



Measuring Gender Transformation in GIZ Agriculture and Food Systems Projects

Evidence and Compendium of Indicators

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List of acronyms

A-WEAI	Abbreviated women's empowerment in agriculture index
ALMA	African Leaders Malaria Alliance
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (German Federal Ministry for Economic Cooperation and Development)
CGIAR	Consultative Group on International Agricultural Research
FAO	Food and Agriculture Organization of the United Nations
FemHub	Feminist Approaches to Resilient Agriculture and Food Systems
GALS	Gender action learning system
GEM	Gender equality mainstreaming
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GSMA	Global System for Mobile Communications Association
GTA	Gender-transformative approach(es)
HR	Human resources
IDS	Institute of Development Studies
IFAD	International Fund for Agricultural Development
IFC	International Finance Corporation
IFPRI	International Food Policy Research Institute
MEDA	Mennonite Economic Development Associates
pro-WEAI	Project-level women's empowerment in agriculture index
pro-WEAI+HN	Project-level women's empowerment in agriculture index plus health and nutrition module
RBET	Reach–Benefit–Empower–Transform
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
WEAI	Women's empowerment in agriculture index
WFP	World Food Programme

1. Introduction

Women are at the heart of agriculture and food systems worldwide. They contribute to nearly every dimension of food production, processing and marketing, as well as to ensuring household food and nutrition security. Globally, women constitute 42 percent of the agri-food systems workforce ([FAO, 2026](#)). However, women's roles are often undervalued and insufficiently documented, and women continue to face systemic barriers – including unequal access to land, livestock, credit, inputs, extension services, digital tools and decision-making – that constrain their rights, agency and opportunities ([FAO, 2023](#)).

Despite decades of effort, progress in reducing these inequalities has been limited. Recent evidence suggests that gender inequalities in agriculture and food systems remain as pronounced today as they were a decade ago ([Phillips et al., 2025](#)). This underscores the need to move beyond approaches that address only the symptoms of inequality and instead tackle the underlying drivers: discriminatory social norms and attitudes, and structural power imbalances.

Gender-transformative approaches (GTA) have become integral to the mandate and operational practices of GIZ. The GIZ Gender Strategy 2025–2029 ([GIZ, 2025](#)) promotes GTA as a preferred standard in programming, and closely aligns with the policy framework of the German Federal Ministry for Economic Cooperation and Development (BMZ), most notably Germany's Feminist Development Policy ([BMZ, 2023a](#)), which is operationalised through the Third Development Policy Action Plan on Gender Equality (2023–27) ([BMZ, 2023b](#)). Collectively, these documents advocate for dismantling structural inequalities and moving beyond gender-sensitive or gender-responsive approaches towards approaches that address the systemic drivers of inequality.

While the policy direction is clear and the implementation of GTA is progressing, monitoring and measuring this change remains a shared challenge across organisations. Tools that capture transformative dimensions of change – such as shifts in agency, attitudes and social norms – remain underdeveloped ([FAO, IFAD & WFP, 2022](#)). Standard methods rarely capture the effects of internalised power structures that unconsciously shape behaviours or the context-specific norms against which change is assessed ([Anand, et al., 2019](#); [Bill and Melinda Gates Foundation, n.d.](#)). Conventional project cycles and results frameworks struggle to reflect the long-term, non-linear nature of social change, and indicators often fail to capture the intrinsic aspects of women's empowerment ([Anand, et al., 2019](#); [Glennerster, et al., 2018](#)). Without more robust measurement, precisely those dimensions that distinguish GTA from gender-responsive programming risk remaining insufficiently measured, limiting accountability, learning, and the visibility of women in agriculture and food systems.

To address this challenge, GIZ's FemHub project (Feminist Approaches to Resilient Agriculture and Food Systems) commissioned the Study on Monitoring of Gender-Transformative Approaches in Agriculture and Food Systems. The study pursued three objectives: to map the current implementation of GTA across GIZ agriculture and food systems projects, to examine practical methods for measuring gender-transformative change, and to analyse the indicators and measurement approaches used across projects.

The study employed a mixed-methods approach, combining a document review of 28 GIZ agriculture and food systems projects with a “deep dive” into seven selected projects. This in-depth analysis involved key informant interviews and focus group discussions with project staff and implementing partners. The study also produced a Compendium of Indicators for measuring gender equality and GTA. Intended as a practical tool for the agri-food sector, the compendium offers adaptable indicator options for project design and results matrices to facilitate more effective measurement of gender-transformative change.

