Gender, Agriculture, and Assets Program Phase Two: Developing Project-Level Indicators to Measure Women's Empowerment
(GAAP 2 for pro-WEAI)

Inception Workshop Report

January 27-29, 2016
ICRAF, Nairobi, Kenya

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Abbreviations and acronyms

A4NH	CGIAR Research Program on Agriculture for Nutrition and Health
AWARD	African Women in Agricultural Research and Development
A-WEAI	Abbreviated Women's Empowerment in Agriculture Index
BMGF	Bill & Melinda Gates Foundation
CoP	Community of Practice
EAC	External Advisory Committee
GAAP2	Second phase of the Gender, Agriculture and Assets Program
OPHI	Oxford Poverty and Human Development Initiative
PI	Principal Investigator
Pro-WEAI	Project-level Women's Empowerment in Agriculture Index
USAID	United States Agency for international Development
WEAI	Women's Empowerment in Agriculture Index

Objectives of the workshop

The second phase of the Gender, Assets and Agriculture Project (GAAP2) is led by the International Food Policy Research Institute (IFPRI) with the support of the Bill & Melinda Gates Foundation (BMGF), the United States Agency for International Development (USAID) and the CGIAR Research Program on Agriculture and Nutrition for Health (A4NH). GAAP2 was launched with the inception workshop held at the ICRAF in Nairobi, Kenya and was co-organized by African Women in Agricultural Research and Development (AWARD). The workshop was attended by the members of the GAAP2 core team, institutional partners, members of the GAAP2 External Advisory Committee (EAC), representatives from projects tentatively chosen for GAAP2, potential AWARD and CG fellows and A4NH gender researchers. A full list can be found in Annex 2.

The objectives of the workshop were:

- Develop a shared understanding of the overall initiative, its objectives, and modalities
- Learn about measures of women's empowerment, particularly the Women's Empowerment in Agriculture Index (WEAI) and their uses in development programming.
- Develop components of a project-level WEAI (pro-WEAI) that can be used for assessing the impact of different types of agricultural development projects on women's empowerment
- Lay the foundation for a GAAP2 Community of Practice (CoP) and develop outreach strategies for engaging with projects that are not directly included in the GAAP2 portfolio (the pro-WEAI CoP)
- Present GAAP2 timeline and discuss how individual pro-WEAI pilots fit into that timeline and how these can be used to identify strategies that work to empower women

Workshop Day 1 – January 27

Session 1: Welcomes, introductions, agenda

The GAAP2 inception workshop kicked off with an introduction by Agnes Quisumbing, co-principal investigator (PI) of the GAAP2 (slides). Agnes thanked the participants, the organizers and the donors followed by an explanation of the objectives of the workshop. Stephan Dohrn, the facilitator of the workshop, explained the agenda for the next three days (slides). The workshop agenda can be found in Annex 1.

Vicki Wilde from Bill & Melinda Gates Foundation gave a brief introduction. She said that there is a need to create indicators and metrics to measure women's empowerment, which would not only influence the quality of the projects themselves but also guide investment in the future and influence billions of dollars in agricultural investment.

Wanjiru Kamau-Rutenberg, Director of AWARD, organizers of the workshop and one of GAAP2's institutional partners, welcomed the participants to Nairobi and gave a short introduction to AWARD.

This was followed by a 'getting to know you' activity in which participants networked and got to know each other.

Session 2: Panel discussion - What is empowerment, why is it important, and how have projects tried to empower women?

The panel discussion (recording), moderated by Yvonne Pinto, had three panelists: Raisul Haq from BRAC (representing BRAC's pilot intervention for integrating nutrition into agriculture programming), Clare Bishop Sambrook from IFAD (representing the joint program of 4 UN agencies on the empowerment of rural women in 7 countries, JP-RWEE) and Maureen Miruka from CARE-USA (team leader of CARE's Pathways to Empowerment project). The panelists gave a five-minute introduction to their projects, focusing on their organizations' approach to empowering women and how this has influenced the design of their specific projects in GAAP2.

Yvonne summarized the discussion into three themes - adaptation of tools that can be implemented in a simple and easy-to-understand way, the division between the community and the household level , and looking at the approaches from '30,000 feet' to see how the dialogue around impact level domains in relation to women's empowerment can be changed and articulated. Panelists were requested to shed light on these themes with respect to their projects.

