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Integrated Natural Resource Management (INRM)

# HEARTH Monitoring and Evaluation Toolkit: *Gender Equality & Social Inclusion*

APRIL 2022

## **Integrated Natural Resource Management (INRM)**

Sound management of natural resources is central to long-term development and resilience. Faced with an urgent need to reduce environmental degradation while improving human well-being, solutions that effectively integrate investments in natural resource management with economic and social development are increasingly urgent. INRM promotes integrated programming across environment and non-environment sectors and across the Program Cycle. INRM supports USAID to amplify program impacts, strengthen gender equality and social inclusion, and identify best practices for integration.

For more information:

<https://land-links.org/project/integrated-natural-resource-management-inrm-activity/>

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<b>Authors:</b>	Samantha Cheng, Mike Duthie, Daniel Evans, Aaron Ferguson, Andres Gomez, Scott Miller, Christina Seybolt, and Meredith Wiggins
<b>Front Cover photo:</b>	USAID’s Mobile Applications to Secure Tenure (MAST) empowered communities to secure land rights in Burkina Faso, increasing the number of women who hold land certificates. Photo by USAID Land.

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# Acronyms

DHS	Demographic and Health Surveys
GESI	Gender Equality and Social Inclusion
HEARTH	Health, Ecosystems, and Agriculture for Resilient Thriving Societies
INRM	Integrated Natural Resource Management
IP	Implementing Partners
LMIC	Low-to-Middle-Income-Countries
MERL	Monitoring, Evaluation, Research, and Learning
STARR II	Strengthening Tenure and Resource Rights II
SWPER	Survey-Based Women's Empowerment Index
USAID	United States Agency for International Development

# Overview

Together, Health, Ecosystems, and Agriculture for Resilient Thriving Societies (HEARTH) and INRM have created the HEARTH Monitoring and Evaluation Toolkit, a suite of indicators and guidance that will help United States Agency for International Development (USAID) Missions and implementing partners (IPs) monitor progress and aggregate common metrics to build the evidence base around the effectiveness of integrated strategic approaches. This document is an individual module from the toolkit, presented separately to facilitate use by individual HEARTH activities. Before using this module, we recommend first accessing the full toolkit and reviewing the list of sectors covered by each module, and determining which are most relevant for your activity:

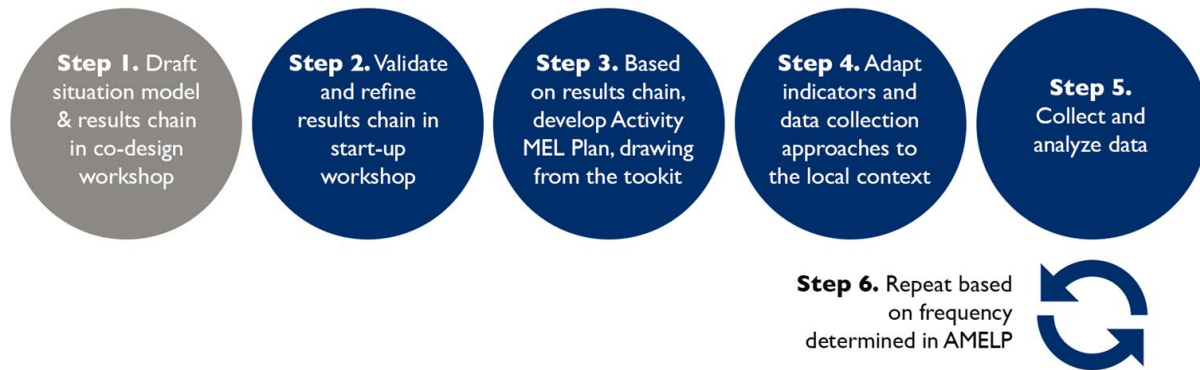
[Access Full Toolkit on Biodiversity Links Here.](#)

## How To Use This Toolkit

This toolkit presents a **menu of options** for outcomes and recommended indicators across the HEARTH activities. Before using this toolkit, activities should have developed a robust theory of change – through first drafting their situation model and results chains during the co-design workshops, many of which have been completed already, and then validating and refining those results chains during start-up workshops.

Based on the activity theory of change, HEARTHS should develop their Activity Monitoring, Evaluation, Research, and Learning (MERL) Plan, which should draw directly from the toolkit. It is not expected that all outcomes or indicators will be relevant for all activities, but that activities should select those in line with their results chains and activity theory of change. Additionally, there might be activity-specific outcomes not included in this toolkit because they were not generally applicable across the HEARTH portfolio, and Missions and IPs should therefore include additional indicators in their MERL plans, as relevant.