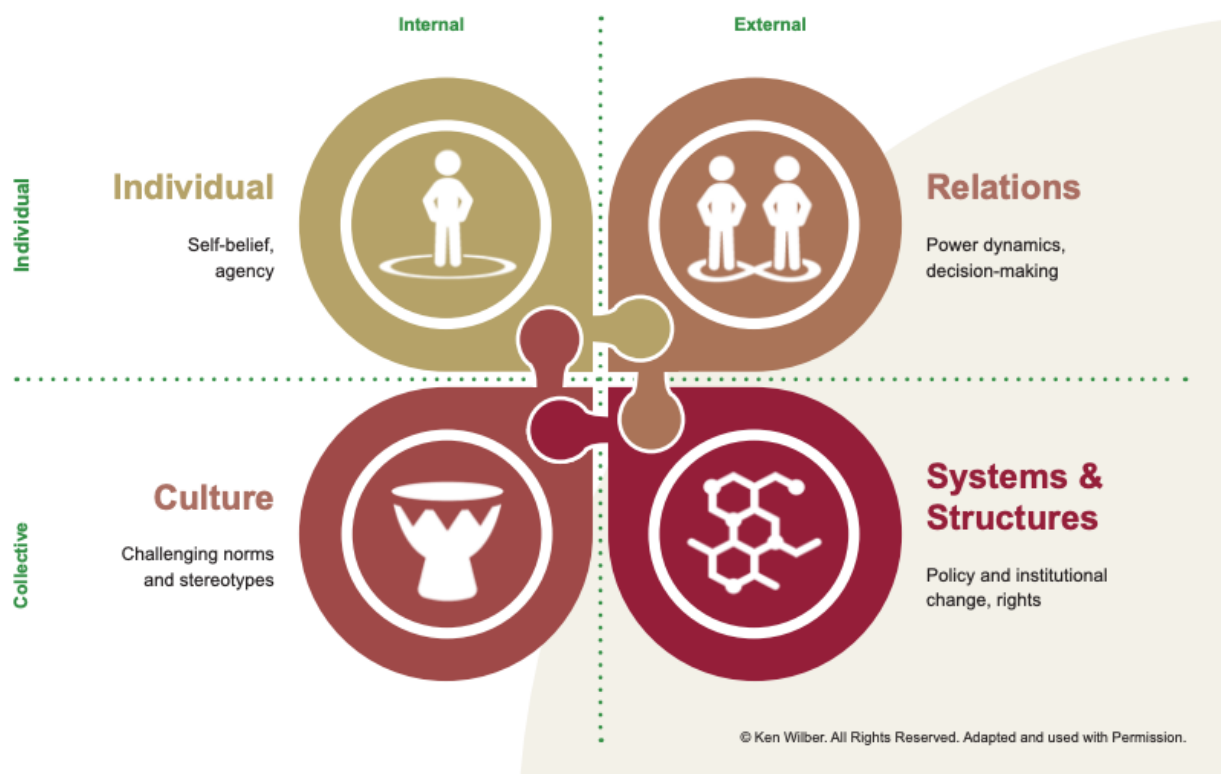
The remainder of this report is structured as follows: Section 2 maps GTA across GIZ agriculture and food systems projects, Section 3 examines the measurement of gender-transformative change across projects, and Section 4 presents the Compendium of Indicators.

2. Gender-transformative approaches at GIZ

GIZ defines a gender-transformative approach as one that does not focus on the symptoms arising from gender inequality but rather addresses its root causes: discriminatory social norms, practices and attitudes, and structural power imbalances. Therefore, GTA go beyond gender-sensitive or gender-responsive programming – which acknowledges or accommodates differences between women and men – by deliberately questioning and addressing unequal power relations.

This approach is operationalised through a **framework of four interconnected quadrants of change**, which maps GTA along two dimensions: individual versus collective change, and internal (attitudes, beliefs, agency) versus external change (resources, rules, structures). Figure 1 shows the resulting four quadrants: individual, relations, culture, and systems and structures.