Panel members spoke about the need to adapt tools to move beyond traditional indicators of measuring the success of agricultural programs and the challenge of being specific at the local level but at the same time retaining comparability at the global level. They spoke about the importance of tracking what makes people's lives better e.g. reduction of home-based violence or a woman's right to make basic choices which are often over looked in favor of capturing economic impacts.

Key questions and discussion points

The floor was opened up to the audience for questions. Discussion focused around the challenges of combining qualitative information with quantitative indicators and on the relationship between women's involvement with economic activity outside the home and its impact on empowerment within the household, and whether this can be adequately captured by an empowerment indicator.

Session 3: Lessons from the WEAI

Agnes Quisumbing, Senior Research Fellow at IFPRI, presented the Women's Empowerment in Agriculture Index the rationale behind its development and its evolution (slides, recording). The presentation focused on what the WEAI is, its scope (strict focus on empowerment in agriculture), how it is constructed and how it has been used. The presentation discussed the 5 domains of empowerment, the Gender Parity Index, the development of the instruments and the limitations of the WEAI. Agnes told the participants that the GAAP2 team is open to suggestions to improve the index.

Key questions and discussion points

Questions from the audience were related to the time is takes to detect change in women's empowerment, about the difference between the various versions of WEAI, whether the pro-WEAI being created will be comparable across projects and the dangers of customizing the tool. There was also some discussion on including in the index, other dimensions of empowerment such as self-determination and voice and taking into account gender-based violence and factors that impact empowerment.

Session 4: Abbreviated WEAI (A-WEAI)

Hazel Malapit, Gender Research Coordinator at IFPRI, presented the A-WEAI (slides, recording). Hazel outlined the rationale behind developing the A-WEAI, the differences between the WEAI and the A-WEAI, the pros and cons of the A-WEAI, the questionnaire used, frequently asked questions about the indicator and the cost and time taken to carry out the survey.

Key questions and discussion points

- Did the cost include cost to train enumerators and time taken for training?
  - The training for pilots took a week but these were for the full WEAI which included cognitive testing and household surveys. Hazel recommended spending as much time on training as possible because many of the issues that can potentially take place in the field can be overcome by good training and practice. Cost of the survey includes training cost.
- Are pilots just of the WEAI module or were they part of larger surveys (i.e. as an embedded module).
  - WEAI pilots and the cost estimates are just for the WEAI on its own, while Feed the Future costs are for the whole survey.
- Apart from projects can it be used for a single commodity value chain?
  - Yes it can. ILRI, for example, has used it for livestock projects.
- Have any programs used electronic forms (not paper-based) and are those available?
  - Some surveys have been electronic, such as the Feed the Future surveys, however it is not known if these are available. The WEAI pilots were all paper-based.
- Group membership, leadership and participation are critical issues. There has to be differentiation between group leadership and participation

Session 5: GAAP2 and the pro-WEAI

Nancy Johnson, Senior Research Fellow at IFPRI and one of the co-PIs, started her presentation (slides, recording) by discussing the demands from development projects, as distinct from donors, for a measure of women's empowerment. She spoke about the transition from GAAP to GAAP2 and the innovations in GAAP2 - the portfolio selected in GAAP2 is different and this will enable synthesis of findings around key areas such as the type of intervention (crop, livestock), the goal of the project (income, nutrition), and the types of strategies used to empower women. Secondly, there will be more interaction among projects in the form of a community of practice (CoP). The broad timeline of the project and the structure of GAAP2 were also presented.

Key questions and discussion points

- Who will do the analysis of project data – GAAP2 team or project teams?
  - This will vary from project to project. The project teams will be doing the analysis with the support of the GAAP2 team. The GAAP team will also work on the synthesis of all projects.
- Why is there no fisheries or aquaculture project in the portfolio?
  - The GAAP2 PIs did want to include one but none fit our criteria
- Ownership of data: is it open-sourced?

- Data collected via GAAP2 is open access as per BMGF policy, however monitoring data collected outside of GAAP2 will not have to be open access. The open-data will be anonymized

Session 6: Gallery walk

The afternoon session started with a gallery walk where each project team presented a poster outlining their project to fellow participants ([link to posters](#)).