When developing activity MERL plans, the indicators in this toolkit are intended to be used both to **standardize reporting for monitoring data, as well as a basis for evaluation data collection**. While monitoring trends in these indicators over time may be important for some activities, USAID anticipates that Missions and IPs will also identify important questions about the causal impact of their activities during the start-up activities, best answered using evaluation approaches. Which indicators will be part of monitoring systems, and which will be used to answer evaluation questions, will affect how the toolkit is operationalized. In addition, it is expected that MERL plans will likely include **qualitative data sources**, important to further explaining monitoring and evaluation results and exploring learning questions in more depth, in addition to the quantitative data collected using the approaches from the toolkit.



## Indicator Guidance and Core Household Questionnaire

This document contains guidance for defining and collecting data for each of the recommended indicators for Missions and IPs, including Performance Indicator Reference Sheets throughout. This guidance draws heavily on established best practices, such as the Demographic and Health Surveys (DHS) and Feed the Future programs. In addition to this guidance, INRM developed a core questionnaire to provide a basis for household surveys to facilitate ease of take-up. It should be emphasized that it is important for Missions and IPs to adapt the questionnaire to their local country context – which might include adding/removing answer choice options, updating question text or translations, etc. Areas where edits for local context are typically required are identified in the tool and following guidance. The full toolkit includes additional guidance on respondent identification and inclusion of household rosters, as well as more in-depth discussions on sampling approaches, data collection administration and frequency, data management, privacy, and ethics, which should be considered.

# Outcomes and Recommended Indicators for Gender Equality & Social Inclusion

*Table 1: Overview of Outcomes and Recommended Indicators for the Gender Equality & Social Inclusion Sector*

Outcomes	HEARTH Portfolio Indicators
<a href="#"><u>Increased women’s role in decision-making</u></a>	<ul style="list-style-type: none"> <li>• <a href="#"><u>Percent of women achieving high empowerment on the survey-based women’s empowerment index (SWPER)</u></a></li> </ul>
<a href="#"><u>Reduced acceptance of gender-based violence</u></a>	
<a href="#"><u>Change in women’s time use</u></a>	<ul style="list-style-type: none"> <li>• <a href="#"><u>Percent of women spending 11 or more hours per day on non-paid work</u></a></li> </ul>
<a href="#"><u>Greater awareness of the importance of gender equality and women’s empowerment in men and boys</u></a>	<ul style="list-style-type: none"> <li>• <a href="#"><u>Percent of households with gender parity on decision-making</u></a></li> <li>• <a href="#"><u>Percent of men that do not justify violence against women</u></a></li> </ul>

# Gender Equality & Social Inclusion (GESI)

## Pathways to Change

Through inclusion as participants in HEARTH activities, it is expected that women will have increased roles in household-level (agriculture, borrowing, productive assets) and community-level decision-making. Specifically, for conservation enterprise activities targeted for women participants (e.g., traditional crafts, agriculture, etc.), it is expected that women will change the allocation of time between productive/income-generating activities, unpaid household work, and leisure time.

Additionally, activities targeted towards changing gender norms may reduce the acceptance of gender-based violence. As an indirect result of the HEARTH activities increasing women's role in decision-making, it is also expected that men may be more aware of the importance of gender equality and women's empowerment. However, it is important to note that changes in household decision-making or income between spouses can sometimes have adverse effects and may result in increases in gender-based violence – underscoring the importance of measuring changes in this indicator.

In addition to gender equality, HEARTH activities should also have a focus on social inclusion for other marginalized populations (such as youth, LGBTQIA+, Indigenous Peoples, people with disabilities, etc.). HEARTH implementing partners are encouraged to collect disaggregated data and information for the relevant groups to inform their participation in the activities (see USAID's Inclusive Development Analysis).<sup>1</sup> The inclusion of these groups should also be considered in the sampling strategy (e.g., activities may choose to oversample households from these groups to ensure representation) and evaluation design (e.g., specific evaluation questions related to the program impacts for these groups may be included). HEARTH implementing partners and USAID Operating Units are encouraged to reach out to the Bureau of Development, Democracy, and Innovation's Inclusive Development Hub for support in engaging with these marginalized populations.

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<sup>1</sup> Cotton, Anthony, Aline Magnoni, Derek Simon, and Brett Tolman. "Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations." (2018). [https://usaidlearninglab.org/sites/default/files/resource/files/additional\\_help\\_for\\_ads\\_201\\_inclusive\\_development\\_180726\\_final\\_r.pdf](https://usaidlearninglab.org/sites/default/files/resource/files/additional_help_for_ads_201_inclusive_development_180726_final_r.pdf).



# Recommended Gender Outcomes and Indicators

**General Note:** The recommended options imply data collection from both an adult male and adult female, which increases the complexity of the survey, but will be required to cover all of these outcomes. If questions can only be asked of an adult male or adult female, then some of the indicators will not be able to be reported.