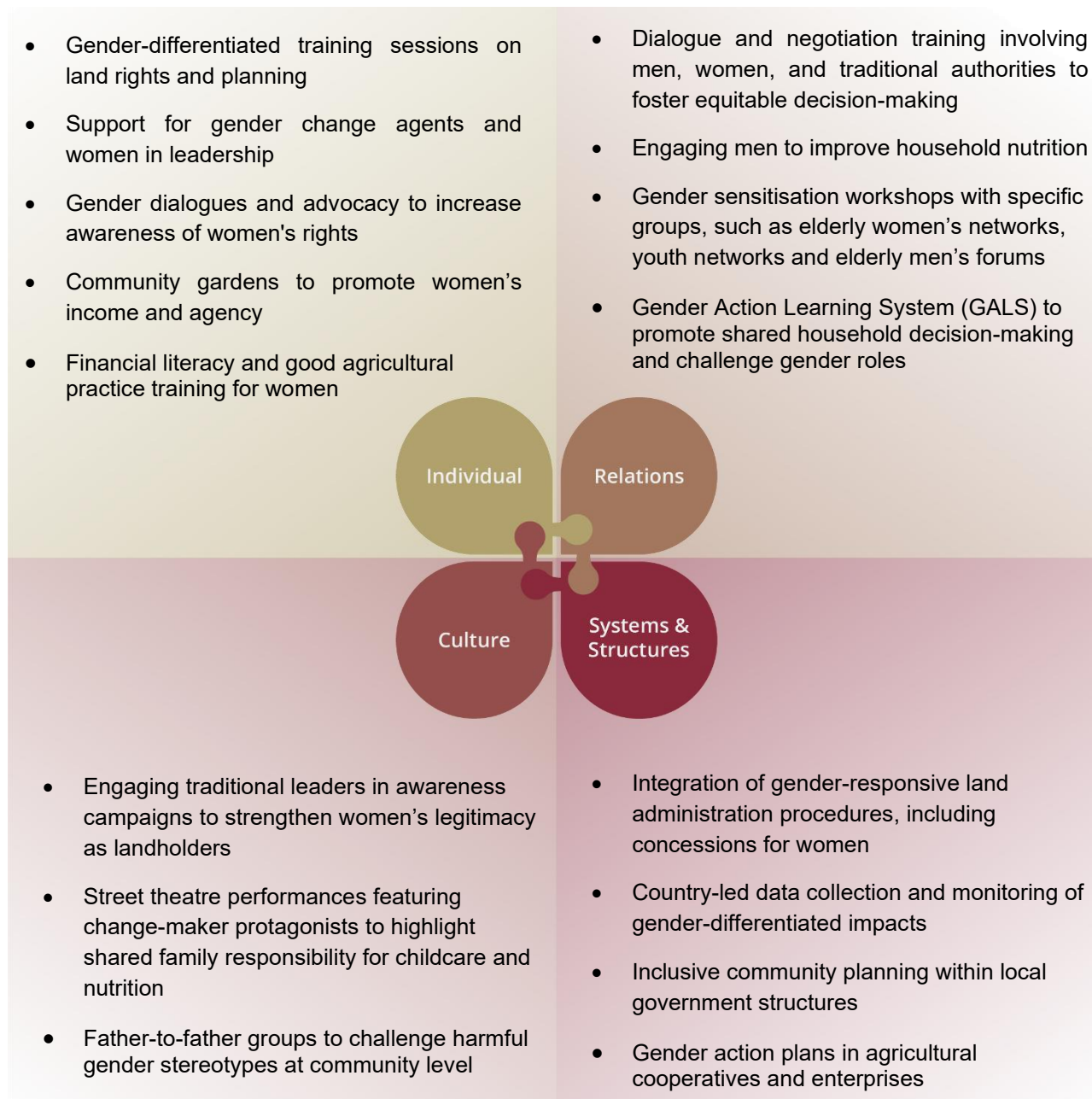
Figure 1 – Conceptual framework of four quadrants of change



Source: GIZ, adapted from Ken Wilber's four quadrants of change in *A Theory of Everything* (2000). See also [Gender at Work \(n.d.\)](#).

The Study on Monitoring of Gender-Transformative Approaches in Agriculture and Food Systems found **strong evidence of GTA in several projects, which applied a range of innovative activities and methodologies**. These projects work simultaneously across multiple GTA quadrants, addressing the root causes of gender inequality by combining individual empowerment with shifts in relations, social norms and structures. The extended timeframes of GIZ global programmes and their country packages stand out as a key enabler of ambitious gender programming, with peer learning across countries further reinforcing this potential. Figure 2 provides illustrative examples of GTA across the four quadrants.

Figure 2 – Examples of GTA in GIZ projects



Source: Authors' illustration.

A strong focus on **individual empowerment serves as a key pathway to achieving gender-transformative change**. GIZ's gender-transformative projects frequently prioritise individual-level support to strengthen women's empowerment, for example, through income-generating activities – such as community gardens, tailored support for female entrepreneurs and improved access to finance – as well as broader empowerment measures that promote women's leadership within cooperatives and the private sector. This aligns with the literature that identifies women's empowerment as a foundational concept of GTA programming (see [FAO, IFAD & WFP, 2022](#); [UNFPA, UNICEF & UN Women, 2020](#)).