Gallery walk: Presenting posters to fellow participants

Session 7: What dimensions of empowerment do you expect you need to measure in your project?

Participants were asked to list the dimensions of empowerment they expect to measure in their projects.

<u>Key questions and discussion points</u>

- There is bias towards looking at production. The pathways to nutrition, which include production, acquisition, preparation and consumption, should be looked at. Mobility and market access for women are two elements which are important in these pathways.
- Questions on autonomy are important but projects often skip them because they can become complicated. These can be useful for qualitative work. E.g. in the context of nutrition we can see if training on nutrition is reflected in decisions such as food purchases.
- Local perceptions of empowerment are important.
- Someone who is empowered doesn't necessarily have to be a leader of a group
- Some questions to consider: does the intervention translate into empowerment beyond projects? Are women allowed to participate in groups outside project groups? Is the empowerment sustained?
- Role of older women in decision-making within the household
- Empowerment can sometimes bring conflict and therefore harmony is important as an outcome.

Session 8: Trivia contest

A trivia contest for the participants was held based on the projects presented in the poster session. The top five with the highest score were declared as winners of the contest.

Workshop Day 2 – January 28

The second day started with a recap of the first day and an explanation of the agenda for the day.

Session 9: A-WEAI survey questionnaire and the development of pro-WEAI

The A-WEAI survey questionnaire was presented by Hazel. This questionnaire was used by participants in group work sessions.

Ana Vaz from the Oxford Poverty and Human Development Initiative (OPHI) explained the objective of the group work from the view point of creation of the pro-WEAI. The ultimate objective is to create a measure. There is a big challenge - comparability across projects has to be ensured but at the same time there has to be awareness of project specificities which need to be captured. There will be a core set of domains of questions that will be universal across projects. In addition, more specific add-on modules will be developed; e.g. If a project has nutrition outcomes then a nutrition add-on module can be implemented for comparison to other nutrition projects.

The guidelines for developing a pro-WEAI (for group work) are:

1. A core survey with refined questions. What indicators need to be there and which ones can be removed? For add-on modules: What questions should these have?
2. Projects have multiple outcomes but the focus of GAAP2 is on the impact on women's empowerment. Eventually the relationship between the different outcomes can be tested.
3. WEAI is not a perfect measure of women's empowerment but can measure the impact of an intervention on women's empowerment. Therefore, those indicators should be used that can be affected by a project's interventions.

Key questions and discussion points

- The WEAI includes indicators that don't change very quickly especially at aggregated levels. 'Softer' aspects change quicker and these are preconditions for later changes in 'harder' aspects. Can a module for these underlying aspects be created?
  - Time required for outcomes to change depends on the project and some indicators will change quicker than others; individual indicators may change faster than the overall index
- Concern about the development of different measures for each project
  - In add-on modules we have empowerment questions, but these questions are specific to interventions. Because the index needs to have comparability across projects, the index cannot contain questions that are too project-specific.

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Session 10: Group Work Round 1 - Clusters

Stephan explained the objectives of group work. The participants were divided into 4 groups – crops, livestock, nutrition, and income, and resource persons were appointed to each group.

Each group discussed changes to the A-WEAI survey with respect to their cluster.

Session 10b: Plenary – reporting back

Group 1: Crops

- Clear and specific questions on access to and control over land (land ownership vs customary ownership)
- Inclusion of more nuanced questions on group membership and participation
- Seasonal nature of work should be captured in the time-use survey
- Questions on repayment of loans taken by households should be included as these reflect decision-making dynamics within a household

Group 2: Income

- In the decision-making module of the survey:
  - Decisionmaking over non-labor income should be added
  - Questions on who within the household decides what to do with production should be added
- The production assets module should be renamed to 'assets'. Stores of wealth e.g. jewelry and clothes should be added in the list of assets.
- In the group membership module:
  - Questions about influence the group has on decisions in the community should be added
  - Questions like: "I feel I can influence group decisions" should be added to capture how much influence the respondent has within the group
  - In the qualitative survey benefits of group membership (how empowered did the respondent feel because of their membership) should be explored
- The credit module should be broadened to 'access to financial services.'
  - Questions on who is responsible for repaying the loan should be added
  - Respondent should be asked if he/she has a bank account
  - There was a suggestion to use questions from the FINDEX survey