Outcome	Description	Recommended Indicator & Duration
Women's increased role in decision-making	The SWPER was developed by analyzing responses to DHS questions among partnered women in 34 African countries (Ewerling et al., 2017), <sup>2</sup> and was more recently adapted into a version designed to be applicable in all low- and middle-income countries (LMIC)s (Ewerling et al., 2020). <sup>3</sup> SWPER includes 14 questions that represent three dimensions of empowerment: attitudes toward violence, social independence, and decision-making. The questions were chosen because of their strong correlation with gender gaps in health and education, which are hypothesized to be caused or affected by women's agency. The premise behind the measure is that women's agency narrows these gender gaps, or when these gaps narrow, women acquire more agency. With the recommended DHS questions, this index can be	<p><b>Indicator:</b> Percent of women achieving high empowerment on the SWPER</p> <p><b>Source:</b> DHS Women's Module<sup>5</sup></p> <p><b>Duration:</b> 8 minutes</p>
Reduction in acceptance of gender-based violence <sup>6</sup>		

<sup>2</sup> Ewerling, Fernanda, John W Lynch, Cesar G Victora, Anouka van Eerdewijk, Marcelo Tyszler, and Aluisio J Barros. "The SWPER Index for Women's Empowerment in Africa: Development and Validation of an Index Based on Survey Data." *The Lancet Global Health* 5, no. 9 (2017). [https://doi.org/10.1016/s2214-109x\(17\)30292-9](https://doi.org/10.1016/s2214-109x(17)30292-9).

<sup>3</sup> Ewerling, Fernanda, Anita Raj, Cesar G Victora, Franciele Hellwig, Carolina VN Coll, and Aluisio JD Barros. "SWPER Global: A Survey-Based Women's Empowerment Index Expanded from Africa to All Low- and Middle-Income Countries." *Journal of Global Health* 10, no. 2 (2020). <https://doi.org/10.7189/jogh.10.020434>.

<sup>5</sup> "Demographic and Health Survey Module Woman's Questionnaire." Demographic and Health Survey. United States Agency for International Development, June 19, 2020. [https://www.dhsprogram.com/pubs/pdf/DHSQ8/DHS8\\_Womans\\_QRE\\_EN\\_19Jun2020\\_DHSQ8.pdf](https://www.dhsprogram.com/pubs/pdf/DHSQ8/DHS8_Womans_QRE_EN_19Jun2020_DHSQ8.pdf).

<sup>6</sup> It is not recommended to ask about experience of violence, given that this is not expected to be a direct outcome of HEARTH activities, and because asking about experience of violence increases potential for psychological trauma from interviewing.

Outcome	Description	Recommended Indicator & Duration
	constructed to compare across HEARTHs in addition to comparing responses to individual questions. <sup>4</sup>	
Change in women's time use	<p>Detailed time use surveys (e.g., asking for primary and secondary activities broken down into 15-minute increments) are commonly seen as the most rigorous approach to measuring time use. However, these approaches are time consuming to implement. It is therefore recommended to ask a set of stylized questions about time spent on a limited set of tasks to measure this outcome. For more detailed discussion on measuring time use, please see <a href="#">Annex I</a>.</p> <p>Alternatives such as A-WEAI<sup>7</sup> or the World Bank Living Standards Measurement Survey,<sup>8</sup> which include diary and recall approaches, may be considered for activities for which changes in women's time use are a primary outcome of interest.</p>	<p><b>Indicator:</b> Percent of women spending 11 or more hours per day on non-paid work</p> <p><b>Source:</b> N/A</p> <p><b>Duration:</b> 5 minutes</p>
Greater awareness of the importance of gender equality and women's empowerment in men and boys	<p>It is recommended to ask the same set of questions for the decision-making and attitudes towards violence dimensions of SWPER to both women and men, allowing for comparison.</p> <p>To construct the indicator for decision-making parity, each respondent (male and female) should be categorized as adequate if they make any decisions</p>	<p><b>Indicator:</b> Percent of households with gender parity on decision-making</p> <p><b>Source:</b> DHS Men's Module<sup>9</sup></p> <p><b>Duration:</b> 4 minutes</p>

<sup>4</sup> It should be noted that this DHS question set is similar to A-WEAI Module 6.2: "Feed the Future Zone of Influence Survey Methods - Questionnaire." Feed the Future, 2020. <https://docs.google.com/spreadsheets/d/18drihQlqe39LIQj9qXSA0M3Yf7E4MXrR/edit#gid=1928718979>.

<sup>7</sup> Abbreviated Women's Empowerment in Agriculture Index (A-WEAI) – Section 6.6a Time Allocation (Hourly Diary): "Feed the Future Zone of Influence Survey Methods - Questionnaire." Feed the Future, 2020. <https://docs.google.com/spreadsheets/d/18drihQlqe39LIQj9qXSA0M3Yf7E4MXrR/edit#gid=1928718979>.

<sup>8</sup> Living Standards Measurement Study (LSMS) example: "Socioeconomic Survey 2018-2019." Ethiopia - Socioeconomic Survey 2018-2019. World Bank, February 24, 2021. <https://microdata.worldbank.org/index.php/catalog/3823/related-materials>.

