development programme will already have this knowledge at hand, or will have already carried out a study to determine the intended beneficiaries. Make sure to pay attention to other social identities that intersect with gender.

Thinking about the gender transformative change you wish to contribute to in the longer term will help you to identify and/or formulate related indicators of shorter-term change in subsequent steps.

PLEASE NOTE

Use the core areas of gender equality to help formulate an impact statement.
See Figure 5 for assistance with the key parts to include in an impact statement.

FIGURE 5. Developing an impact statement

Choose an adjective that describes the desired change	+	Determine the core area of gender equality	+	Indicate who will benefit from the programme
For example: • Improved • Increased • Enhanced • Strengthened • Decreased • Reduced		1. Knowledge, skills and access to information 2. Productive autonomy 3. Economic autonomy 4. Division of labour 5. Agency 6. Power, influence and decision-making 7. Participation, representation and leadership 8. Reproductive rights 9. Freedom from violence and coercion		**For example:** • Women • Men + • Farmers • Processors • Traders • Foresters/fishers • Smallholders • Extension officers • Policymakers

Example:

Increased | participation in decision-making on crop production and sales | for women farmers

STEP 2 Identify key challenges

Identify the underlying (or root) causes of gender inequality (i.e. the key challenges or problems) that your programme wishes to address to achieve the intended impacts. Again, the assumption is that a gender transformative research or development programme will already have this knowledge, or will have already carried out a study to identify the underlying causes.

PLEASE NOTE

Link the key challenges to the dimensions of gender transformative change (i.e. agency, power relations, and formal and informal social institutions) that the programme should focus on.

Thereafter, determine the subdimensions of agency and formal and informal social institutions and the important relationships on which the programme will focus (see Section 1).

Example:

STEP 1	Impact statement	
STEP 2	Key challenge(s)	Resource-poor married women lack voice and bargaining power on crop production and sales within the household.
	Dimensions and subdimensions or important relationships of gender transformative change	Dimension: agency – Subdimensions: decision-making, self-image/esteem, information and skills Dimension: power relations – Important relationships: spouses or domestic partners Dimension: informal social institutions – Subdimension: social norms

STEP 3 Identify which groups need to change and the sphere(s) of influence

Determine which groups' behaviours, attitudes or beliefs create the key challenges to bringing about women's empowerment and gender equality outcomes. These groups become the focus (i.e. target) of the gender transformative research or development programme. They may (or may not) include the people or groups identified in your impact statement (Step 1), but also others who contribute to sustaining gender inequalities. In addition, identify which sphere(s) of influence these groups operate within.

PLEASE NOTE

Choose the specific groups whose behaviours, attitudes and beliefs will be targeted by the programme, and which sphere(s) of influence (i.e. individual, household, community, organizational and macroenvironmental) the groups primarily operate in.

Example:

STEP 1	Impact statement	
STEP 2	Key challenge(s)	
	Dimensions and subdimensions or important relationships of gender transformative change	
STEP 3	Target groups	Resource-poor married women and their spouses/partners
	Sphere(s) of influence	Individual, household and community

STEP 4 Develop outcome statements

Develop outcome statements specifying what each target group could do differently to overcome the key challenges identified in Step 2. Remember to focus on the key dimensions (agency, power relations, and formal and informal social institutions) and their subdimensions when defining each statement. Indicate the time frame and possible incremental changes that could lead to achieving the outcomes.

PLEASE NOTE

The use of participatory methods to obtain insider perspectives of target groups and other local stakeholders are critical here when determining the specific changes required to achieve each desired outcome.

Example:

STEP 1	Impact statement	
STEP 2	Key challenge(s)	
	Dimensions and subdimensions or important relationships of gender transformative change	
STEP 3	Target groups	
	Sphere(s) of influence	
STEP 4	Desired outcomes	Outcome 1 – Resource-poor married women gain the skills and confidence to make decisions on crop production and sales within the household. Outcome 2 – Men in resource-poor women's households recognize women's skills and value their contribution in decisions about crop production and sales.
	Incremental changes (progress towards achieving outcomes)	Outcome 1 – At month 6: Resource-poor married women increase their knowledge on good agricultural practices, marketing their produce, negotiations and bargaining, as well as learning overall confidence-building skills. – At year 1: Resource-poor married women are beginning to use good agricultural practices, better understand potential output markets and how to engage with traders, and practice their negotiation/ bargaining skills. Outcome 2 – At year 1: Men in resource-poor women's households acknowledge women's market knowledge and their contributions to the implementation of good agricultural practices. – At year 2: Men in resource-poor women's households recognize the value of women's capacities and contributions and involve their spouses in production and marketing decisions.

STEP 5 Develop context-specific gender transformative change indicators

Develop qualitative and quantitative indicators of gender transformative change using the information in Steps 1–4. These indicators should be context-specific according to the programme.

Example:

STEP 1	**Impact statement**	
STEP 2	**Key challenge(s)**	
	Dimensions and subdimensions or important relationships of gender transformative change	
STEP 3	**Target groups**	
	Sphere(s) of influence	
STEP 4	**Desired outcomes**	
	Incremental changes (progress towards achieving outcomes)	
STEP 5	**Quantitative outcome indicators**	Outcome 1 – Percentage of resource-poor married women who actively participate in decisions on crop production and sales within their household – Percentage of resource-poor married women who think that women should take decisions on crop production and sales (descriptive norm*) – Percentage of resource-poor married women who think that people in the community would approve of women taking decisions on crop production and sales (injunctive norm*) Outcome 2 – Percentage of men in resource-poor households who involve their spouses in decisions about crop production and sales – Percentage of men in resource-poor households who think that women should take decisions on crop production and sales on their own (descriptive norm*) – Percentage of men in resource-poor households who agree that most people in the community would speak positively of men who involve their spouses in decisions about production and marketing of crops (injunctive norm*)
	Qualitative outcome indicators	Outcome 1 – Resource-poor married women's perspectives on skills learned and confidence gained, and how these have influenced their decision-making capacity Outcome 2 – Resource-poor men's views on the importance of involving their spouses in decisions about crop production and sales

*Descriptive norms are "perceptions about what people in the community typically do" and injunctive norms are "perceptions of what other community members typically approve or disapprove of" (Social Norms Learning Collaborative, 2021, p. 7). Additional sample indicators of social and gender norm changes and guidance on how to formulate them are available in the JP GTA *Guide to formulating gendered social norms indicators in the context of food security and nutrition* (see FAO, IFAD and WFP, 2022).

Afterword

The significance of gender transformative approaches in promoting lasting change towards gender equality and women's empowerment has gained growing recognition in the last decade. These approaches emerge as an alternative and a complement to more traditional gender-aware approaches that have largely focused on addressing the symptoms of gender inequalities without paying sufficient attention to their structural causes. With the goal of achieving sustainable and transformative impacts, gender transformative approaches seek to eradicate systemic forms of gender-based discrimination and to create or strengthen gender relations and social institutions that support gender equality and women's empowerment.

These Guidelines have presented an overarching framework for measuring gender transformative change in the context of food security, nutrition and sustainable agriculture. The framework comprises three key dimensions (agency, power relations and social institutions) and a socioecological model for identifying spheres of influence within which gender transformative change can be measured. The Guidelines have also brought attention to other important issues to consider when implementing the framework and when developing context-specific indicators of gender transformative change, such as the incorporation of insider perspectives and consideration for intersectional forms of discrimination.

The step-by-step guidance to formulate qualitative and quantitative indicators of gender transformative change provided in these Guidelines is intended to help gender experts and food security, nutrition and agriculture programme specialists seeking to design, implement, monitor and evaluate gender transformative interventions. These indicators should be distinct from – and complementary to – other reach, benefit and empower indicators intended to contribute to gender equality outcomes in food security, nutrition and sustainable agriculture.

Overall, the development of sound M&E frameworks that are capable of measuring changes in agency, power relations and social institutions will be crucial to assess the effectiveness of gender transformative interventions. The inclusion of indicators capable of measuring gender transformative change in M&E frameworks of food security, nutrition and sustainable agriculture initiatives will facilitate the systematic collection of data to measure progress in addressing structural causes of gender inequality, and also assess the effectiveness of gender transformative approaches within these initiatives.

References

ALIGN (Advanced Learning and Innovation on Gender Norms). 2019. *How and why norms matter for sustainable development*. https://www.alignplatform.org/sites/default/files/2019-11/learning_collaborative_social_norms_brief_final_08262019_eng.pdf

Allen, A. 1999. *The power of feminist theory: domination, resistance, solidarity*. Boulder, USA, Westview Press.

Badstue, L., Petesch, P., Feldman, S., Prain, G., Elias, M. & Kantor, P. 2018. Qualitative, comparative, and collaborative research at large scale: an introduction to GENNOVATE. *Journal of Gender, Agriculture and Food Security*, 3(1): 1–27. https://doi.org/10.19268/JGAFS.312018.1

Batliwala, S. 2007. Taking the power out of empowerment: an experiential account. Development in Practice, 17(4/5): 557–565. https://doi.org/10.1080/09614520701469559

Bell, K. 2015. Structure (social structure). In: *Open Education Sociology Dictionary*. [Cited 3 February 2023]. https://sociologydictionary.org/structure/

Berry, S. 1989. Social institutions and access to resources. *Africa*, 59(1): 41–55. https://doi.org/10.2307/1160762

Carter, B. 2014. *Inclusive institutions: topic guide*. Birmingham, UK, GSDRC, University of Birmingham. https://gsdrc.org/topic-guides/inclusive-institutions/

Cerise, S. & Francavilla, F. 2012. *Tackling the root causes of gender inequalities in the post-2015 development agenda*. Paris, Organisation for Economic Co-operation and Development (OECD) Development Centre.

Cialdini, R.B., Kallgren, C.A. & Reno, R.R. 1991. A focus theory of normative conduct: a theoretical refinement and reevaluation of the role of norms in human behavior. *Advances in Experimental Social Psychology*, 24: 201–234. https://doi.org/10.1016/S0065-2601(08)60330-5

Cole, S.M., Kantor, P., Sarapura, S. & Rajaratnam, S. 2014. *Gender transformative approaches to address inequalities in food, nutrition, and economic outcomes in aquatic agricultural systems in low-income countries*. Program Working Paper: AAS-2014-42. Penang, Malaysia, CGIAR Research Program on Aquatic Agricultural Systems (CRP AAS). https://hdl.handle.net/10568/68525

Cole, S.M., Puskur, R., Rajaratnam, S. & Zulu, F. 2015. Exploring the intricate relationship between poverty, gender inequality, and rural masculinity: a case study from an aquatic agricultural system in Zambia. *Culture, Society and Masculinities*, 7(2): 154–170. https://hdl.handle.net/20.500.12348/235

Cornwall, A. 2000. Missing men? Reflections on men, masculinities and gender in GAD. *IDS bulletin*, 31(2): 18–27. https://doi.org/10.1111/j.1759-5436.2000.mp31002003.x

Cornwall, A. 2009. Revisiting the 'Gender Agenda.' *IDS Bulletin*, 38(2): 69–78. https://doi.org/10.1111/j.1759-5436.2007.tb00353.x

Cornwall, A. 2016. Women's empowerment: What works? *Journal of International Development*, 28: 342–359. https://doi.org/10.1002/jid.3210

Cornwall, A. & Rivas, A.M. 2015. From 'gender equality and 'women's empowerment' to global justice: reclaiming a transformative agenda for gender and development. *Third World Quarterly*, 36(2): 396–415. https://doi.org/10.1080/01436597.2015.1013341

Crenshaw, K. 1989. Demarginalizing the intersection of race and sex: a black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum*, 1989(8): 139–167. https://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8