GIZ's nutrition projects benefit from a focus on relational and cultural change. Nutrition programming too often reduces women to their roles as mothers and caregivers, assigning them primary responsibility for household nutrition. However, women's empowerment alone is rarely sufficient to improve food and nutrition security when underlying power relations and social norms remain unaddressed. Effective approaches incorporate GTA across relational and cultural

dimensions by combining interventions, such as father-to-father groups and positive masculinity training, with activities aimed at changing social norms and engaging traditional and community leaders. Collectively, these measures aim to shift not only individual behaviour but also broader social norms regarding men's roles in unpaid care work (see [GIZ, 2025b](#)).

Engaging men is a key strategy across the relational and cultural dimensions of GTA. Effective approaches promote men's engagement not only in tasks traditionally perceived as "women's work" – for example, in relation to nutrition as discussed above – but also in supporting women who challenge prevailing gender norms. This can help reduce backlash, and mitigate the social sanctions, conflict and violence that women may otherwise face.

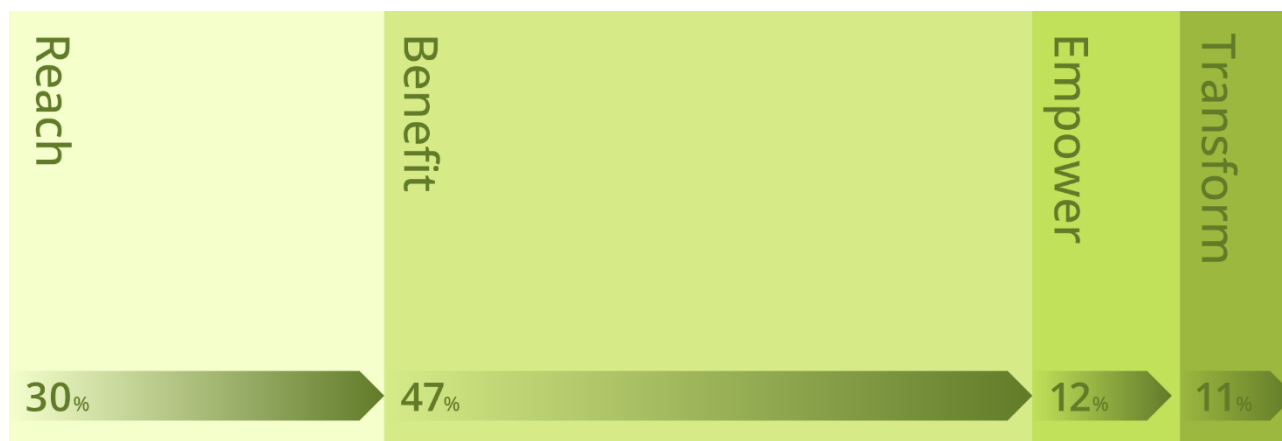
3. Measuring gender-transformative change

Whereas the four GTA quadrants show where change occurs, the **Reach–Benefit–Empower–Transform (RBET) framework** helps to understand the depth of change ([Johnson et al., 2018](#); [Kleiber et al., 2019](#); [Meinzen-Dick and Larson, 2024](#)). RBET was developed in response to evidence that many programmes claim to *empower* women or *transform* gender relations, but in practice only *reach* or *benefit* women in limited ways ([FAO, IFAD, WFP & CGIAR GENDER Impact Platform, 2023](#)).

RBET differentiates between four levels of intended change. *Reach* captures the extent of participation or access, identifying who is included in or targeted by project activities. *Benefit* assesses which individuals or groups experience tangible gains, such as increased income, or improved access to resources, services or opportunities. *Empower* measures individual enhancements in agency, voice and decision-making power, with a particular focus on women and marginalised groups. Meanwhile, *transform* captures systemic, structural or normative changes, including shifts in social norms, institutions, attitudes or power relations that perpetuate inequality.

The study found that measurement largely focuses on reaching and benefiting women, with less evidence of empowerment or gender-transformative change. Based on an analysis of indicators derived from 28 agriculture and food systems projects, most gender indicators measure not only whether interventions *reached* women, but also whether women *benefited* from them (Figure 3). Tracking *benefit* – rather than *reach* alone – is a positive finding, as it goes beyond merely quantifying women's participation to assessing whether they experienced tangible improvements. At the same time, relatively few indicators effectively capture results related to *empowerment* or broader *gender-transformative change*. Consequently, projects report less frequently on structural shifts in agency, social norms and power relations, which are central to GTA.