<sup>9</sup> "Demographic and Health Surveys Man's Module Questionnaire." Demographic Health Surveys, May 17, 2020. [https://dhsprogram.com/pubs/pdf/DHSQ8/DHS8\\_Mans\\_QRE\\_EN\\_11Jun2020\\_DHSQ8.pdf](https://dhsprogram.com/pubs/pdf/DHSQ8/DHS8_Mans_QRE_EN_11Jun2020_DHSQ8.pdf).

Outcome	Description	Recommended Indicator & Duration
	<p>jointly or alone. Then, household gender parity is scored as one if the adequacy score for the male and female are equal, otherwise zero.</p> <p>To construct the indicator for attitudes towards violence, a score is calculated with an overall negative value indicating that violence is more accepted, and an overall positive value indicating that violence is less accepted.</p> <p>Other options which were considered to measure this outcome tend to be much longer, broader, and less commonly used (e.g., Horizons and Promundo, Gender-Equitable Men (GEM) Scale; Promundo, International Men and Gender Equality Survey (IMAGES)).</p>	<p><b>Indicator:</b> Percent of men that do not justify violence against women</p> <p><b>Source:</b> DHS Men’s Module<sup>10</sup></p> <p><b>Duration:</b> 2 minutes</p>

<sup>10</sup> “Demographic and Health Surveys Man's Module Questionnaire.” Demographic Health Surveys, May 17, 2020. [https://dhsprogram.com/pubs/pdf/DHSQ8/DHS8\\_Mans\\_QRE\\_EN\\_11Jun2020\\_DHSQ8.pdf](https://dhsprogram.com/pubs/pdf/DHSQ8/DHS8_Mans_QRE_EN_11Jun2020_DHSQ8.pdf).

# Performance Indicator Reference Sheets

**INDICATOR TITLE: Percent of women achieving high empowerment on the SWPER**

**DEFINITION:**

The SWPER Global is a suitable common measure of women’s empowerment for LMICs, addressing the need for a single consistent survey-based indicator of women’s empowerment that allows for tracking of progress over time and across countries at the individual and country levels (Ewerling et al., 2020).<sup>11</sup> SWPER includes 14 questions that represent three dimensions of empowerment: attitudes toward violence, social independence, and decision-making. The following table includes the 14 questions used to construct each dimension of the index:

Question	Answer Choice Code
<b>Attitude to violence</b>	
1. Beating justified if wife goes out without telling husband	Yes = -1 No = 1 Don’t Know = 0
2. Beating justified if wife neglects the children	Same as above
3. Beating justified if wife argues with the husband	Same as above
4. Beating justified if wife refuses to have sex with the husband	Same as above
5. Beating justified if wife burns the food	Same as above
<b>Social Independence</b>	
6. Frequency of reading newspaper or magazine	Not at all = 0 <once a week=1 ≥once a week=2

<sup>11</sup> Ewerling, Fernanda, Anita Raj, Cesar G Victora, Franciele Hellwig, Carolina VN Coll, and Aluisio JD Barros. “SWPER Global: A Survey-Based Women’s Empowerment Index Expanded from Africa to All Low- and Middle-Income Countries.” *Journal of Global Health* 10, no. 2 (2020). <https://doi.org/10.7189/jogh.10.020434>.

**INDICATOR TITLE: Percent of women achieving high empowerment on the SWPER**

7. Woman education	Years
8. Age of respondent at cohabitation	Years
9. Age of respondent at first birth	Years
10. Age difference: woman's minus husband's age	Years
11. Education difference: woman's minus husband's years of schooling	Years
Decision-making	
12. Who usually decides on respondent's health care	Husband or other alone = -1 Joint decision or respondent alone = 1
13. Who usually decides on large household purchases	Same as above
14. Who usually decides on visits to family or relatives	Same as above

For detailed information on how to calculate SWPER for a specific survey, please see the Online Supplementary Document.<sup>12</sup> In general, the steps are:

- 1) Recode the items as shown in the [table](#) above
- 2) Imputation of woman's age at first birth. The authors use single hotdeck imputation to impute the age at first birth for nulliparous women, clustering women according to their age at first cohabitation. In many countries the number of women that had the first cohabitation later in life was very small, so they generate a new variable of age at first cohabitation to use in the imputation where the maximum age was set at 33+ years.
- 3) Calculate individual scores using the equations below:

<sup>12</sup> Ewerling, Fernanda, Anita Raj, Cesar G. Victora, Franciele Hellwig, Carolina V. Coll, and Aluisio Barros. "A Survey-Based Women's Empowerment Index for Low- and Middle-Income Countries: The SWPER Goes Global." SSRN Electronic Journal, 2019. <https://doi.org/10.2139/ssrn.3466986>.