DeMerritt-Verrone, P. & Kellum, J. 2021. *The role of agricultural collectives in gender transformative food and water systems*. Atlanta, USA, CARE (Cooperative for Assistance and Relief Everywhere) USA. https://www.care.org/news-and-stories/resources/the-role-of-global-agricultural-collectives-in-gender-transformative-food-and-water-systems/

Edström, J., Das, A. & Dolan, C. 2014. Introduction: undressing patriarchy and masculinities to re-politicise gender. *IDS Bulletin*, 45(1): 1–10. https://doi.org/10.1111/1759-5436.12062

EIGE (European Institute for Gender Equality). 2016. Gender stereotypes. In: *EIGE – Glossary and thesaurus*. [Cited 3 February 2023]. https://eige.europa.eu/publications-resources/thesaurus/overview

Elias, M., Cole, S.M., Quisumbing, A., Meinzen-Dick, R., Perez, A.M. & Twyman, J. 2021. Assessing women's empowerment in agriculture. In: R. Pyburn & A. van Eerdewijk, eds. *Advancing gender equality through agricultural and environmental research: past, present and future*. Washington, DC, IFPRI. https://doi.org/10.2499/9780896293915

ESCWA (Economic and Social Commission for Western Asia). 2023. Gender needs. In: *ESCWA – Statistical Terms Glossary*. [Cited 3 February 2023]. https://www.unescwa.org/sd-glossary/gender-needs

European Union. 2020. *EU Gender Action Plan (GAP) III: an ambitious agenda for gender equality and women's empowerment in EU external action*. Brussels. https://international-partnerships.ec.europa.eu/system/files/2021-01/join-2020-17-final_en.pdf

FAO. 2017. *Strengthening sector policies for better food security and nutrition results. Gender equality*. Policy Guidance Note No. 6. Rome. https://www.fao.org/3/I7218EN/i7218en.pdf

FAO. 2021. Gender transformative approaches. In: *FAO – Joint Programme on Gender Transformative Approaches for Food Security and Nutrition*. Rome. [Cited 3 February 2023]. https://www.fao.org/joint-programme-gender-transformative-approaches/overview/gender-transformative-approaches/en

FAO, IFAD (International Fund for Agricultural Development) & WFP (World Food Programme). 2020. *Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of fifteen good practices*. Rome. https://doi.org/10.4060/cb1331en

FAO, IFAD & WFP. 2021. *Knowledge exchange event: good practices from the United Nations Rome-based Agencies for gender equality incentive and mainstreaming mechanisms*. Summary Report. Rome, FAO. https://doi.org/10.4060/cb5797en

FAO, IFAD & WFP. 2022. *Guide to formulating gendered social norms indicators in the context of food security and nutrition*. Rome. https://doi.org/10.4060/cc0673en

Fischer, G., Wittich, S. & Fründt, S. 2019. *Gender analysis in farming systems and action research: a training manual*. Ibadan, Nigeria, International Institute of Tropical Agriculture. https://cgspace.cgiar.org/handle/10568/100149

Galiè, A. & Farnworth, C.R. 2019. Power through: a new concept in the empowerment discourse. *Global Food Security*, 21: 13–17. https://doi.org/10.1016/j.gfs.2019.07.001

Gammage, S., Kabeer, N. & van der Meulen Rodgers, Y. 2016. Voice and agency: Where are we now? *Feminist Economics*, 22(1): 1–29. https://doi.org/10.1080/13545701.2015.1101308

GSDRC. 2014. Defining institutions. In: *GSDRC*. [Cited 3 February 2023]. https://gsdrc.org/topic-guides/inclusive-institutions/concepts-and-debates/defining-institutions/

GTFN (Gender-Transformative Framework for Nutrition). 2023. Definitions and concepts. In: *A Gender-Transformative Framework for Nutrition*. [Cited 3 February 2023]. https://www.gendernutritionframework.org/definitions-and-concepts

Hankivsky, O. 2014. *Intersectionality 101*. Institute for Intersectionality Research & Policy, SFU. https://resources.equityinitiative.org/bitstream/handle/ei/433/2014%20Hankivsky%20Intersectionallity%20101.pdf

HC3 (Health Communication Capacity Collaborative). 2016a. *Integrating gender into social and behavior change communication: an implementation kit*. Baltimore, USA, HC3, Johns Hopkins University. https://sbccimplementationkits.org/gender/wp-content/uploads/sites/7/2017/04/Gender-and-SBCC-I-Kit.pdf

HC3. 2016b. *Understanding and applying the Gender Equality Continuum*. Baltimore, USA, HC3. http://sbccimplementationkits.org/gender/wp-content/uploads/sites/7/2016/03/Activity-0.1_Understanding-and-Applying-the-Gender-Equality-Continuum.pdf

Hillenbrand, E., Karim, N., Mohanraj, P. & Wu, D. 2015. *Measuring gender transformative change: a review of literature and promising practices*. Working Paper. Atlanta, USA, CARE USA. https://hdl.handle.net/10568/76514

IDRC (International Development Research Centre). 2018. *Summary. Using research for gender-transformative change: principles and practice*. Ottawa. https://www.idrc.ca/sites/default/files/sp/Documents%20EN/using_research_for_gender-transformative_change.pdf

IFAD. 2021. *Glossary on gender issues. Second edition*. Rome. https://www.ifad.org/documents/38714170/43674323/glossary_gender_September+2021_web.pdf/a717a730-5400-2811-d039-52030588846b?t=1631182649579

INEE (Inter-agency Network for Education in Emergencies). 2023. Gender relations. In: *Inter-agency Network for Education in Emergencies – EiE Glossary*. [Cited 3 February 2023]. https://inee.org/eie-glossary/gender-relations

IGWG (Interagency Gender Working Group). 2017. *Gender Integration Continuum*. https://www.igwg.org/wp-content/uploads/2017/05/FG_GendrIntegrContinuum.pdf

Jenkins, K., Narayanaswamy, L. & Sweetman, C. 2019. Introduction: feminist values in research. *Gender & Development*, 27(3): 415–425. https://doi.org/10.1080/13552074.2019.1682311

Johnson, N., Balagamwala, M., Pinkstaff, C., Theis, S., Meinsen-Dick, R. & Agnes, Q. 2018. How do agricultural development projects empower women? Linking strategies with expected outcomes. *Journal of Gender, Agriculture and Food Security*, 3(2): 1–19. http://dx.doi.org/10.22004/ag.econ.293596

Kabeer, N. 1994. *Reversed realities: gender hierarchies in development thought*. London, Verso.

Kabeer, N. 1999. Resources, agency, achievements: reflections on the measurement of women's empowerment. *Development and Change*, 30(3): 435–464. https://doi.org/10.1111/1467-7660.00125

Kabeer, N. 2005. Gender equality and women's empowerment: a critical analysis of the third millennium development goal 1. *Gender & Development*, 13(1): 13–24. https://doi.org/10.1080/13552070512331332273

Kabeer, N. & Santos, R. 2017. *Intersecting inequalities and the sustainable development goals: insights from Brazil*. Working paper 14. London School of Economics and Political Science. https://www.lse.ac.uk/International-Inequalities/Assets/Documents/Working-Papers/III-Working-Paper-14-Intersecting-inequalities-and-the-Sustainable-Development-Goals-insights-from-Brazil-Naila-Kabeer-and-Ricardo-Santos.pdf

Kabeer, N. & Subrahmanian, R. 1996. *The rationale for gender awareness and the policy process in institutions, relations, and outcomes: frameworks and tools for gender aware planning*. Brighton, UK, Institute of Development Studies, University of Sussex. https://www.ids.ac.uk/download.php?file=files/Dp357.pdf

Kantor, P. & Apgar, M. 2013. *Transformative change in the CGIAR Research Program on Aquatic Agricultural Systems*. Program Brief: AAS-2013-25. Penang, Malaysia, CRP AAS. https://hdl.handle.net/20.500.12348/794

Kleiber, D., Cohen, P., Gomese, C. & McDougall, C. 2019. *Gender-integrated research for development in Pacific coastal fisheries*. Program Brief: FISH-2019-02. Penang, Malaysia, CGIAR Research Program on Fish Agri-Food Systems. https://hdl.handle.net/20.500.12348/2826

Lawless, S., Cohen, P.J., McDougall, C., Orirana, G., Siota, F. & Doyle, K. 2019. Gender norms and relations: implications for agency in coastal livelihoods. *Maritime Studies*, 18: 347–358. https://doi.org/10.1007/s40152-019-00147-0

McArthur, J., Carrard, N., Davila, F., Grant, M., Megaw, T., Willetts, J. & Winterford, K. 2022. Gender-transformative approaches in international development: a brief history and five uniting principles. *Women's Studies International Forum*, 95: 102635. https://doi.org/10.1016/j.wsif.2022.102635

McDougall, C., Badstue, L., Elias, M., Fischer, G., Joshi, G., Pyburn, R., Mulema, A. & Najjar, D. 2021. Beyond gender and development: how gender transformative approaches in agriculture and natural resource management can advance equality. In: R. Pyburn & A. van Eerdewijk, eds. *How can agriculture and natural resource management contribute to gender equality? Lessons from the CGIAR*. Washington, DC, IFPRI. https://www.ifpri.org/publication/toward-structural-change-gender-transformative-approaches

McDougall, C., Elias, M., Zwanck, D., Diop, K., Simao, J., Galiè, A., Fischer, G., Jumba, H. & Najjar, D. 2022. *Fostering gender transformative change for equality in food systems: a review of methods and strategies at multiple levels*. Nairobi, CGIAR GENDER Impact Platform.

Morgan, M. 2014. *Measuring gender transformative change*. Program Brief: AAS2014-41. Penang, Malaysia, CRP AAS. https://hdl.handle.net/20.500.12348/226

Mosedale, S. & CARE Impact Measurement and Learning Team. 2005. *Strategic impact inquiry on women's empowerment*. Report of Year 1 (July 2004–June 2005 / FY 05). Geneva, Switzerland, CARE. https://www.care.org/wp-content/uploads/2020/06/SII-Womens-Empowerment-Global-Research-Framework-with-annexes-2006.pdf

Mullinax, M., Hart, J. & Garcia, A.V. 2018. *Using research for gender-transformative change: principles and practice*. Ottawa, International Development Research Centre (IDRC) and Boston, USA, American Jewish World Service (AJWS). https://ajws.org/wp-content/uploads/2019/05/Gender-Transformative-Research.pdf

Nguyen, M.L., Le, T.H.G., Ngo, T.T.H., Tran, H.L. & Mundkur, A. 2020. *Investing gendered social norms affecting women's economic participation related to recruitment and promotion in Vietnam*. Hanoi, Investing in Women and CARE International in Vietnam. https://www.care.org.vn/wp-content/uploads/2020/07/Investing-in-Women-2020-final.pdf

North, D. 1990. *Institutions, institutional change and economic performance*. Cambridge, UK, Cambridge University Press. https://doi.org/10.1017/CBO9780511808678

Njuki, J., Eissler, S., Malapit, H., Meinzen-Dick, R., Bryan, E. & Quisumbing, A. 2022. A review of evidence on gender equality, women's empowerment, and food systems. *Global Food Security*, 33: 100622. https://doi.org/10.1016/j.gfs.2022.100622

Njuki, J., Kaler, A. & Parkins, J.R. 2016. Conclusion – Towards gender transformative agriculture and food systems: Where next? In: J. Njuki, J.R. Parkins & A. Kaler, eds. *T ransforming gender and food security in the global south*, first edition, pp. 283–290. London, Routledge Press and Ottawa, IDRC.