Group 3: Nutrition

The focus of discussion in this group was on what information on nutrition should be collected that would help measure empowerment. The following themes should be included in the nutrition module, but note that some of these issues (for example, time) are already collected in other parts of the WEAI:

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- For nutrition it is important to understand the context of the household – household composition, dynamics, relationship between the man and woman, and the structure as a whole.
- Intra-spousal communication
- Control over income
- Decision-making around food purchases/preparation, health and childcare
- Mobility
- Social support/networks – do women have access to these in case of challenges and emergencies
- Gender-based roles in relation to gender based violence
- Time allocation (farming, water, child and elderly care)—note this is already in the WEAI
- At the individual level: Locus of control, trust in others, self-esteem and voice (in the household or in the community)

Group 4: Livestock

- In the decision-making module:
  - Livestock should be disaggregated to small and large
  - Income related to livestock sales can be very different from livestock products – these should be disaggregated because there might be differences between gender
  - Different production decisions in relation to livestock
- Questions on whether women have adequate knowledge to make decisions can be added
- Time - Elements of drudgery might be involved in certain tasks. Due to some tasks, quality of time might decrease, with a negative impact on the empowerment index.
- Access to markets is important as women can't go to markets to sell so this may add more nuance to questions about women having decision-making powers about sale of produce
- External vs internal – the index might show empowerment externally, but in the home a woman might be disempowered
- It would be interesting to capture identity as a dimension or measure of empowerment

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Key questions and discussion points

- There was discussion on control over production decisions across groups. These questions can be expanded upon in the revised questionnaire
- Care should be taken not to add too much and instead we should try to be economical and capture the most important things
- In time-use survey the perception of time could be captured; this could cut out the longer survey which is considered laborious to carry out
- Can information provided to beneficiaries by projects be utilized i.e. is there knowledge to use information?
- Importance should be given to the ability to innovate - to what extent can decisions be made about introducing a new activity
- There might be unanticipated negative outcomes from interventions that may not be captured and trade-offs need to be understood well
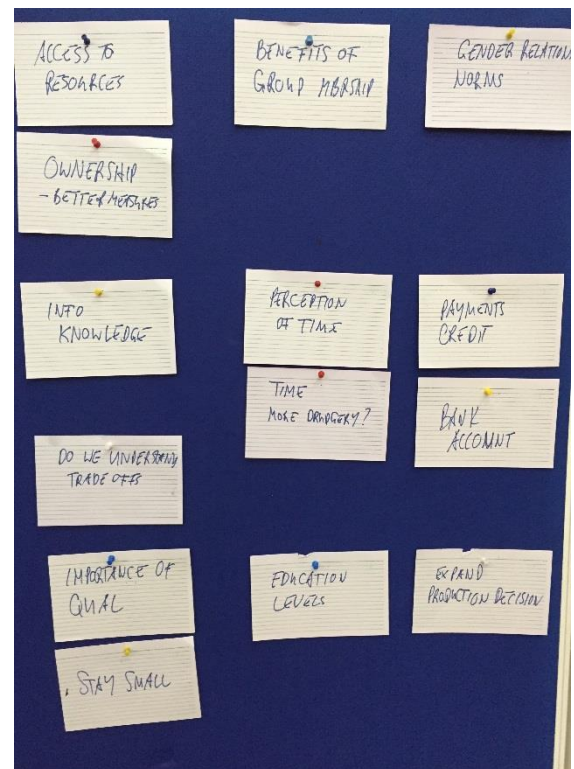
Participants were asked to list what they would need in a pro-WEAI with respect to their projects.

Session 11: Group Work Round 2 – domains of empowerment

This round of group work focused on the different domains of empowerment. Participants were divided into 5 groups:

1. Access and use of information (knowledge, innovation)
2. Individual empowerment (Identity, self-esteem, voice)
3. Intra Household/Family Dynamics (relations, conflict, harmony)
4. Physical mobility
5. Empowerment in nutrition projects

Session 11b: Reporting back from second round of group work

Group 1 – Access and use of information

The group listed different types of information/advice (e.g. crop production, markets, nutrition) and suggested the followed questions be asked about each type:

- Did anyone in HH receive information or advice?
- Did you receive any information or advice?
- To what extent was the information useful?
- To what extent did you feel the information or agricultural advice helped you make a decision?