**INDICATOR TITLE: Percent of women achieving high empowerment on the SWPER**

$$Score_{Attitude\ to\ violence_i} = (-1.202) + \sum_{v=1}^{14} (\lambda_{v1} x_{vi})$$

$$Score_{Social\ independence_i} = (-5.661) + \sum_{v=1}^{14} (\lambda_{v2} x_{vi})$$

$$Score_{Decision-making_i} = (-0.168) + \sum_{v=1}^{14} (\lambda_{v3} x_{vi})$$

Where  $x_{vi}$  is the value of items  $v$  for each individual  $i$  and  $\lambda_{v1} - \lambda_{v3}$  are the item weights, that can be found in Table 2 below.

- 4) Standardize the calculated SWPER scores by subtracting the global mean and dividing the result by the respective standard deviation (values provided in **Table 3** below).

$$Std\ Score_{Attitude\ to\ violence_i} = \frac{(Score_{Attitude\ to\ violence_i}) - (mean)}{standard\ deviation}$$

$$Std\ Score_{Social\ independence_i} = \frac{(Score_{Social\ independence_i}) - (mean)}{standard\ deviation}$$

$$Std\ Score_{Decision-making_i} = \frac{(Score_{Decision-making_i}) - (mean)}{standard\ deviation}$$

**Table 1: Item Weights Used in the Equations for Estimating Individual Scores for each Domain of the SWPER Index**

Item (v)	$\lambda_{v1}$ Attitude to violence	$\lambda_{v2}$ Social independence	$\lambda_{v3}$ Decision- making
1. Beating not justified if wife goes out without telling husband	0.508	-0.012	-0.003
2. Beating not justified if wife neglects the children	0.508	-0.026	-0.040
3. Beating not justified if wife argues with husband	0.526	0.001	0.007
4. Beating not justified if wife refuses to have sex with husband	0.538	0.001	0.028
5. Beating not justified if wife burns the food	0.588	-0.015	-0.020
6. Frequency of reading newspaper or magazine	0.083	0.422	0.121
7. Woman education	0.016	0.081	0.022
8. Age of respondent at cohabitation	-0.006	0.133	-0.012
9. Age of respondent at first birth	-0.010	0.139	-0.016
10. Age difference: woman's minus husband's age	0.001	0.031	0.013
11. Education difference: woman's minus husband's years of schooling	0.002	0.054	0.001
12. Who usually decides on respondent's health care	0.001	-0.004	0.599
13. Who usually decides on large household purchases	-0.017	-0.022	0.601
14. Who usually decides on visits to family or relatives	0.002	-0.034	0.619

## INDICATOR TITLE: Percent of women achieving high empowerment on the SWPER

**Table 2:** Mean and Standard Deviation for the Standardization of the SWPER Scores

Region	Attitude to violence		Social Independence		Decision-making	
	Mean	Std. dev.	Mean	Std. dev.	Mean	Std. dev.
South Asia	-0.138	1.804	-0.121	1.452	-0.097	1.546
East Asia & Pacific	0.238	1.563	0.757	1.550	0.792	0.950
Europe and Central Asia	0.256	1.701	1.286	1.169	0.619	1.296
Middle East & North Africa	-0.167	1.923	0.371	1.549	0.014	1.449
West & Central Africa	-0.601	2.030	-0.683	1.346	-0.913	1.562
Eastern & Southern Africa	0.094	1.745	-0.142	1.350	0.246	1.283
Latin America & Caribbean	1.084	0.852	0.460	1.546	0.674	1.049
SWPER Global	0.000	1.811	0.000	1.526	0.000	1.502

- 5) Once scores have been standardized, they should be categorized into low, medium, or high empowerment based on the cutoffs in **Table 4** below.

**Table 3:** Cut-offs Used to Categorize the SWPER Domains into Low, Medium, and High Empowerment Levels

	Attitude to violence	Social independence	Decision-making
Low empowerment	≤-0.700	≤-0.559	≤-1.000
Medium empowerment	>-0.700 ≤0.400	>-0.559 ≤0.293	>-1.000 ≤0.600
High empowerment	>0.400	>0.293	>0.600

The Online Supplementary Document includes a link to a Stata do-file with all procedures required for the calculation of the SWPER Index score.

These questions should be asked to the female respondent (ideally, the primary female household decision-maker) in private and by a female enumerator given the potentially sensitive nature of the questions related to violence.

### ADAPTATION:

It is not recommended that these questions be adapted.

Note that this indicator includes 3 questions related to the decision-making from the DHS. However, activities may decide to include the full set of 6 decision-making questions from DHS women's module, which includes the following related to earnings:

- Who usually decides how the money you earn will be used: you, your (husband/partner), or you and your (husband/partner) jointly?
- Would you say that the money that you earn is more than what your (husband/partner) earns, less than what he earns, or about the same?
- Who usually decides how your (husband's/partner's) earnings will be used: you, your (husband/partner), or you and your (husband/partner) jointly?

**INDICATOR TITLE: Percent of women achieving high empowerment on the SWPER**

These questions are not part of the index because they are dependent on women having earnings, but nonetheless may provide important insights for activities related to women’s empowerment in decision-making. Other aspects of decision-making that HEARTH activities may want to ask about include who makes decisions regarding children’s healthcare or education. However, these additional questions should not be analyzed as part of the index.