OECD. 2007. *Gender indicators: What, why and how?* Paris. https://www.oecd.org/dac/gender-development/43041409.pdf

OECD. 2019. *SIGI 2019 Global Report: transforming challenges into opportunities*. Social Institutions and Gender Index. Paris. https://www.oecd-ilibrary.org/development/sigi-2019-global-report_bc56d212-en

OECD. 2021. *Man enough? Measuring masculine norms to promote women's empowerment*. Social Institutions and Gender Index. Paris. https://doi.org/10.1787/6ffd1936-en

Oxfam. 2019. *Integrating Gender in Research Planning*. https://www.findevgateway.org/sites/default/files/publications/submissions/64591/integrating_gender_in_research_for_womens_financial_inclusion_final.pdf

Oxfam. 2023. Gender justice and women's rights. In: *Oxfam*. [Cited 3 February 2023]. https://www.oxfam.org/en/what-we-do/issues/gender-justice-and-womens-rights

Pansardi, P. 2012. Power to and power over: two distinct concepts of power? *Journal of Political Power*, 5(1): 73–89. https://doi.org/10.1080/2158379X.2012.658278

Plan International. 2023. How to challenge gender discrimination. In: *Plan International*. [Cited 3 February 2023]. https://plan-international.org/girls-get-equal/calling-out-discrimination

Potts, A., Kolli, H., & Fattal, L. 2022. Whose voices matter? Using participatory, feminist and anthropological approaches to centre power and positionality in research on gender-based violence in emergencies. *Global Public Health*, 17(10): 2530–2546. https://doi.org/10.1080/17441692.2022.2062026

Promundo and CARE International in Rwanda. 2012. *Journeys of transformation: a training manual for engaging men as allies in women's economic empowerment*. Washington, DC and Kigali. https://www.equimundo.org/resources/journeys-of-transformation-a-training-manual-for-engaging-men-as-allies-in-womens-economic-empowerment/

Rao, A. & Kelleher, D. 2005. Is there life after gender mainstreaming? *Gender & Development*, 13(2): 57–69. https://doi.org/10.1080/13552070512331332287

Rowlands J. 1997. *Questioning empowerment: working with women in Honduras*. Oxford, UK, Oxfam GB.

SDC (Swiss Agency for Development and Cooperation). 2023. Social inclusion. In: *SDC Governance Network – Topics*. [Cited 3 February 2023]. https://www.shareweb.ch/site/DDLGN/topics/governance/socialinclusion/SitePages/Home.aspx#:~:text=Social%20inclusion%20has%20been%20defined,to%20take%20part%20in%20society%E2%80%9D

Shaw, A. & Kristjanson, P. 2013. *Catalysing learning for development and climate change: an exploration of social learning and social differentiation in CGIAR*. CCAFS Working Paper No. 43. Copenhagen, CGIAR Research Program on Climate Change, Agriculture and Food Security (CCAFS). https://cgspace.cgiar.org/handle/10568/36094

Social Norms Learning Collaborative. 2021. *Social norms atlas: understanding global social norms and related concepts*. Washington, DC, Institute for Reproductive Health, Georgetown University. https://irh.org/wp-content/uploads/2021/05/Social-Norms-Atlas.pdf

Stewart, F. 2013. *Capabilities and human development: beyond the individual. The critical role of social institutions and social competencies*. Occasional Paper 2013/03. Geneva, Switzerland, UNDP.

Tavenner, K. & Crane, T.A. 2022. Hitting the target and missing the point? On the risks of measuring women's empowerment in agricultural development. *Agriculture and Human Values*, 39: 849–857. https://doi.org/10.1007/s10460-021-10290-2

Thompson, E.H., Jr. & Pleck, J.H. 1995. Masculinity ideologies: a review of research instrumentation on men and masculinities. In: R.F. Levant & W.S. Pollack, eds. *A new psychology of men*, pp. 129–163. New York, USA, Basic Books/Hachette Book Group.

UN. 2023. Human Rights. In: *United Nations*. New York, USA. [Cited 3 February 2023]. https://www.un.org/en/global-issues/human-rights#

UNDP (United Nations Development Programme). 2015. *Evaluation of UNDP contribution to gender equality and women's empowerment*. New York, USA. https://erc.undp.org/evaluation/documents/download/8794

UNFPA (United Nations Population Fund), UNICEF and UN Women (United Nations Entity for Gender Equality and the Empowerment of Women). 2020. *Gender-transformative approaches in the Global Programme to End Child Marriage Phase II: a summary for practitioners*. Technical Note. New York, USA. https://www.unfpa.org/sites/default/files/resource-pdf/Technical_Note_on_Gender-Transformative_Approaches_in_the_GPECM_Phase_II_A_Summary_for_Practitioners-January-2020.pdf

UNICEF (United Nations International Children's Emergency Fund). 2019. *Guidance on gender integration in evaluation*. Evaluation Office and Gender Section. New York, USA. https://www.unicef.org/evaluation/media/1221/file/UNICEF%20Guidance%20on%20Gender.pdf

UN Women. 2023. Gender mainstreaming. In: *UN Women*. [Cited 3 February 2023]. https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming#:~:text=The%201997%20agreed%20conclusions%20of,areas%20and%20at%20all%20levels

van Eerdewijk, A., Wong, F., Vaast, C., Newton, J., Tyszler, M. & Pennington, A. 2017. *White paper: conceptual model of women and girls' empowerment*. Amsterdam, Royal Tropical Institute (KIT). https://www.kit.nl/publication/white-paper-conceptual-model-of-women-and-girls-empowerment/

VeneKlasen, L. & Miller, V. 2002. Power and empowerment. *PLA Notes*, 43: 39–41. https://pubs.iied.org/sites/default/files/pdfs/migrate/G01985.pdf

WHO (World Health Organization). 2023. Gender. In: *World Health Organization*. [Cited 3 February 2023]. https://www.who.int/westernpacific/health-topics/gender-equity-and-human-rights#

Glossary of gender terms and concepts

Agency: Agency refers to the ability to define one's goals and act upon them (Kabeer, 1999).

Attitudes: Attitudes are what an individual thinks or believes.

Behaviour: Behaviour refers to what an individual does.

Descriptive norms: Descriptive norms refer to what an individual believes others do (Cialdini, Kallgren and Reno, 1991; Social Norms Learning Collaborative, 2021).

Discriminatory social institutions: Discriminatory social institutions consist of formal and informal laws, social norms and practices that restrict or exclude women and consequently curtail their access to rights, justice, resources and empowerment opportunities (OECD, 2019).

Dominant/restrictive/toxic masculinities: These masculinities confine men to their traditional role as the dominant gender group, undermining women's empowerment and gender equality (adapted from OECD, 2021).

Empowerment: Empowerment is the process of expanding an individual's ability to make strategic life choices in a context where this ability was previously denied (Kabeer, 1999).

Feminist research: Both feminist and gender transformative research are concerned with gender as an axis of power. In particular, feminist research has closely examined the fundamental role of research in creating knowledge and power systems. Feminist methodologies seek to challenge traditional approaches to research to rebalance power, redefine the participants as experts, ensure a dedication to ethics and acknowledge all research as value-laden instead of objective (IDRC, 2018).

Gender: Gender refers to the roles, behaviours, activities and attributes that a given society at a given time considers appropriate for men and women (WHO, 2023).

Gender-accommodating interventions: Gender-accommodating interventions acknowledge that women and men, on the basis of their gender, have specific needs, roles, opportunities and constraints. Interventions work around (i.e. accommodate) existing gender dynamics, norms and roles, but do not challenge them. This leaves the system which creates gender inequalities untouched, allowing it to continuously replicate inequalities.

Gender-aware interventions: These consist of gender-aware policies and programmes that examine and address the set of economic, social and political roles, responsibilities, rights, entitlements, obligations and power relations associated with being male and female, as well as the dynamics between and among men and women, boys and girls (IGWG, 2017).

Gender-blind interventions: In these interventions, gender (in terms of the differentiated and intersectional experiences of women, men, boys and girls) is not considered in the research project, not even in its conceptualization or its rationale (Oxfam, 2019). The interventions ignore the set of economic, social and political roles, rights, entitlements, responsibilities and obligations associated with being male and female as well as the power dynamics between and among men and women, boys and girls. Gender-blind interventions distinguish little between the needs of men and women, neither reinforcing nor questioning gender roles. However, this maintenance of the status quo can reinforce existing gender inequalities (IGWG, 2017).

Gender discrimination: Gender discrimination describes the situation in which people are treated unequally simply because of their gender. Gender discrimination may be embodied in law (de jure) or result from practice (de facto) (Plan International, 2023).

Gender equality: The state or condition that affords women and girls, men and boys equal enjoyment of human rights, socially valued goods, opportunities and resources regardless of whether they are born female or male (FAO, 2017). Pathways to gender equality include expanding the exercise of freedoms and voice, improving power dynamics and relations, transforming gender roles and enhancing overall quality of life so that women and girls, men and boys achieve their full potential (GTFN, 2023).

Gender-equitable (positive) masculinities: These masculinities are supportive of women's empowerment and gender equality. They contest patriarchal structures and unequal gender power dynamics (adapted from OECD, 2021).

Gender equity: This refers to the process of being fair to both women and men in the distribution of resources and benefits. It involves recognition of inequality and requires measures to work towards equality of women and girls, men and boys. Gender equity is the process that leads to gender equality (GTFN, 2023).

Gender-exploitative interventions: Gender-exploitative interventions intentionally or unintentionally reinforce, or take advantage of, gender inequalities and stereotypes in pursuit of project outcomes. These interventions exacerbate gender inequalities and accentuate gender injustice (adapted from IGWG, 2017).

Gender justice: Gender justice refers to a situation of full equality and equity between women and men in all spheres of life, resulting in women jointly – and on an equal basis with men – defining and shaping the policies, structures and decisions that affect their lives and the society as a whole (Oxfam, 2023).

Gender mainstreaming: Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women and men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres. The ultimate goal is to achieve gender equality (adapted from UN Women, 2023).

Gender norms: A subset of social norms, gender norms are informal rules and shared social expectations which determine and assign socially acceptable roles, behaviours, responsibilities and expectations to male and female identities. By influencing expectations for masculine and feminine behaviour that is considered socially acceptable and appropriate, gender norms directly affect individuals' choices, freedoms and capabilities (FAO, 2021).

Gender relations: Gender relations refers to the social relationships and power distribution between and among men and women in both the private (personal) and public spheres (INEE, 2023).

Gender-responsive interventions: These interventions seek to reduce gender-based inequalities by assessing and responding to the different needs or interests of women and girls, men and boys, and by incorporating the views of women and girls. Some gender-specific actions are implemented to redress inequalities, but not in a comprehensive way (GTFN, 2023).

Gender roles: Gender roles refers to the behaviours, tasks and responsibilities that a society considers appropriate for men, women, boys and girls (IFAD, 2021).

Gender-sensitive interventions: These interventions identify and specify different practical and strategic needs of women, men, girls and boys along with the potential differential effects of project activities or approaches. The interventions take gender norms, roles, relations and differences into consideration, and try to make changes within these rules and norms, although they may not directly change them (GTFN, 2023).

Gender stereotypes: Gender stereotypes are widely held, generalized assumptions whereby women and men are assigned attributes, characteristics and roles. Descriptive stereotypes refer to beliefs about specific characteristics that a person possesses based on their gender. Prescriptive stereotypes are beliefs about specific characteristics that a person should possess based on their gender (Stewart, 2013). Stereotypes about women are the result of deeply engrained attitudes, values, norms and prejudices against women. They are used to justify and maintain the historical power relations by which men dominate women (EIGE, 2016).

Gender transformative approach: A gender transformative approach seeks to actively examine, challenge and transform the underlying causes of gender inequalities rooted in discriminatory social structures. As such, a gender transformative approach aims to address unequal gendered power relations and discriminatory gender norms, attitudes, behaviours and practices, as well as discriminatory or gender-blind policies and laws that create and perpetuate gender inequalities. By doing so, it seeks to eradicate systemic forms of gender-based discrimination by creating or strengthening equitable gender relations and social structures that support gender equality (FAO, IFAD and WFP, 2022).