Group 2 – Individual empowerment

This group listed four areas of individual empowerment for which questions should be developed:

- Identity – does the respondent identify herself in certain economic roles? Do others identify her in that role?
- Locus of control – whether or not they have some control over their lives or events outside their control determine everything for them. There already exist surveys with similar questions
- Aspirations – The ladder methodology can be used for this theme, which has questions on where a respondent is in life and where she would like to be
- Voice – Statements can be used such as: If wanted to voice an opinion I could and a partner would listen and act on it

Group 3 – intra household dynamics

The group approached intrahousehold dynamics by looking at harmony within the household. They divided this topic into 6 clusters or domains that can be measured in yes/no statements. These questions would be asked to women and to men.

1. Communication
2. Mutual respect – do you appreciate the work your spouse is doing/ do you feel appreciated in the household?
3. Conflict
4. Division of labor between household members
5. Decision making/expressing contrary opinions
6. Household relationships – whether the relationships in the households have improved or have become worse over the past period.

Group 4 – Mobility

Mobility was broken down into 3 separate domains: location, duration, and the purpose of mobility. The following should be understood about these domains:

- Locus of control – who decides the location and duration of this mobility, can she decide on her own, who goes with her etc.
- Conditions and barriers – Factors unrelated to empowerment might affect decisions (e.g. availability of transportation, cost of transportation, woman's time, physical security, physical barrier, cultural issues)
- How would these be measured and how will it be determined if level of mobility is adequate or not (in terms of the index)?

Group 5 –Empowerment in nutrition projects

Information on the following aspects needs to be collected or measured:

- Food production – whether the woman can have decision-making roles in producing nutrient-dense foods
- Food purchase decisions

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- Food distribution – who decides within the household on who gets the best part of the food. Qualitative work may be needed for this
- Childcare and maternal health. Do women have knowledge? Do they have access? Is the woman able to make decisions regardless of access?

Key questions and discussion points

- A revised question on speaking in public was piloted in the WEAI survey, which had interesting responses. The question used was: 'to what extent do you feel comfortable speaking in public about issues important to you and your family' with a follow-up question: 'In the last 30 days have you spoken in public about issues important to you and your family'. Analysis of responses found that many people were not comfortable speaking in public but did so anyway.
- Mobility is largely related to culture. How can a project's impact on mobility be seen?
    - Mobility is cultural but projects can change mobility especially since many projects work in a group structure or promote health and nutrition. Information collected from this survey module can be used by the projects to change their design and to affect existing norms.
- One view among the participants was the overall index could be incomplete without including all the modules presented as they all seem to be crucial elements of general empowerment.
    - The perfect measurement of empowerment would not be efficient to implement in the field and trade-offs exist. Projects would have to lose some precision or generality to see what is relevant for them and to collect that information accurately
    - Projects can be advised by the GAAP2 team on which add-on modules they should implement once the questionnaires are prepared
- To be able to compare change you have to have a comparable index across projects. One of the reasons why GAAP2 has a portfolio approach is to be able to compare projects within the portfolio to see which ones do better at empowering women; this will help decision-making for those funding or starting new projects. This is also important for building a global evidence base as gender research is often based on ad-hoc, anecdotal case-studies.
- The modified A-WEAI can serve as a base for all projects and projects can choose those add-on modules that are relevant to its activities and impact. The new modules can be tested by projects that are about to go into the field for data collection
- Some of the add-on modules have questions that have been used by multiple surveys. The results and lessons of these existing questionnaires should be used when developing the add-on modules. We need to see what information already exists on these domains of empowerment.
- Some projects could also start off with qualitative exploration of the proposed domains of empowerment so we should also think about how to systematize the qualitative work for portfolio-level learning

Workshop Day 3 – January 29

Session 12: Next steps and logistics

The third day started with a recap of Day 2 and the next steps in GAAP2 by Agnes Quisumbing (slides). Agnes spoke about the proposed plan for the development and testing of the pro-WEAI and the development of data-sharing and authorship protocols.

This was followed by a discussion of logistics that included a review of the timeline and ways of sharing information and lessons learnt in GAAP2 (via workshops and the community of practice). Agnes spoke about the other activities in GAAP2 such as the WEAI resource center and capacity building initiatives. Qualitative issues have not been addressed greatly in this workshop but the GAAP2 team will be discussing this with the projects.