<p><b>UNIT:</b></p> <p>Percent</p>	<p><b>DISAGGREGATE BY:</b></p> <p>Index Dimension: Decision-making; Social independence; Attitudes towards violence</p> <p>Age groups: &lt;5; 5-14; 15-18; 19-49, 50+</p>
<p><b>TYPE:</b></p> <p>Outcome</p>	<p><b>DIRECTION OF CHANGE:</b></p> <p>Higher is better</p>

**MEASUREMENT NOTES**

<p><b>INTENDED RESPONDENT:</b></p>	<p>Primary female decision-makers from sample households. If this household member is not available, another adult female household member may respond.</p>
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**REPORTING NOTES**

In addition to reporting the percent value, the number of participant households of the gender-sensitive activity must be reported, to allow a weighted average percent to be calculated across HEARTH activities for reporting. Additionally, activities should report on the total sample size (including any disaggregation for participant households vs. comparison/control households if an evaluation is being conducted).



**INDICATOR TITLE: Percent of women spending 11 or more hours per day on non paid work**

**DEFINITION:**

It is expected that women participating in HEARTH activities will change their allocation of time between income-generating activities, non-paid work, and leisure time.

To measure this, respondents will be asked a set of questions about the average amount of time per day they spent on these three groups of activities over the past week, with the following response options: (1) one hour or less; (2) between 1 and 3 hours; (3) between 3 and 5 hours; (4) between 5 and 7 hours; (5) between 7 and 9 hours; (6) between 9 and 11 hours; (7) 11 more hours. Below is a list of illustrative activities that might fall into these groups, adapted from the Feed the Future time use diary list of activities:

Income-Generating Activities	Non-Paid Work Activities	Leisure Activities
Work (employed or own business)	Shopping/getting services (including healthcare)	Watching TV/listening to the radio/reading
Farming (food or cash crop), livestock raising, and fishing or fishpond culture	Domestic work (including fetching water and collecting fuel)	Social activities and hobbies (including exercise)
	Cooking	Religious activities
	Weaving/sewing/textile care	
	Caring for children or adults (sick, elderly)	

The indicator is constructed as the percent of women spending 11 or more hours per day on non-paid work activities. The additional response buckets will allow analysis of smaller changes in time allocation that might be of interest and including income-generating and leisure activities will provide important information on what else women are spending their time on.

**ADAPTATION:**

HEARTH activities should provide a list of activities adapted to the local context, to appropriately probe respondents.

Additionally, activities may consider further adapting the questionnaire to collect more detailed information – for example, by asking respondents to estimate hours as an integer rather than in buckets, or by asking respondents about the disaggregated activity types (e.g., work, farming,

**INDICATOR TITLE: Percent of women spending 11 or more hours per day on non paid work**

domestic work, etc.) rather than the three higher-level groups. However, these adaptations will add significant length to the survey, and results will be more sensitive to recall bias.

UNIT: Percent	DISAGGREGATE BY: Age groups: <5; 5-14; 15-18; 19-49, 50+
TYPE: Outcome	DIRECTION OF CHANGE: Lower is better
MEASUREMENT NOTES	
INTENDED RESPONDENT:	Primary female decision-makers from sample households. If this household member is not available, another adult female household member may respond.
REPORTING NOTES	
In addition to reporting the percent value, the number of participant households of the gender-sensitive activity must be reported, to allow a weighted average percent to be calculated across HEARTH activities for reporting. Additionally, activities should report on the total sample size (including any disaggregation for participant households vs. comparison/control households if an evaluation is being conducted).	

## INDICATOR TITLE: Percent of households with gender parity on decision making

### DEFINITION:

The SWPER Global is a suitable common measure of women's empowerment for LMICs, addressing the need for a single consistent survey-based indicator of women's empowerment that allows for tracking of progress over time and across countries at the individual and country levels (Ewerling et al., 2020).<sup>13</sup> SWPER includes 14 questions that represent three dimensions of empowerment: attitudes toward violence, social independence, and decision-making. While this index was constructed for women, it is recommended for HEARTH activities to include the same questions for men regarding decision-making (as in the DHS Men's Questionnaire).

Prior to calculation, each item should be recoded as shown in the table below:

Question	Answer Choice Code
Decision-making	
12. Who usually decides on respondent's health care	Spouse or other alone = -1 Joint decision or respondent alone = 1
13. Who usually decides on large household purchases	Same as above
14. Who usually decides on visits to family or relatives	Same as above

To construct the indicator for decision-making parity, each respondent (male and female) should be categorized as adequate if they make any decisions jointly or alone (response to any question = 1), or inadequate if they have no control over any of these decisions (response to all questions = -1). Then, household gender parity is scored as one if the adequacy score for the male and female are equal, otherwise zero. This indicator is then reported as the percent of households achieving gender parity across the sample.