Gender transformative interventions: These interventions include specific measures to change discriminatory social structures, sociocultural norms and gender relations to achieve more shared and equal power dynamics, decision-making and control of resources, as well as support for women's empowerment.

Gender transformative methodologies: Gender transformative methodologies are a suite of participatory approaches, methods and tools that encourage critical reflection and examination among women and men of gender norms and power relations (FAO, 2021).

Gender transformative programming: Gender transformative programming involves taking a gender transformative approach to project and programme design, implementation, monitoring and evaluation throughout the project cycle. Programming strategies move beyond women's empowerment towards transforming unequal power relations and the social institutions which perpetuate and reinforce gender inequalities. At the core of gender transformative programming lie interventions that aim to address strategic gender interests in addition to practical gender needs, by triggering changes in agency, power relations and social structures at individual and systemic levels and across informal and formal life spheres (FAO, 2021).

Gender transformative research: Gender transformative research aims to transform gender power dynamics and structures at the household, community and societal levels. It privileges marginalized perspectives and validates different ways of knowing. Women are central to the analysis, which is intersectional and contextualized. In gender transformative research, a participatory and collaborative approach is fostered to promote equal power dynamics (adapted from Hillenbrand *et al.*, 2015; IDRC, 2018).

Gender-unaware interventions: These are initiatives that appear as if they benefit everyone equally, but in actual fact may have quite different and deleterious effects on certain members of a given group. Often constructed on the basis of treating everyone fairly or the same, these policies assume "business as usual" and ignore gender norms, roles and relations.

Human rights: Human rights are inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status (UN, 2023).

Indicators: Indicators are criteria or measures against which changes can be assessed. They may be pointers, facts, numbers, opinions or perceptions. Indicators are used to signify changes in specific conditions or progress towards particular objectives (OECD, 2007).

Injunctive norms: Injunctive norms refer to what one believes others think one should do (Cialdini, Kallgren and Reno, 1991; Social Norms Learning Collaborative, 2021).

Intersectionality: Intersectionality refers to how different social identities, such as gender, socioeconomic status, age, ethnicity, geographical location, marital status and physical abilities, intersect to shape experiences of discrimination and oppression.

Masculinities: Masculinities comprise the various ways of enacting oneself and acting as a man. They refer to the specific expectations and values attributed with being and becoming a man in a given society (adapted from OECD, 2021).

Organizations: Organizations are groups of individuals bound by a common purpose. These are shaped by social institutions and, in turn, influence how social institutions change (GSDRC, 2014).

Patriarchy: Patriarchy is a social system of masculine domination over women (EIGE, 2016).

Practical gender needs: Practical gender needs are a response to immediate perceived necessity, identified within a specific context. They are practical in nature and often stem from inadequacies in living conditions such as water provision, health care and employment (EIGE, 2016).

Sanctions: Sanctions indicate social approval (positive sanctions) or disapproval (negative sanctions) for one's actions (Nguyen *et al.*, 2020).

Sex (biological sex): Sex refers to biological and physiological characteristics that define humans as female or male (or other, for instance intersex) (GTFN, 2023).

Social inclusion: Social inclusion is the process of improving the abilities, opportunities and dignity of people who are disadvantaged on the basis of their identity, to better the terms on which they take part in society (SDC, 2023).

Social institutions: Social institutions comprise the formal and informal rules and norms that organize social, political and economic relations – i.e. the underlying rules of the game. Formal institutions include: (i) political institutions such as parliaments, political parties, written constitutions, laws, policies, rights and regulations enforced by official authorities; (ii) formal membership organizations such as cooperatives; and (iii) economic institutions such as markets, private companies and banks. Informal institutions consist of the (usually unwritten) social norms, customs or traditions that shape thought and behaviour, such as kinship, marriage, inheritance and religion. In practice, formal and informal rules and norms can be complementary, competing or overlapping. Informal social norms may influence the design and implementation of formal institutions (GSDRC, 2014).

Social justice: Social justice refers to the process of working towards change that reduces social inequalities, including gender inequalities, in a particular context (Fischer, Wittich and Fründt, 2019).

Social norms: Social norms are unwritten "rules" governing behaviour shared by members of a given group or society. They are informal, often implicit, rules that most people accept and abide by. In contrast to individually held attitudes or beliefs, a social norm is defined by beliefs that are shared about a behaviour or practice (ALIGN, 2019). As such, the norms exist when a practice is considered both typical and approved of within a given group. Social norms can influence or uphold behaviour, and are typically maintained by social approval or disapproval for engaging in a behaviour (FAO, IFAD and WFP, 2022).

Social structures: Social structures form the complex and stable framework of society that influences all individuals or groups through the relationship between institutions (e.g. economy, politics, religion) and social practices (e.g. behaviours, norms and values), or the ways social institutions are related and interact in a given society (Bell, 2015).

Strategic gender interests: These are interests identified by women as a result of their subordinate social status that tend to challenge gender divisions of labour, power and control, as well as traditionally defined norms and roles (adapted from ESCWA, 2023).

ANNEX 1
Conceptualizing gender transformative change: a brief history

In the mid-1990s, Kabeer and Subrahmanian (1996, p. 20) explained that gender transformative policies "seek to transform the existing gender relations in a more egalitarian direction through the redistribution of resources and responsibilities" between women and men. They acknowledged this was politically challenging because men would be required to give up some of their privileges or take on responsibilities and roles normatively ascribed to women (Kabeer and Subrahmanian, 1996). Their paper was developed at a time when conceptualizations of women's empowerment had long been led by feminist activists, including in low-income countries.

Feminist movements around the world developed distinctive approaches, engaging from the outset with an intersectional approach. As explained by Batliwala (2007, p. 558), "The spread of 'women's empowerment' [was] a … political and transformatory idea for struggles that challenged not only patriarchy, but the mediating structures of class, race, ethnicity – and, in India, caste and religion – which determined the nature of women's position and condition in developing societies". A major focus of researchers and activists was on the transformation of power relations to advance women's rights and social justice in economic, social and political structures (Cornwall, 2009; Cornwall and Rivas, 2015). Critical conceptual links between women's self-understanding, their capacity for self-expression, and their access to resources were also developed (Cornwall and Rivas, 2015; Kabeer, 1999).

Kabeer (1994) and others began to develop a classification system termed the "gender-equality continuum" to identify approaches to development as being gender-blind, gender-neutral, gender-accommodative, gender-sensitive, gender-responsive and gender transformative (UNICEF, 2019; HC3, 2016b; UNDP, 2015; Cornwall and Rivas, 2015).[6] Further efforts towards institutionalization included global landmark policy achievements on gender equality, such as the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),[7] the Beijing Declaration and Platform for Action,[8] and Millennium Development Goal 3 (Promote gender equality and empower women).[9]

Yet despite these enormous political commitments, during the 2000s and into the 2010s there was growing concern that the very processes involved in gender mainstreaming actually meant that the terms "empowerment" and "gender equality" were, in some cases, in danger of becoming "eviscerated of conceptual and political bite" (Cornwall and Rivas, 2015, p. 396). A significant body of gender equality and women's empowerment interventions appeared to be focused more on what empowered women could do for achieving development goals, rather than on building an understanding of empowerment as desirable in and of itself (Cornwall, 2016). There was an emphasis on "filling gaps" in women's access to knowledge, services, resources and markets, rather than on challenging and changing discriminatory social institutions (Hillenbrand *et al.*, 2015; Njuki, Kaler and Parkins, 2016). These processes contributed to a proliferation of measures and indices, which were arguably too simple with respect to unit and scope of analysis and not effective enough at capturing the nuances of gender in differing social contexts (Tavenner and Crane, 2022). And, above all, by the mid-2010s there was the sense that years of advocacy, policy efforts and investments

[6] Combinations of these approaches vary according to the model one espouses.

[7] See https://www.ohchr.org/en/treaty-bodies/cedaw

[8] See https://www.unwomen.org/en/how-we-work/intergovernmental-support/world-conferences-on-women

[9] See https://www.mdgmonitor.org/millennium-development-goal

directed to gender mainstreaming were failing to bring the expected benefits for women's empowerment and gender equality.

Nevertheless, on international policy agendas, change was afoot. The SDGs, integral to the 2030 Agenda for Sustainable Development, were agreed upon in 2015. SDG 5 made an explicit commitment to "achieve gender equality and empower all women and girls" in their own right.[10] The formulation of the SDGs, including the commitment to "leave no one behind",[11] reflected the understanding that the intersection of income inequality, the marginalization of certain social identities, and, frequently, locational disadvantage can lead to the systematic exclusion of certain groups (Kabeer and Santos, 2017). Intersectionality proposes that human lives cannot be understood as the expression of a single identity, such as gender, but rather are multidimensional and complex. Thus, inequalities and social differences are the outcome of intersections of different social locations, power relations and experiences (Hankivsky, 2014). At the same time, masculinities studies, conducted for decades in the health sector (Thompson and Pleck, 1995), became more common in rural development research (Cornwall, 2000), resulting in challenging and fruitful dialogues between feminist researchers and practitioners and those studying masculinities (Edström, Das and Dolan, 2014). Organizations like Promundo (now Equimundo) worked on the ground to promote understandings of masculinities and gender equality, developing in the process a number of valuable participatory approaches such as Journeys of Transformation (Promundo and CARE International in Rwanda, 2012). Today, masculinities and intersectionality are understood to be central to informing the design and implementation of gender transformative approaches (Mullinax, Hart and Garcia, 2018; Cole *et al.*, 2015).

A decade ago, drawing on the work of many organizations and individuals, CGIAR started developing its own conceptualization of gender transformative change. The CGIAR Research Program on Aquatic Agricultural Systems inspired systematic efforts to institutionalize gender transformative programming (Shaw and Kristjanson, 2013; McDougall *et al.*, 2021). The CGIAR Gender and Agriculture Research Network (2012–2016) was followed by the CGIAR Collaborative Platform for Gender Research (2017–2019) and the current CGIAR GENDER Impact Platform.[12] Similarly, the global comparative research initiative GENNOVATE[13] was created to examine how gender norms and agency influence men, women and youth to adopt innovation in agriculture and natural resource management (Badstue *et al.*, 2018). From this work, significant papers on how to conceptualize gender transformative change in agrifood systems began to emerge (Kantor and Apgar, 2013; Morgan, 2014; Cole *et al.*, 2014; Hillenbrand *et al.*, 2015; Njuki, Kaler and Parkins, 2016; Mullinax, Hart and Garcia, 2018).

In 2019, the European Union, FAO, IFAD and WFP launched the Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture (JP GTA), designed in response to a call at the joint 2016 high-level event "Step It Up Together with Rural Women to End Hunger and Poverty",[14] with financial support from the European Union. The JP GTA aims to strengthen the RBAs' contribution to the attainment of SDG 5 by explicitly addressing the root causes of gender inequalities and triggering transformative change processes that lead to gender equality and the empowerment of women and girls (FAO, IFAD and WFP, 2021). The first principle of the European Union Action Plan on Gender Equality and Women's Empowerment in External Action 2021–2025 (European Union, 2020, p. 4) commits to gender transformative change, which means "examining, questioning and changing rigid gender norms and imbalances of power which disadvantage women and girls and generate discriminations at all ages, starting from early childhood, in societies."

10 See https://sdgs.un.org/goals

11 See https://unsdg.un.org/2030-agenda/universal-values/leave-no-one-behind

12 See https://gender.cgiar.org/

13 See https://gennovate.org/

14 See https://www.fao.org/about/meetings/rural-women-end-hunger/en/

Today, there is an emerging consensus on the importance of challenging discriminatory social institutions, and on ensuring the meaningful participation of women as well as men in food security, nutrition and sustainable agriculture programming and initiatives. Drawing on the work of Rao and Kelleher (2005),[15] among others, Njuki *et al.* (2022) highlight the importance of systematically confronting and tackling the structural causes of inequality in agrifood systems. Intersectional, feminist, masculinities, ethnographic and participatory approaches to understand and implement gender transformative change processes are moving from the margins to the centre of research practice (Tavenner and Crane, 2022; Potts, Kolli and Fattal, 2022; McDougall *et al.*, 2022). To some extent, the studies and writings in the current literature are rebuilding the understanding created decades ago that women and men must be able to challenge how they are represented, define what gender transformative change means to them, and meaningfully engage in decision-making systems.