Key questions and discussion points

- How will project's own deadline and GAAP2 deadlines match?
  - Some donors will be flexible with deadlines, especially those who are involved in GAAP2. The GAAP2 team will work with different projects to ensure that timelines are taken into account.
- How can projects reach out to the GAAP2 researchers who are supporting them?
  - The GAAP2 team is large and the project manager will ensure all requests by projects are answered. The CoP is also a means of communication. When workplans are developed with individual projects it will be ensured they match the schedules of GAAP2 team members.
- Will the support provided by GAAP2 be in reviewing questionnaires or are is it open to doing qualitative work, data collection etc.?
  - It will differ by project as the portfolio is very large. While GAAP2 will not have as much hands-on support as GAAP1, the team will work on protocols and join some projects for testing these. Each project will work out the level of involvement with their project liaisons. The projects have already indicated in their proposals what they need from GAAP2.
- Will ownership of data be part of the contract? Will project teams get credit for data collection?
  - Open access data is already part of GAAP2s contract with the BMGF as they support open access data collection. We expect that data collected under GAAP2 and related to the WEAI will be open-access. In addition to this, to validate the pro-WEAI, other data such as household characteristics will be needed which will also need to be open access. All data will be properly anonymized.
  - The GAAP2 team will work with project teams when analyzing the data. There could also be groups by theme i.e. a collective identity can be taken
  - We will collectively develop protocols for authorship and data sharing with the projects

Session 13: Theory of Change

Nancy Johnson presented the Theory of Change (ToC), which shows the big picture of what GAAP2 is trying to achieve (slides). GAAP2 is working towards empowering more smallholder women through

agricultural activities. By the end of GAAP2 there will be evidence from projects on what works, a tool (a validated pro-WEAI) to measure empowerment and a group of people who have the capacity to use the tool. Impact will be tracked throughout the duration of the projects.

Key questions and discussion points

- In the CoP to what extent can those who are not part of GAAP2 but want to follow the project in a systematic manner be involved?
  - There are two CoPs – the GAAP2 group and a larger pro-WEAI CoP in which people outside the group can participate. Initially the relationship with the larger group will be one-directional – GAAP2 updates and findings will be communicated. However, in the long-run as the community develops and becomes more self-sustaining, the communication can become two-way.
- Organizations involved in curriculum development would be a quick win for GAAP2.
  - GAAP2 has a systematic approach for capacity building. There are two capacity building partners – BRAC University in South Asia and GREAT in Africa. Additionally, GAAP2 is testing the pro-WEAI and when this has been validated it will be available for others to use, adapt and give feedback.
- Do projects have to change their project strategies based on GAAP?
  - Projects do not have to change but there may be opportunities for tweaking design. In future projects, the lessons learnt from GAAP2 (starting from the inception workshop) can be used in proposal and project development.
- Is the assumption in GAAP2 that women's empowerment will affect other outcomes? Women's empowerment can have positive and negative consequences.
  - GAAP2 hopes that the pro-WEAI can measure the positive and the negative impacts on empowerment, as an end in itself. For other outcomes such as income and nutrition we want to look at trade-offs and synergies and the extent of this will vary from project to project.
- The ToC is women specific and does not talk about gender relations and how that affects women's empowerment.
  - The evidence collected under GAAP2 will be used to refine the ToC. The pro-WEAI has a gender parity component to it which allows us to look at gender gaps. Questions in the WEAI surveys are asked from women as well as men.

Session 14: Communities of Practice
Stephan Dohrn presented the Communities of Practice that will be set up under GAAP2 ([slides](#)).

Stephan carried out an exercise to ask how many CoPs people belong to and how active they are. CoPs participants belong to include CGIAR research programs, Monitoring and Evaluation associations, gender networks, feminist economics group and non-work related CoPs such as neighborhood associations.

The level of activeness in a CoP varied from person to person and depended on the CoP. A CoP is a good place to build recognition and promote one's own research. Some contribute when they have something to add but mostly just read and learn from others. Some are team leaders and have to contribute actively to keep the conversations going. For some it enhances skills, allowing for career advancement, and can be a mechanism for voice and for networking to influence others.