It should be noted that reporting for this indicator is limited to households with both male and female respondents.

<sup>13</sup> ibid

## INDICATOR TITLE: Percent of households with gender parity on decision making

### ADAPTATION:

It is not recommended that these questions be adapted.

Note that this indicator includes 3 questions related to the decision-making from the DHS. However, activities may decide to include the full set of 4 decision-making questions from DHS men's module, which includes the following related to earnings:

- Who usually decides how the money you earn will be used: you, your (wife/partner), or you and your (wife/partner) jointly?

There are also 2 additional questions from the DHS women's module which it may be of interest to adapt for men:

- Would you say that the money that you earn is more than what your (husband/partner) earns, less than what he earns, or about the same?
- Who usually decides how your (husband's/partner's) earnings will be used: you, your (husband/partner), or you and your (husband/partner) jointly?

<b>UNIT:</b>  Percent	<b>DISAGGREGATE BY:</b>  Dimension: Decision-making; Attitudes towards violence  Age groups: <5; 5-14; 15-18; 19-49, 50+
<b>TYPE:</b>  Outcome	<b>DIRECTION OF CHANGE:</b>  Higher is better
<b>MEASUREMENT NOTES</b>	
<b>INTENDED RESPONDENT:</b>	Primary male decision-makers from sample households. If this household member is not available, another adult male household member may respond.
<b>REPORTING NOTES</b>	
In addition to reporting the percent value, the number of participant households of the gender-sensitive activity must be reported, to allow a weighted average percent to be calculated across HEARTH activities for reporting. Additionally, activities should report on the total sample size	

**INDICATOR TITLE: Percent of households with gender parity on decision making**

(including any disaggregation for participant households vs. comparison/control households if an evaluation is being conducted).

## INDICATOR TITLE: Percent of men that do not justify violence against women

### DEFINITION:

The SWPER Global is a suitable common measure of women’s empowerment for LMICs, addressing the need for a single consistent survey-based indicator of women's empowerment that allows for tracking of progress over time and across countries at the individual and country levels (Ewerling et al., 2020).<sup>14</sup> SWPER includes 14 questions that represent three dimensions of empowerment: attitudes toward violence, social independence, and decision-making. While this index was constructed for women, it is recommended for HEARTH activities to include the same questions for men regarding attitudes towards violence (as in the DHS Men’s Questionnaire).

Prior to calculation, each item should be recoded as shown in the table below:

Question	Answer Choice Code
Attitude to violence	
1. Beating justified if wife goes out without telling husband	Yes = -1 No = 1 Don't Know = 0
2. Beating justified if wife neglects the children	Same as above
3. Beating justified if wife argues with the husband	Same as above
4. Beating justified if wife refuses to have sex with the husband	Same as above
5. Beating justified if wife burns the food	Same as above

To construct the indicator for attitudes towards violence, the answer choices should be added together for all 5 questions, with an overall negative value indicating that violence is more accepted, and an overall positive value indicating that violence is less accepted. This indicator is then reported as the percent of men with a positive score. Men who answer “don’t know” to all five questions are not included in the calculation.

<sup>14</sup> ibid

<b>INDICATOR TITLE: Percent of men that do not justify violence against women</b>	
<b>ADAPTATION:</b>  It is not recommended that these questions be adapted.	
<b>UNIT:</b>  Percent	<b>DISAGGREGATE BY:</b>  Dimension: Decision-making; Attitudes towards violence  Age groups: <5; 5-14; 15-18; 19-49, 50+
<b>TYPE:</b>  Outcome	<b>DIRECTION OF CHANGE:</b>  Higher is better
<b>MEASUREMENT NOTES</b>	
<b>INTENDED RESPONDENT:</b>	Primary male decision-makers from sample households. If this household member is not available, another adult male household member may respond.
<b>REPORTING NOTES</b>	
In addition to reporting the percent value, the number of participant households of the gender-sensitive activity must be reported, to allow a weighted average percent to be calculated across HEARTH activities for reporting. Additionally, activities should report on the total sample size (including any disaggregation for participant households vs. comparison/control households if an evaluation is being conducted).	

# Annex I. Time Use

## Background

SDG 5 Target 5.4, calls for recognizing, reducing, and redistributing unpaid care work as a condition for achieving gender equality.<sup>15</sup> One way to measure unpaid care is through time use surveys, which attempt to quantify the differences between work, care, and leisure. Time use surveys have been used by a variety of actors, including donors like the World Bank and USAID, national statistics agencies, and public health organizations. Time use surveys are popular in developed countries, such as the American Time Use Survey run by the U.S. Census Bureau and the Multinational Time Use Study at the University of Oxford, but their administration in developing countries, and Africa specifically, has been limited. The World Bank found that 135 countries had no data from 2000-2015 on the proportion of time spent on unpaid domestic and care work.<sup>16</sup>

## Common Limitations

- Frequently, time use surveys have only allowed respondents to select their primary activity and do not account for simultaneous activities, such as cooking and caring for children, which underestimates unpaid domestic/care work. Offering a secondary activity option is one method to take simultaneous activities into account; another option is to ask respondents to answer *with whom* they are doing the activity.
- Time use diaries are subject to social desirability biases and other social norms, such as women not considering childcare as a responsibility to be noted. When designing a time use survey, it is important to consider social norms, household structures, types of employment, and other contextual variables.<sup>17</sup>
- Surveys can either ask respondents to list their activity at a certain time or select from a list of activities. List-based surveys face trade-offs between level of activity detail and list length. Differences in activity options can also make data difficult to harmonize across surveys.
- Many surveys are one-time data collection events and do not capture seasonal time use differences.