[15] This article identifies the four dimensions of gender inequality and helps programmes explore systemic and individual – and informal and formal – constraints to the achievement of women's empowerment and gender equality.

ANNEX 2
Complementary resources for measuring gender transformative change

These Guidelines provide an overarching framework on how to measure gender transformative change, including several methodological issues to consider when developing gender transformative change indicators, and a step-by-step process for developing said indicators. In keeping with the Guidelines, this section presents some examples of complementary tools and methods that programmes can include in their toolbox for use when measuring gender transformative change. The examples are organized below according to the tools and methods for measuring the key dimensions of gender transformative change as per the framework provided in these Guidelines. It is important to note that some tools and methods focus on empowerment rather than gender transformative change *per se*. They are included when there is high potential for adapting them to gender transformative change measurement.

Based on the process described in these Guidelines, we also provide some examples of tools and methods that will help organizations apply an intersectional lens and bring in insider perspectives when setting up their gender transformative research or development programme. Finally, we include quantitative and qualitative tools and methods to assist organizations in developing outcome indicators and in understanding incremental changes that occur during a programme cycle.

Tools and methods for measuring agency

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Project-level Women's Empowerment in Agriculture Index (pro-WEAI)	Pro-WEAI measures women's empowerment in agricultural development projects. The index adds specialized project-relevant modules to the Abridged-WEAI (A-WEAI), plus an enhanced livestock module and an add-on nutrition and health module. Pro-WEAI comprises 12 indicators (2 optional) that measure three types of agency: – intrinsic agency (*power within*); – instrumental agency (*power to*); and – collective agency (*power with*).	WEAI Guides and Instruments Pro-WEAI website Malapit *et al.* 2019. Development of the project-level Women's Empowerment in Agriculture Index (pro-WEAI). *World Development*, 122: 675–692. https://doi.org/10.1016/j.worlddev.2019.06.018
Practical guide for measuring women's and girls' empowerment in an impact evaluation	This guide focuses on empowerment but provides strong insights into how to measure women's and girls' empowerment in impact evaluations using indicators (both survey and non-survey, such as games) that can be adapted for measuring gender transformative change, especially the key dimension of agency. It sets out a four-step process: 1) formative research; 2) theory of change (including local indicators to complement internationally standardized indicators); 3) data collection instruments (and how to reduce reporting bias); and 4) data collection plan.	Glennerster, R., Walsh, C. & Diaz-Martin, L. 2018. *A practical guide to measuring women's and girls' empowerment in impact evaluations*. Cambridge, USA, J-PAL. https://www.povertyactionlab.org/sites/default/files/research-resources/practical-guide-to-measuring-womens-and-girls-empowerment-in-impact-evaluations.pdf

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Practical tools and frameworks for measuring agency in women's economic empowerment	This brief identifies and analyses a range of tools and methods for measuring agency in programmes that support women's economic empowerment. It is targeted at practitioners in need of practical frameworks and tools, indicators, research techniques, results, and lessons and good practices in measuring agency.	Anand, M., Mecagni, A. & Piracha, M. 2019. *Practical tools and frameworks for measuring agency in women's economic empowerment.* SEEP Network. https://seepnetwork.org/files/galleries/2019-WEE-MeasuringWomensAgency-_EN-DIGITAL.pdf

Tools and methods for measuring power relations

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Gender and Power Analysis	The Gender and Power Analysis examines key gaps, risks and barriers that constrain gender equality and social justice in different arenas of life. The tool also helps identify people's experiences of power and privilege (with a specific focus on experiences of young people) as well as drivers of positive social change. It comprises six domains that can be used to explore a range of topics, including dimensions of gender transformative change, and is especially helpful for understanding how power differentials and accompanying systems of oppression operate.	Bywater, K., Avakyan, Y. & Lepillez, K. 2021. *Gender and power analysis. GAP analysis: a child-centred and intersectional approach.* Save the Children. https://resourcecentre.savethechildren.net/pdf/GAP-Guidance_FINAL.pdf/
Social Analysis and Action (SAA) Global Implementation Manual	This toolkit covers social analysis and action to facilitate gender and social transformation. Section 4 on monitoring, evaluation and learning provides guidance on gender and power analysis to collect, identify, examine and analyse information on different power holders, norms and networks, as well as the roles of men and women. In particular, it focuses on examining diversity among groups of women, men, girls and boys. While it cuts across all three key dimensions of gender transformative change, it is a particularly good example of how to measure power relations.	CARE USA. 2018. *Social Analysis and Action Global Implementation Manual.* Atlanta, USA. https://www.fsn.org/sites/default//SAA_Toolkit_FINAL.pdf
Power Pack Resource Guide	This guide brings together resources to understand power relations and enable social change.	Website Resource guide

Tools and methods for measuring informal social institutions

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
JP GTA guide to formulating gendered social norms indicators in the context of food security and nutrition	This guide identifies nine focal areas of gender inequalities, with examples of social norms indicators for each area. It provides advice on formulating indicators to measure changes, with an initial set of example indicators.	FAO, IFAD and WFP. 2022. *Guide to formulating gendered social norms indicators in the context of food security and nutrition.* Rome. https://doi.org/10.4060/cc0673en

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Participatory Research Toolkit for Social Norms Measurement	This toolkit provides nine participatory research tools, with explanations of what each of them measure regarding social norms.	Sood, S., Kostizak, K. & Stevens, S. 2020. *Participatory Research Toolkit for Social Norms Measurement*. New York, USA, UNICEF. https://www.unicef.org/media/90816/file/FGM-Research-toolkit.pdf
Gender Attitude Scales	This publication is a compendium of scales for measuring adherence to gender norms. The scales can be used to measure interventions that target such norms, with attitudes used as a proxy. The following gender scales are included: – Couple communication on sex – Women's empowerment – Gender beliefs – Gender-equitable men – Gender norm attitudes – Gender relations – Household decision-making – Sexual relationship power	Nanda, G. 2011. *Compendium of gender scales*. Washington, DC, FHI 360 and C-Change. http://www.sbccimplementationkits.org/demandrmnch/wp-content/uploads/2014/02/Compendium-of-Gender-Scales.pdf
Social Norms Analysis Plot (SNAP) Framework	The SNAP framework contains practical guidelines to understand and evaluate changes in norms. It defines the components of social norms upon which tools are built. This helps evaluators to assess the strength of a particular norm and the ways it may have shifted over time.	CARE USA. 2017. *Applying theory to practice: CARE's journey piloting social norms measures for gender programming*. Atlanta, USA. https://insights.careinternational.org.uk/images/in-practice/GBV/GBV_care-social-norms-paper-web-final_2017.pdf
Practical guide on how to measure social norms	This guide offers insight on and examples of how to measure social norms, how to collect data based on good measurement methods, and how to use the data collected about social norms to inform the design of programs.	Learning Collaborative to Advance Normative Change. 2019. *Resources for measuring social norms: a practical guide for programme implementers*. Washington, DC, Institute for Reproductive Health, Georgetown University. https://gehweb.ucsd.edu/wp-content/uploads/2020/01/resources_for_measuring_social_norms_guide_final.pdf
Technical guide for addressing gender norms to increase financial inclusion	Guide for funders and market facilitators to design interventions to address the gender gaps and increase women's financial inclusion and economic empowerment, by taking gender norms into account. Section 5 discusses key dimensions for measuring a gender norm change in market systems.	Koning, A., Ledgerwood, J. & Singh, N. 2021. *Addressing gender norms to increase financial inclusion: designing for impact*. Technical Guide. Washington, DC, CGAP. https://www.cgap.org/sites/default/files/publications/2021_10_Technical_Guide_Gender_Norms.pdf

Tools and methods for measuring formal social institutions

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Social Institutions and Gender Index (SIGI)	The SIGI index measures discrimination against women in social institutions across 180 countries. It considers laws, social norms and practices, capturing the underlying drivers of gender inequality so as to provide the necessary data for transformative policy change. It is built using data from the Gender, Institutions and Development Database (GID-DB).	All related resources
Toolkit for transformative organizational capacity building for gender-just organizations	This toolkit provides a set of tools for designing, monitoring and evaluating transformative organizational capacity building on gender justice, as well as outlining a programme management cycle for the process. It includes a feminist methodology for assessing organizational change and evaluation, using the most significant change indicator that can be useful for measuring formal institutional change.	Oxfam Canada. 2012. *The power of gender-just organizations: toolkit for transformative organizational capacity building.* Ottawa. https://www.oxfam.ca/wp-content/uploads/2012/11/Ox-Gender-Toolkit_web-final_0.pdf
Gender Equality Organizational Assessment Tool	This tool enables the assessment of organizations based on five gender equality principles: – Principle 1: Employment and compensation – Principle 2: Work-life balance and career development – Principle 3: Health, safety, and freedom from violence – Principle 4: Governance and leadership – Principle 5: Administration and stakeholder relations For each principle, a range of elements and indicators are provided to guide the assessment.	World Customs Organization. 2013. *Gender Equality Organizational Assessment Tool*. https://www.wcoomd.org/-/media/wco/public/global/pdf/topics/capacity-building/activities-and-programmes/gender-equality/gender-equality-assessment-tool.pdf?la=en

Tools and methods for integrating intersectionality in research

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Practical guide for incorporating an intersectional approach in sustainable rural development programmes and projects	This guide focuses on integrating intersectional aspects in the design, implementation, monitoring and evaluation of sustainable rural development projects, plans and programmes, through an inclusive and participatory approach.	FAO. 2023. *Practical guide for the incorporation of the intersectionality approach in sustainable rural development programmes and projects.* Santiago. https://doi.org/10.4060/cc2823en
Intersectionality Resource Guide and Toolkit	This resource guide and toolkit helps users to deepen their understanding of an intersectional approach. It provides conceptual clarity and a practical framework and tools for reducing intersecting inequalities faced by people experiencing diverse and combined forms of discrimination.	Full version Easy-to-read version

Toolkit to incorporate intersectionality into local policies	This toolkit is aimed at people working in local government, but also anyone who is interested in challenging the inequalities that exist in their environment.	Igualtats Connectades. 2019. *Toolkit to incorporate intersectionality into local policie*s. https://igualtatsconnect.cat/wp-content/uploads/2019/09/Publicacion-Igualtats-Connect-ENG-1.pdf