The GAAP2 CoP was presented. There are two levels – one is the GAAP2 group and one is a broader outer community for those interested in the same topics. Principles of a successful CoP were discussed, and the functions of GAAP2s CoP.

There was a brief discussion on online tools, participants comfort levels with using online tools and why different tools are needs for establishing the GAAP2 CoP.

Session 14b: Introduction to Slack

For GAAP2, Slack will be used as the software to create a platform for the GAAP2 community. The software was introduced and a quick tutorial was given.

Key questions and discussion points

- How can the GAAP2 community be made needs-driven by the GAAP2 community but in a way that it doesn't become overwhelming or disorganized?
    - It is an iterative process and there had to be a moderator who 'gardens' the platform by occasionally determining which channels are important to keep active and which ones can be archived.
- What happens if by accident someone deletes the file, is it removed from overall platform?
    - Only admins and file owners can delete files so the chances of someone accidentally deleting a file are low
- Is the intention that the CoP becomes a public good? If so, then what is the resourcing requirement beyond the lifetime of GAAP2
    - IFPRI can host it in the future as part of the WEAI resource center

Annex 1: Workshop agenda

DAY 1: Wednesday, January 27

TIME	AGENDA ITEM	PRESENTER
8:30 – 9:00	**Registration and coffee**	
9:00-9:15	Welcome, introductions, agenda for the day Objectives and organization of the workshop A word from our sponsors	Stephan Dohrn Agnes Quisumbing Vicki Wilde
9:15-9:45	Getting to know you activity	
9:45-10:15	What is empowerment, why is it important, and how have projects tried to empower women? – Examples from projects Mohammad Raisul Haque, BRAC Clare Bishop Sambrook, IFAD Maureen Miruka, CARE-USA	Panel discussion facilitated by Yvonne Pinto, Firetail, Ltd., EAC member
10:15- 10:45	What's Measured, Matters: Lessons from the Women's Empowerment in Agriculture Index	Agnes Quisumbing
10:45-11:00	**Break**	
11:00-11:20	The A-WEAI	Hazel Malapit
11:20-11:50	Building a WEAI for project use: Overview of GAAP2 for pro-WEAI	Agnes Quisumbing and Nancy Johnson
11:50-12.30p	Discussion What dimensions of empowerment do you expect you need to measure in your project?	
12:30-2:00p	**Lunch**	
2:00-3:45	Gallery walk of Projects – Posters 4 rounds of 20 minutes with 4 projects each	
3:45-4:15	**Break**	
4:15-4:30	Setting up working groups: *Morning session to adapt A-WEAI: Crops, Livestock, Nutrition, Income* *Afternoon session to develop new modules on additional dimensions of empowerment*	Stephan Dohrn
4:30-5:00	Getting organized for Day 2 Debrief Day 1: Trivia contest on the projects	Stephan Dohrn
	Opening reception	

DAY2: Thursday—January 28

TIME	AGENDA ITEM	PRESENTER
9:00 – 9:30	Recap Day 1 and Agenda for Day 2	Stephan Dohrn
9:30-10:30	Morning working groups Objectives of the group work: • Agree on changes to A-WEAI to customize it for a particular type of project • Get acquainted with each other and GAAP team liaison(s)	
10:30-11:00	**Break**	
11:00-12:00p	Cluster groups Cont'd	
12:00-12:30p	Report back on key outcomes of the group work (5 minutes per group)	
12:30-1:30	**Lunch**	
1:30-3:30	Afternoon working groups: develop new WEAI modules for additional dimensions of empowerment • Draft additional modules and makes plans for finalizing • Discuss protocols for validation • Continue to get to know each other	
3:30-4:00	**Break**	
4:00-5:00	Reporting from Cluster work (recorded)	
5:00-5:30	Debrief Day 2	

DAY 3: Friday—January 29

TIME	AGENDA ITEM	PRESENTER
9:00 – 9:30	Recap Day 2 and Agenda for Day 3	Stephan Dohrn
9:30-10:30	How will we make this work? • Project logistics • Timeline • Impact of GAAP2	
10:30-11:00	**Break**	
11:00-12:30p	Community of Practice • What is it? • What does it mean for GAAP2?	Stephan Dohrn
12:30-1:30	**Lunch**	

Annex 2: List of participants

	Name, Affiliation	Email address
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