## Best Practices

The International Classification of Activities for Time-Use Statistics, within the United Nations Statistical Divisions, leads time-use research and has created nine major divisions of time to standardize across time use surveys: employment and related activities; production of goods for own final use; unpaid domestic services;

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<sup>15</sup> “SDG Indicators - SDG Indicators.” United Nations. United Nations, n.d. <https://unstats.un.org/sdgs/metadata?Text=and;Goal=5and;Target=5.4>.

<sup>16</sup> Rubiano, Eliana, and Haruna Kaswase. “Why Time Use Data Matters for Gender Equality-and Why It’s Hard to Find.” World Bank Blogs, April 18, 2018. <https://blogs.worldbank.org/opendata/why-time-use-data-matters-gender-equality-and-why-it-s-hard-find>.

<sup>17</sup> “Human Development Reports.” How to strengthen the usefulness of time use surveys for policymaking | Human Development Reports, June 12, 2018. <http://hdr.undp.org/en/content/how-strengthen-usefulness-time-use-surveys-policymaking>.



unpaid caregiving services; unpaid volunteer, trainee, and other unpaid work; learning; socializing and communication/religious practice; culture, leisure, sports, mass-media; and self-care and maintenance.

## Survey Options

*Time use diaries* are considered the “gold standard” of time use data collection and involve giving the respondent a physical diary or a phone/tablet where they document all of their activities for a designated time period in designated intervals.<sup>18</sup> The most common time period is one 24-hour period, but studies have done 48-hour periods or multiple, non-consecutive 24-hour periods, such as during a weekday and a weekend. Most designated intervals are 10-15 minutes, or, in some surveys, respondents were able to list their own start and end activity times. A survey in the United Kingdom successfully utilized a web-based diary and a smartphone app to collect time-use data, instead of a traditional paper diary; however, this approach would be challenging to implement in the HEARTH context as part of a monitoring system.<sup>19</sup> Time use diaries are traditionally standalone surveys, whereas the following two options can be individual modules within a broader household survey.

*Recall questionnaires* are similar to time use diaries in that respondents are asked to note all of their activities over a specified time period; however, respondents must give all activities at once to an enumerator instead of noting them in a diary. Recall questionnaires, like the AVEAI time use module, are subject to recall bias. Recall questionnaires are less expensive than time use diaries, but they have a higher degree of error and can still be lengthy in duration.

*Stylized questionnaires* are the least time-intensive time use option and are the recommended approach, as noted in the GESI Recommended Indicators & Outcomes memo. Instead of asking a respondent to recount all of their activities over a set period, the enumerator asks questions such as the following:

- How often do you engage in [pre-defined activity]?
- “How much time did you spend in [pre-defined activity] in the past 7 days?”
- “Who usually does the [various routine items of domestic work] in your household?”

Stylized questionnaires can be especially useful in countries with lower literacy rates or where informal market activities are common and clocks/watches are limited, as it could be difficult for respondents to state the precise amount of time they spend on certain activities to complete a time diary or time recall.<sup>20</sup> This method could also limit the primary versus secondary activity challenge by directly asking about each activity. However, stylized questionnaires are also subject to recall bias and require respondents to average time in their heads, which could lead to measurement error. Stylized questions also do not inquire about the time of

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<sup>18</sup> Rubiano-Matulevich, Eliana, and Mariana Viollaz. “Gender Differences in Time Use: Allocating Time between the Market and the Household,” 2019. <https://doi.org/10.1596/1813-9450-8981>.

<sup>19</sup> Chatzitheochari, Stella, Kimberly Fisher, Emily Gilbert, Lisa Calderwood, Tom Huskinson, Andrew Cleary, and Jonathan Gershuny. “Using New Technologies for Time Diary Data Collection: Instrument Design and Data Quality Findings from a Mixed-Mode Pilot Survey.” *Social Indicators Research* 137, no. 1 (2017): 379–90. <https://doi.org/10.1007/s11205-017-1569-5>.

<sup>20</sup> “Invisible No More? - data2x.” *Data 2x*, March 2018. <https://data2x.org/wp-content/uploads/2019/05/Data2X-Invisible-No-More-Volume-I.pdf>.

day that different activities are performed, which limits analysis of the interaction between unpaid care work and economic activities.