Tools and methods for integrating insider perspectives in research

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Participatory Video and the Most Significant Change (PVMSC) toolkit	PVMSC is a participatory approach to measurement, evaluation and learning (MEL). The approach amplifies the voices of participants to enable organizations to better understand and improve their programmes. PVMSC uses a set of techniques to involve a group or community in shaping and creating their own film. Among these, the Most Significant Change technique is a form of participatory monitoring and evaluation. It involves the collection of significant change stories from the field, with panels of designated stakeholders or staff selecting the most significant stories.	For more information Access to a free version of the toolkit
Gender Action Learning System Manual	This manual explains how to develop the Gender Action Learning System (GALS). Part 3 (pp. 102–105) presents several tools for sharing, aggregating, evaluating and discussing knowledge gained to date. The manual also provides tools to ensure challenges are addressed, and to highlight the importance of self-led tracking and planning processes. There is a particular focus on ensuring gender justice is not lost during the GALS process, as participants move to deepen their understanding of livelihood and business planning. The manual also helps participants to build on positive gender changes and improve change processes.	Mayoux, L. & Oxfam Novib. 2014. *Rocky road to diamond dreams. GALS Phase 1 Visioning and Catalysing a Gender Justice Movement Implementation Manual, V1.0*. The Hague, Kingdom of the Netherlands, Oxfam Novib. https://www.oxfamnovib.nl/redactie/Downloads/English/SPEF/140701_RRDD_manual_July_small(1).pdf
Participatory tools for gender transformative decision-making	This manual focuses on how to close the "gender gap" in access to and benefits from agricultural technologies in ways that benefit women and the whole family. In addition to existing tools, it also presents new tools inspired by GALS, such as the Technology Vision Journey and Technology Challenge Action Tree, to support gender transformative decision-making. In the process of developing each tool, users develop their own indicators in the form of goals and associated milestones and discussion processes.	Farnworth, C.R., Fischer, G., Chinyophiro, A., Swai, E., Said, Z., Rugalabam, J., Mshana, E. *et al.* 2022. *Gender-transformative decision-making on agricultural technologies: participatory tools*. Ibadan, Nigeria, IITA. https://cgspace.cgiar.org//10568/127692
Participatory statistics	Participatory research is a well-established approach with an accompanying set of tools in which local people themselves generate statistical data. This book seeks to bring about a step change in the adoption and mainstreaming of participatory statistics within international development practice.	Holland, J. 2013. *Who counts? The power of participatory statistics*. Rugby, UK, Practical Action Publishing. https://www.ids.ac.uk//who-counts-the-power-of-participatory-statistics/

Quantifying qualitative outcomes from people's own analyses	This evaluation study by the Swedish International Development Cooperation Agency (Sida) provides a breakthrough evaluation method by which target groups assess themselves using indicators generated through a participatory process. These are then quantified and aggregated to show distributions, trends and unexpected results. Local people themselves facilitate group analysis and willingly give their time for assessments because they are important for their own learning, planning and progress.	Jupp, D., Ali, S.I. & Barahona, C. 2010. *Measuring empowerment? Ask them. Quantifying qualitative outcomes from people's own analysis: insights for results-based management from the experience of a social movement in Bangladesh*. Sida Studies in Evaluation. Sida. https://www.oecd.org/derec//46146440.pdf

Tools and methods for developing outcome indicators

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Manual for monitoring and evaluation	Chapter 4 of this manual covers indicators as a means to measure change, including the following: – quantitative and qualitative indicators – components of indicators – ways to develop indicators – indicator quality checklist	Church, C. & Rogers, M.M. 2006. *Designing for results: integrating monitoring and evaluation in conflict transformation programmes*. Washington, DC, Search for Common Ground. https://www.sfcg.org//manualpart1.pdf
Handbook on qualitative indicators	This handbook assists the user in developing good qualitative indicators.	USAID. 2005. *Handbook on qualitative indicators*. Washington, DC, Office of Democracy and Governance. https://pdf.usaid.gov/_docs/PNAEB361.pdf

Tools and methods for measuring incremental changes

TOOL OR METHOD	DESCRIPTION OR PURPOSE	RESOURCE
Outcome Mapping, by CARE Tipping Point	Outcome Mapping is a methodology for planning, monitoring, and evaluating development initiatives that work towards the achievement of sustainable social change. The tool can, *inter alia*, help programmes measure incremental changes using progress markers.	CARE Tipping Point. 2019. *Outcome Mapping*. Phase 1, Method Briefs. https://caretippingpoint.org/wp-content/uploads/2019/11/_Outcome_Mapping_FINAL.pdf
Outcome Mapping, by the International Development Resource Centre (IDRC)	This is another seminal resource on Outcome Mapping, by IDRC. The method is described as a shift from measuring the products generated by a programme to measuring the changes in behaviours, relationships, actions and activities.	Earl, S., Carden, F. & Smutylo, T. 2001. *Outcome Mapping: building learning and reflection into development programmes*. Ottawa, IDRC. https://.outcomemapping.ca/download.php?file=/resource//OM_English_final.pdf

ANNEX 3
Sample reach, benefit and empower indicators alongside gender transformative change indicators

Below we present sample reach, benefit and empower indicators alongside additional gender transformative change indicators to showcase their differences and linkages. While we developed mostly quantitative sample indicators across the four indicator types for explanatory purposes only, programmes are encouraged to develop a mix of qualitative and quantitative indicators. The sphere of influence that the assessment of the outcomes could target is also indicated along with a hypothetical programme focus. The sample indicators were developed using the "knowledge, skills and access to information" core area of gender equality (see Table 3).

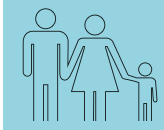
Sphere of influence: Individual

Core area of gender inequality: Knowledge, skills and access to information

Programme focus: Technical and social change interventions to increase the capacity of married women via trainings on good agricultural practices (GAP)

REACH	BENEFIT	EMPOWER
Percentage of married women trained on GAP	Percentage of married women who demonstrate increased knowledge of GAP after attending training events	Percentage of married women with decision-making power concerning GAP implementation

GENDER TRANSFORMATIVE CHANGE
Percentage of married men who support their spouses in attending GAP training events outside their community
Percentage of women and men who believe that men do not have the right to control whether their spouse attends a GAP training outside the community (descriptive norm)
Percentage of women and men who think that people in the community would approve of women attending a GAP training outside the community without their spouse's approval (injunctive norm)



Sphere of influence: Household

Core area of gender inequality: Knowledge, skills and access to information

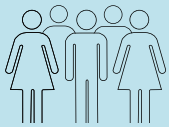
Programme focus: Interventions that use household methodologies (HHM),[16] with tools focused on strengthening women's agricultural technical knowledge

REACH	BENEFIT	EMPOWER
Percentage of couples trained in HHM to identify gaps in women's agricultural technical knowledge	Percentage of couples who use HHM tools to develop women's agricultural technical knowledge	Percentage of women who negotiate with their spouses to take over child-care responsibilities so they can join agricultural technical training courses

GENDER TRANSFORMATIVE CHANGE

Percentage of married women and men who believe spouses with equal levels of technical knowledge are more likely to increase household agricultural productivity (descriptive norm)

Percentage of married women and men who think that people in the community would feel that women with equal levels of technical knowledge are more likely to increase household agricultural productivity (injunctive norm)



Sphere of influence: Community

Core area of gender inequality: Knowledge, skills and access to information

Programme focus: Interventions that train women members of farmers' associations in improved dairy cattle management in a situation where men have previously managed dairy cattle

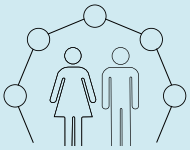
REACH	BENEFIT	EMPOWER
Percentage of women in farmers' associations trained in improved dairy cattle management practices	Percentage of women in farmers' associations successfully implementing improved dairy cattle managements practices	Percentage of farmers' associations who provide microfinance loans to trained women for purchase of cattle, as well as support for the erection of cattle pens and other good management infrastructure

GENDER TRANSFORMATIVE CHANGE

Percentage of farmers' associations that advocate for women's involvement in dairy cattle management within the network group of community milk hubs

Percentage of schoolchildren who perceive women as dairy farmers

[16] See https://www.ifad.org/documents/38714170/40198517/Household+methodologie+-+harnessing+the+family's+potential+for+change.pdf/cb0ab278-bfb4-4b4c-a237-e7841bc9e9aa



Sphere of influence: Organizational

Core area of gender inequality: Knowledge, skills and access to information

Programme focus: Working with National Agricultural Research and Extension Systems to make them more gender-inclusive and gender transformative in the services they provide

REACH	BENEFIT	EMPOWER
Percentage of district extension officers trained on a new gender-responsive approach to deliver extension services	Percentage of women farmers receiving better extension services as a result of the new gender-responsive approach	Percentage of district extension officers who have obtained high marks on their annual performance assessment based on their implementation of the new gender-responsive approach Percentage of district extension officers who have obtained additional resources to implement new gender-responsive extension approaches

GENDER TRANSFORMATIVE CHANGE
Percentage of extension officers who think women can succeed in agriculture and make valuable contributions to the functioning of agrifood systems when given the appropriate support Number of training products in national extension service curriculum that integrate household methodologies into GAP

Sphere of influence: Macroenvironmental

Core area of gender inequality: Knowledge, skills and access to information

Programme focus: Interventions to implement a gender-responsive land law

REACH	BENEFIT	EMPOWER
Roll-out of a national media campaign teaching women and men from different ethnic groups about women's rights under the new land law	Percentage of provincial offices reporting that women and men in various ethnic groups understand the new land law after the media campaign	Number of provincial offices reporting an increase in women (by ethnic group) claiming their entitlements under the new land law

GENDER TRANSFORMATIVE CHANGE
Percentage of courts assisting women to secure their legal entitlements under the new land law, and percent increase in successful cases (by ethnic group) Percentage of communities nationally where the land law has been enacted by traditional authorities, with support from the legal system

ANNEX 4

Additional examples for the step-by-step process to develop gender transformative change indicators

EXAMPLE 1. Participation, representation and leadership in smallholder farmers' associations

STEP 1	Impact statement	Enhanced participation, representation and leadership of women in smallholder farmers' associations
STEP 2	Key challenge(s)	Men hold powerful positions within farmers' associations.
	Dimensions and subdimensions or important relationships of gender transformative change	Dimension: power relations – Important relationships: service providers Dimension: informal social institutions – Subdimension: social norms
STEP 3	Target groups	Association leaders and members, both women and men
	Sphere(s) of influence	Community
STEP 4	Desired outcomes	Outcome 1 – Women and men share leadership positions in farmers' associations. Outcome 2 – Men in powerful positions and male members of associations see value in having women leaders.
	Incremental changes (progress towards achieving outcomes)	Outcome 1 – At month 6: Male leaders of associations reflect on and develop action plans at community-based workshops to address the underlying causes of women's low representation in association leadership positions. – At year 1: Male leaders develop by-laws that make it mandatory that 50 percent of leadership positions be held by women. Outcome 2 – At year 2: Attitudes of male association members are becoming more positive regarding the presence of female leaders in the association.

STEP 5	Quantitative outcome indicators	Outcome 1 – Ratio of women to men in leadership positions – Percentage of female members who believe that most people in their community would disapprove if they took up leadership roles (injunctive norm) – Percentage of women and men who report that it is common in their community for women to hold leadership roles in farmers' associations (descriptive norm) Outcome 2 – Percentage of male leaders who believe it is important to have gender parity in leadership positions – Percentage of members (women and men) who believe that only men can be good leaders or can fill leadership roles
	Qualitative outcome indicators	Outcome 1 – Male leaders' views on sharing leadership positions with women – Female leaders' perceptions (positive and negative) of working in leadership positions Outcome 2 – Views of male leaders and members on the value of having female leaders in their associations

EXAMPLE 2. Participation in, and benefits from, commercial dairy value chains

STEP 1	Impact statement	Increased participation in, and benefits from, commercial dairy value chains by scheduled caste women and men
STEP 2	Key challenge(s)	General caste men dominate the dairy value chain, with some participation from other backward caste men and no participation from scheduled caste women and men.
	Dimensions and subdimensions or important relationships of gender transformative change	– Dimension: informal social institutions – Subdimension: gendered social norms in interaction with social caste norms
STEP 3	Target groups	Women and men from scheduled castes, general castes and other backward castes
	Sphere(s) of influence	Individual, household and community

STEP 4	Desired outcomes	– Scheduled caste women profitably manage and operate small dairy businesses, with support from their husbands and cross-caste community acceptance of their new role. Outcome 2 – Gender and caste norms on dairy business ownership by scheduled caste women are more equal at community level.
	Incremental changes (progress towards achieving outcomes)	Outcome 1 – At year 1: Scheduled caste women have the skills, knowledge and capital to manage small dairy businesses. – At year 2–3: (Extended) household-level attitudes are more positive regarding scheduled caste women's engagement in dairy businesses. Outcome 2 – At month 6: Scheduled caste women are trained with general caste and other backward caste women in the setting up of small dairy businesses and associated technical knowledge, and supported with tailored, gender-responsive loans. – At year 2–3: Scheduled caste women are able to run a successful operation, and community members acknowledge their new capacities and success. – At year 4–5: Community members across caste demonstrate positive attitudes regarding the engagement of scheduled caste households, and specifically women, in dairy production.
STEP 5	Quantitative outcome indicators	Outcome 1 – Percentage of scheduled caste women who manage dairy businesses compared to general caste men – Percentage of scheduled caste men who believe that men support their wives' involvement in the dairy business (descriptive norm) – Percentage of scheduled caste men who believe that other men will think positively of them if they support their wife's involvement in the dairy business (injunctive norm) Outcome 2 – Percentage of men who believe that women (including scheduled caste women) have the capacity to own/manage dairy businesses (descriptive norm) – Percentage of men who believe that others in the community think that women (including scheduled caste women) have the capacity to own/manage dairy businesses (injunctive norm)
	Qualitative outcome indicators	Outcome 1 – Cross-caste community perception of scheduled caste women's engagement in the dairy business – Scheduled caste (extended) household-level perceptions of women's engagement in the dairy business Outcome 2 – Men's views on why other men should view their support of their own wife's dairy business positively – Scheduled caste women's experiences operating their dairy businesses

EXAMPLE 3. Autonomy, power and influence in high-value markets

STEP 1	Impact statement	Increased economic autonomy, power and influence in high-value markets for women farmers
STEP 2	Key challenge(s)	Women's participation in high-value markets is constrained by their reproductive and domestic roles.
	Dimensions and subdimensions or important relationships of gender transformative change	Dimension: power relations – Important relationships: spouses and other family members Dimension: informal social institutions – Subdimension: social norms
STEP 3	Target groups	Women and men in farming households
	Sphere(s) of influence	Individual, household and community
STEP 4	Desired outcomes	Outcome 1 – Gender norms on unpaid work are becoming more equal at community level. Outcome 2 – Men play larger roles within the household doing domestic and caretaking tasks, thus freeing up time for women to participate in commercial value chain activities.
	Incremental changes (progress towards achieving outcomes)	Outcome 1 – At year 1–2: Men's attitudes are more gender-equitable regarding who should perform home-based work versus productive work outside the home. Outcome 2 – At year 1: Men take up domestic and caretaking tasks reliably in their households. – At year 2: The participation of women in high-value markets increases.

STEP 5	Quantitative outcome indicators	Outcome 1 – Percentage of men who believe that other men perform unpaid domestic work (descriptive norm) – Percentage of men and women who agree that it is common in their community for a man and woman to share child care and household chores equally (descriptive norm) – Percentage of women who think that people in their community approve of them spending their time working outside the household (injunctive norm) Outcome 2 – Percentage of men who play larger roles within the household doing domestic and caretaking tasks – Percentage of men who believe that other men will think positively of them if they perform unpaid domestic work (injunctive norm) – Percentage of women who report having more time available for commercial pursuits
	Qualitative outcome indicators	Outcome 1 – Men's views on other men in their community performing unpaid domestic work Outcome 2 – Men's views on doing domestic and caregiving tasks – Women's views on the importance and benefits of having more time to participate in high-value markets

EXAMPLE 4. Productive autonomy in crop- and livestock-based livelihoods

STEP 1	Impact statement	Enhanced productive autonomy in crop- and livestock-based livelihoods for women farmers
STEP 2	Key challenge(s)	Current agricultural extension policies are gender blind and socially exclusive. As a result, extension services primarily reach older and better-off male farmers who can attend trainings on good agricultural practices and agribusiness to increase their agricultural productivity and profitability.
	Dimensions and subdimensions or important relationships of gender transformative change	Dimension: formal social institutions – Subdimension: transparency of information and access to services
STEP 3	Target groups	Policy- and decision-makers
	Sphere(s) of influence	Organizational and macroenvironmental
STEP 4	Desired outcomes	– Reformed extension services consider and address the diverse needs, interests and constraints of different types of farmers, especially young women.
	Incremental changes (progress towards achieving outcomes)	– At year 1: Policy- and decision-makers carry out policy reforms that ensure the needs, interests and constraints of all female and male farmers are attended to through agricultural extension services. – At year 2: District agricultural staff have the sensitivity, capacity and resources to be more gender-responsive, and recognize the importance of ensuring diversity and inclusion in the workplace.
STEP 5	Quantitative outcome indicators	– Percentage of extension officers who apply differential approaches and methods for technical support for different types of farmers – Percentage of women farmers who report access to more frequent and better-tailored extension services, and have increased their productivity as a result – Percentage of extension officers who think that other extension officers provide gender-responsive services (descriptive norm) – Percentage of extension officers who think that most extension officers would approve of them providing gender-responsive extension services (injunctive norm)
	Qualitative outcome indicators	– Extension officers' experiences providing gender-responsive extension support to young women farmers, and the results from using such an approach – Young women farmers' experiences receiving gender-responsive support via their district extension network and the benefits they see for the development of their skills, knowledge and practical experience

ANNEX 5
Review of literature on measuring gender transformative change and related indicators

This section provides comparative reviews of selected documents on measuring gender transformative change, and sample indicators from each source. Indicators that appear to reflect gender transformative change were selected. It should be noted, though, that it can be difficult to assess the intent of the indicators when they are decontextualized from the sources. For instance, in an indicator such as "joint action to challenge discrimination and working conditions", it is unclear who is leading and conducting the joint action: members of a community, or a development partner or other stakeholders.

Another issue to consider is that an intervention may be carried out in one sphere, while gender transformative change may occur in another – which underscores the importance of identifying what to measure and how. In this regard, a theory of change is very important for helping guide decisions.

RESOURCE

Bloom, S.S. & Negroustoeva, S. 2013. *Compendium of Gender Equality and HIV Indicators.* MEASURE Evaluation.
https://www.measureevaluation.org/resources/publications/ms-13-82/at_download/document

SUMMARY

This compendium focuses on the gender dimensions of HIV. Most indicators refer to health outcomes and the gender aspects of HIV responses. The most relevant to agrifood systems are those under "societal context" that look at societal norms and beliefs that put people at risk for HIV. Other indicators under this area look at economic circumstances and access to services and knowledge. Most indicators can be classified as reach or benefit.

Although not explicitly focused on empowerment or transformative change, the compendium does pay particular attention to measuring institutional change that could lead to changes in practices and attitudes, e.g. how non-discriminatory policies could lead to non-discriminatory behaviour and attitudes.

SAMPLE INDICATORS

Societal context (stigma and discrimination)

– Discriminatory attitudes towards people living with HIV: One item in this indicator measures the potential support by the respondents for discrimination that takes place at an institution, while the other measures social distancing or behavioural expressions of prejudice.

Societal context (gender-based violence)

– Proportion of women and men who say that wife beating is an acceptable way for husbands to discipline their wives

RESOURCE

CARE USA. 2020. *Monitoring, Evaluation and Learning Framework for Social Analysis & Action*. Supporting document for Social Analysis & Action Global Implementation Manual. Atlanta, USA.
https://www.care.org/wp-content/uploads/2020/08/saa_mel_framework.2jan.pdf

SUMMARY

This guidance document presents indicators, methods and tools to monitor and evaluate changes facilitated by Social Analysis and Action (SAA), one of CARE's models for gender transformation. The SAA model is meant to be integrated into sector-focused programmes, through which individuals and communities explore and challenge social norms, beliefs and practices concerning gender and sexuality. The framework proposed sees change as a process instead of an end-point. It focuses on documenting and learning from small, incremental changes, and on the quality of programme implementation (e.g. staff perceptions of and commitment to gender equality, capacities of community-level facilitators or partners, and knowledge of SAA implementation). As the pathway to change is non-linear, the indicators suggested "do not map a simple one-to-one relationship to the three domains of change. Each indicator, while situated in either agency, or structure, or relations in the table, reflects multiple changes that in reality cut across the three dimensions. For example, the prevalence of female-owned businesses may reflect changes in individual choices and capabilities it may also reflect structural changes in shifting labour market incentives" (p. 15). The authors argue it is necessary to ensure there are indicators to capture change in all dimensions.

The document outlines an approach that organizes indicators into two groups. Group one includes indicators that measure immediate outcomes, mostly referring to the implementation of the SAA approach (e.g. staff become active champions of gender equality; individuals and communities are increasingly aware of – and motivated to change – inequitable gender, social and power norms; collective efficacy increases). Group two includes indicators that measure intermediate outcomes, reflecting changes in either agency, relations or structures. Within the second group the authors further classify indicators as either cross-cutting (e.g. self-efficacy, gender-based violence, gender-equitable attitudes) or sector-specific (e.g. women's economic empowerment, food security and nutrition, sexual health, and reproductive rights).

SAMPLE INDICATORS

Immediate outcome indicators to monitor and evaluate each step of the SAA process cycle

- Number of staff who report discussing gender norms with other staff or family members on a regular basis
- Percentage of respondents who say they want to improve attitudes towards women in their community

Intermediate outcome indicators for measuring changes in agency

- Belief in women's right to refuse sex

Intermediate outcome indicators for measuring changes in relations

- Men's knowledge of, and accountability for, health and nutrition outcomes
- Quantitative change in hours of household labour by time and task allocation for rural producers, disaggregated by sex

Intermediate outcome indicators for measuring changes in structures

- Percentage of respondents who report gender-equitable attitudes ("Domestic chores and daily life domain" subscale of Gender Equitable Men Scale)
- Number and percentage of respondents who recognize equal value of care work and subsistence work
- Changes in cultural restrictions on the nature of women's and men's professions

RESOURCE

Hillenbrand, E., Karim, N., Mohanraj, P. & Wu, D. 2015. *Measuring gender-transformative change: a review of literature and promising practices*. Working Paper. Atlanta, CARE USA.
https://www.care.org/wp-content/uploads/2020/05/working_paper_aas_gt_change_measurement_fa_lowres.pdf

SUMMARY

This publication focuses on gender transformative measurement, evaluation and learning (MEL) systems. It describes different approaches and indicators for measuring gender transformative change and their epistemological roots. The authors' definition of agency encompasses individual and collective capacities (knowledge and skills), attitudes, critical reflection, assets, actions, and access to services.

- *Power over* is defined as control over people, resources and the lives of others.
- *Power to act* and to realize one's aspirations is directly related to the agency dimension, and is frequently measured in terms of individual skills, capacities and self-confidence.
- Power within refers to a person's or group's aspirations and sense of self-worth, self-awareness and self-knowledge, which are also related to agency and shaped by social norms and gendered institutions.
- Power with is an expression of collaborative and collective power through mutual support, collaboration, and recognition of and respect for differences.

The authors organize their indicators according to an agency, relations and structures framework. They utilize several sources to compile indicators and methods for assessing gender transformative change. Nonetheless, several indicators listed do not actually reflect gender transformative change per se. Some of the indicators could help to define process indicators (e.g. as signposts or milestones of a gender transformative change process).

SAMPLE INDICATORS

Power over assets

- De facto rights to inherit or bequeath assets to others through sale, gift or inheritance
- Attitudes towards women's control over land

Collective action and group strength

- Positive perception of women's groups and participation in public debate
- Joint action taken to challenge discrimination and working conditions

Social capital, networks and solidarity

- Extent to which men regard women as equal to them

Household decision-making

- Customs governing whether women are allowed to disagree with husbands

RESOURCE

IFPRI. 2020. *Pro-WEAI for market inclusion*. Washington, DC.
https://www.ifpri.org/publication/pro-weai-market-inclusion

SUMMARY

This IFPRI booklet describes the project-level Women's Empowerment in Agriculture Index for market inclusion (pro-WEAI+MI), which "includes the core pro-WEAI module plus new complementary indicators to investigate barriers to market access and inclusion for different value chain actors … These additions and enhancements increase pro-WEAI's ability to measure and contextualize empowerment and inclusion across value chains" (p. 1). The indicators focus on women's empowerment rather than gender transformative change. Among them, intrinsic agency or power within refers to a person's internal voice, self-respect or self-confidence. Instrumental agency or power to refers to a person's ability to make decisions in their best interest. Last, collective agency or power with refers to the power one gets from acting together with others. Power over is not used, because in the areas where IFPRI tested the pro-WEAI, women's own understanding of empowerment did not include this expression of power.

Different from the publication on gender transformative MEL systems (see above), here the concept of power to includes resources and agendas as they enable strategic decision-making and action. However, to understand gender transformative change and track both positive and negative changes in gender relations (e.g. increases in gender-based violence), it would be important to have indicators to track power over as well as other forms of power.

SAMPLE INDICATORS

Intrinsic agency: power within

- Autonomy in decision-making
- Self-efficacy
- Attitudes about intimate partner violence against women
- Respect among household members

Instrumental agency: power to

- Ownership of land and other assets
- Access to and decisions on financial services
- Control over use of income
- Freedom of movement
- Work balance

Collective agency: power with

- Group membership
- Membership in influential groups

RESOURCE

ICRW. 2018. *Understanding and measuring women's economic empowerment: definition, framework and indicators*. Washington, DC.
https://www.icrw.org/wp-content/uploads/2018/04/ICRW_MeasuringWomensEconomicEmpowerment_v4_WebReady.pdf

SUMMARY

This guidance document distinguishes carefully between agency/power indicators and economic advancement indicators. It suggests that women's economic empowerment projects usually focus on one or the other, and should develop indicators accordingly. The authors argue that it is important to focus on process outputs and outcomes as much as impact, because achieving deep change will require a longer lifespan than most projects can allow, thus making it important to ensure the project stays on track.

The indicators are organized as follows:

– reach and process indicators
– economic advancement indicators
– agency or power indicators

SAMPLE INDICATORS

Agency and power

– Self-confidence/self-efficacy: community valuing of women's entitlement and inclusion
– Gender norms: shifts in marriage and kinship systems
– Gender norms: attitudes on women and mobility
– Autonomy and mobility: women's ability to visit friends, family and associates
– Autonomy and mobility: rates of abuse, assault and harassment against women in public spaces

Economic advancement

– Income: percentage of community resources that are spent on women
– Consumption/smoothing/risk: existence of formal or informal safety nets in the community
– Prosperity: women's share of assets and business ownership

RESOURCE

Morgan, M. 2014. *Measuring gender transformative change*. Penang, Malaysia, WorldFish.
https://hdl.handle.net/20.500.12348/226

SUMMARY

This brief evaluates indicators in non-agricultural sectors working with gender transformative approaches, especially the health sector.

The brief argues that MEL system biases towards specific, measurable, achievable, relevant and time-bound (SMART) quantitative indicators are mistaken, as these indicators cannot adequately measure the complex processes of change in, for example, gender attitudes, relationships and norms. Moreover, the favouring of quantitative indicators contributes to the prioritization of work or interventions that are easily measured at the expense of activities that may be more important, but less easily measured. Also problematic is the tendency towards short-term evaluations, which only capture "snapshots" of change rather than appreciating and attempting to measure dynamic and often non-linear processes of change. If programmes are truly challenging gender relations, then it is possible that gender inequality will worsen in the short term, at the same time as progress is being made overall.

SAMPLE INDICATORS

Individual

- Changes in an individual's attitudes, values, beliefs and expectations about gender
- Gender-related attitude statements:
  - "Violence between a man and a woman is not a private affair."
  - "Women never deserve to be beaten."
  - "A man is strong or a protector."
  - "Men approve of long-term methods of family planning."
- Individual changes in attitude (self-efficacy and self-esteem)
- Individual changes in behaviour (expression, negotiation skills)
- Decrease in incidence of gender-based violence, including psychological abuse, physical violence and sexual violence

Household

- Decrease in incidence of family conflict (i.e. arguments or physical or sexual conflict)
- Increase in spousal/family communication
- Increase in joint decision-making between partners
- More equitable treatment of children

Interpersonal relationships beyond the household

- Increased support (emotional, instrumental or general) among community members
- Increased rate of participation in community organizations

Structures

- Changes in gender norms that are reflected in formal and informal rules
- Increase in public debate, and changes in discourse on domestic violence
- Changes in how men view and interact with women

RESOURCE

Mullinax, M., Hart, J. & Vargas Garcia, A. 2018. *Using research for gender-transformative change: principles and practices*. Ottawa, IDRC and Boston, USA, AJWS.
https://ajws.org/wp-content/uploads/2019/05/Gender-Transformative-Research.pdf

SUMMARY

This paper focuses more on gender transformative research principles and processes using a feminist framework rather than gender transformative change indicators as such. It discusses the challenges researchers face and the factors which contribute to or impede the success of gender transformative change research. The paper synthesizes research and practices considered to increase the likelihood of gender transformative change.

For research design and measurement, the authors recommend a theory of change that focuses on assessing incremental progress toward gender transformative change: i.e. using progress markers that assess small incremental changes instead of only end-points. This allows for defining benchmarks of success and provides clarity on what data is needed and for what purpose. Measuring "catalytic" changes should also be facilitated, which will eventually result in longer-term change.

To understand gender transformative change, researchers need to better conceptualize and measure women's empowerment as being about changing power relationships and structures. Hence the paper argues that indicators should focus on relational and structural changes, as indicators related to women's individual mobility (e.g. the ability to go out alone) do not capture structural and relational dynamics. Furthermore, organizations need to understand from their projects and partners what gender transformative change looks like within their lived realities, and then create research and measurement based on this feedback.

Finally, the paper stresses that MEL systems must include gender indicators based on participant and programmatic staff input. For example, organizations can ask teams their definition of gender equality in their particular context, and what it would ideally look like after the project closes.

SAMPLE INDICATORS

Systemic indicators

- Changes in women's power across multiple levels, including agency, inner household relationship dynamics, and structural systems and policies (i.e. socioecological framework) in comparison to men
- Changes in gender stereotypes
- Reflections of men and women on the consequences of the inequalities embedded within gender roles and norms, and of the resulting distribution of resources, thus encouraging a change in power relations in the community

Household indicators

- Women make decisions over strategic aspects of their family business.
- Men are more (or equally) involved in household duties.
- Men inform women about their movements.
- Women are able to go out alone.

RESOURCE

OECD. 2019. *SIGI 2019 Global Report: transforming challenges into opportunities*. Social Institutions and Gender Index. Paris.
https://doi.org/10.1787/bc56d212-en

SUMMARY

The focus of this report is on empower and gender transformative change indicators, with no reach or benefit indicators. The selected indicators relate more to structures and relations than to agency. The main focus is on the community and policy level, reflecting OECD's focus on social norms and the legal and policy framework.

SAMPLE INDICATORS

Discrimination in the family

- Female to male ratio of time spent on unpaid, domestic and voluntary care work in a 24-hour period
- Prevalence of child marriage of girls
- Prevalence of child marriage of boys
- Percentage of population who agree with the statement, "It is perfectly acceptable for any woman in your household to have a paid job outside the home if she wants one."
- Percentage of population above 18 years of age who believe or believe strongly that "when a mother works for pay, the children suffer."
- Percentage of population above 18 years of age who think that "being a housewife is just as fulfilling as working for pay."
- Percentage of population above 18 years of age who agree or agree strongly that "if a woman earns more money than her husband, it's almost certain to cause problems."
- Whether or not the same legal minimum age of marriage applies to both women and men
- Whether or not women and men have the same legal rights, decision-making abilities, and responsibilities within the household

Physical integrity

- Sex ratio among children aged 0–4 (number of males per 100 females)
- Percentage of women aged 15–49 who consider a husband to be justified in hitting or beating his wife for at least one of the following reasons: burning the food, arguing with him, going out without telling him, neglecting the children, or refusing sexual relations
- Percentage of women who have suffered intimate partner violence or sexual violence at least once in their lives
- Whether or not the legal framework protects women from violence, including intimate partner violence, rape and sexual harassment, without legal exceptions and under a comprehensive approach

Access to productive and financial resources

- Whether or not women and men have the same legal rights and secure access to land assets
- Whether or not women and men share equal rights and opportunities in the workplace, including protection during pregnancy, parental leave, equal pay, and equal access to professions

Civil liberties

- Percentage of the population who agree that "on the whole, men make better political leaders than women do."

RESOURCE

Plan International. 2020. *Plan International Canada's architecture for gender transformative programming and measurement: a primer.*
https://plca-p-001.sitecorecontenthub.cloud/api/public/content/9d02f8e682074365a17a2f3753a57903?v=7fcb35f9

SUMMARY

This primer introduces three components of Plan International Canada's architecture for gender transformative programming and management. The indicators are taken from the Women and Girls Empowerment Index (the second tool outlined in the document), which is designed to be used across the organizations' projects to capture the impacts of gender transformative programming. The indicators measure women's empowerment and gender transformative change, focusing mainly on the household and community level.

SAMPLE INDICATORS

Gender roles and responsibilities

- Percentage of women/girls with equitable attitudes and perceptions regarding gender roles and responsibilities
- Percentage of men/boys with equitable attitudes and perceptions regarding gender roles and responsibilities

Social norms

- Degree to which women/girls are perceived as equal to men/boys

Duty bearers and institutions

- Level of gender-responsiveness of primary duty bearers and institutions (by thematic area)

RESOURCE

UNDP. 2020. *Tackling social norms – a game changer for gender inequalities*. 2020 Human Development Perspectives. New York, USA.
https://hdr.undp.org/system/files/documents/hdperspectivesgsnipdf_1.pdf

SUMMARY

This report focuses on social norms as a key cause of the slowing in progress towards gender equality globally, in areas that relate to women's strategic needs and enhanced capacities. Because the indicators all concern underlying social norms, they are intended to capture transformative change.

SAMPLE INDICATORS

Political empowerment

- "Men make better political leaders than women do." (strongly agree, agree, disagree, strongly disagree)
- "Women have the same rights as men." (1 = not essential to 10 = essential)

Educational empowerment

- "University is more important for a man than for a woman." (strongly agree, agree, disagree, strongly disagree)

Economic empowerment

- "Men should have more right to a job than women." (strongly agree, agree, disagree, strongly disagree)
- "Men make better business executives than women do." (agree, neither, disagree)

Physical integrity

- Proxy for intimate partner violence (1 = never to 10 = always)
- Proxy for reproductive rights (1 = never to 10 = always)

CGIAR GENDER Impact Platform

CGIAR INITIATIVE ON Gender Equality

GENDER (Generating Evidence and New Directions for Equitable Results) is a CGIAR impact platform that synthesizes and amplifies research, fills gaps, builds capacity and sets directions to enable CGIAR to have maximum impact on gender equality, opportunities for youth and social inclusion in agriculture and food systems.

Gender Equality (HER+) is a CGIAR research initiative working to achieve climate resilience by strengthening gender equality and social inclusion across food systems in the Global South.

The CGIAR GENDER Impact Platform and CGIAR Gender Equality Initiative would like to thank all funders that globally support their work through contributions to the CGIAR Trust Fund: https://www.cgiar.org/funders/

Joint Programme on Gender Transformative Approaches for Food Security and Nutrition

The Joint Programme on Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture (JP GTA) is implemented by FAO, IFAD and WFP in collaboration with and through financial support from the European Union. https://www.fao.org/joint-programme-gender-transformative-approaches/en

For more information, contact: JP-GTA@fao.org

Food and Agriculture Organization of the United Nations
Rome, Italy

ISBN 978-92-5-138198-4

CC7940EN/1/09.23