Figure 3 – RBET classification of project indicators



Source: Authors' illustration.

Measurement tends to focus on change at the individual and systems levels. Looking at the four GTA quadrants, half of the gender indicators measure individual change, reflecting the focus on individual empowerment as a pathway to change (see discussion above), while one-third pertain to systems and structures. Indicators that explicitly capture relational changes – such as shifts in intra-household dynamics, decision-making and the division of labour – are rare. Moreover, indicators measuring cultural changes – such as shifts in social norms, attitudes and beliefs regarding gender roles – are almost entirely absent (see Figure 4).

Figure 4 – Dimensions of change classification of project indicators



Source: Authors' illustration.

In summary, gender-transformative work across GIZ's agriculture and food systems projects is far more ambitious than current measurement suggest. The study found that measurement systems capture only part of what projects are doing, resulting in significant measurement gaps. These gaps are not unique to GIZ and reflect well-documented challenges in the broader literature (see brief discussion in Section 1). However, the study identified several GIZ-specific factors that widen this gap: the reliance on SMART (specific, measurable, achievable, relevant and time-bound) indicators, which favour quantifiable, time-limited results over the complex social change processes at the heart of GTA; limits on the number of outcome indicators, which restrict the scope for measuring GTA-related change; and project designs that are not always gender-transformative from the outset, with GTA elements often emerging through learning and adaptation during implementation. Some projects address these measurement gaps directly through dedicated gender studies, generating valuable qualitative insights that routine reporting may otherwise miss.

Bridging the gap between project implementation and the measurement of gender-transformative change is central to making the full depth and breadth of GTA visible. More deliberate use of the RBET framework and more balanced distribution of indicators across all four GTA quadrants would help close this gap. The Compendium of Indicators introduced in the following section and contained in the latter part of this document is designed to support this effort.

4. Purpose of the Compendium

The Compendium of Indicators emerged as part of the study's recommendations, and functions as a practical tool for designing results matrices for future agriculture and food systems projects. The compendium offers adaptable indicator options to monitor gender equality and GTA across nine themes within the agri-food sector: income generation; digital and financial assets; agricultural inputs, equipment and livestock; land ownership and land rights; employment; entrepreneurship;

nutrition; voice, social capital and political participation; and knowledge, skills and access to information.

A central feature of the compendium is its grounding in the RBET framework. For each theme, it proposes one indicator for measuring *reach*, one for *benefit*, one for *empower* and three for *transform*. This structure is intended to encourage reflection on the depth of change targeted, and to strengthen the integration of *empower* and *transform* indicators. The compendium is neither exhaustive, nor designed for specific projects or interventions. Users are advised to evaluate the relevance of each indicator, choose between output indicators (which measure what is produced or delivered) and outcome indicators (which measure changes in behaviour, conditions and relationships), and adapt the selected indicator(s) to their specific project context.

Most indicators are adaptable suggestions developed by the study authors, while others are referenced directly from standardised sources and cited accordingly. Please note that social norms indicators are intentionally framed using negative or restrictive language. This approach is methodologically sound: norms must be articulated as they currently function in order to measure whether they are shifting over time. A favourable result is indicated by a reduction in agreement with the negatively framed statement. Where feasible, descriptive norm indicators (which capture what people believe others do) are paired with injunctive norm indicators (which capture what people believe others think they should do). This distinction is important because a programme may shift perceived behaviour while disapproval of deviation remains deeply entrenched ([FAO, IFAD & WFP, 2022](#)).

Equally, indicators need to be combined with appropriate measurement methods. GTA measurement should integrate both quantitative and qualitative methods, consistent with emerging best practices for assessing gender-transformative change ([FAO, IFAD, WFP & CGIAR GENDER Impact Platform, 2023](#); [Quisumbing et al., 2023](#)). Qualitative, participatory methods – such as focus group discussions, Outcome Mapping, Most Significant Change, life histories, storytelling and vignettes (see the Compendium of Indicators for sources) – are essential complements for generating meaningful metrics ([Tavener et al., 2022](#)) and are most effective when embedded within formal results measurement frameworks rather than confined to stand-alone studies.

At the same time, indicator selection is most effective when it is informed by, rather than precedes, a clearly defined theory of change that articulates the pathways and assumptions through which a project expects transformative change to occur ([FAO, IFAD & WFP, 2024](#)). This theory of change should be grounded in the routine gender analyses that GIZ already undertakes. Without this foundation, even carefully selected indicators risk being disconnected from the project's objectives. Sustained gender expertise within project teams, coupled with opportunities for learning and adaptation, is equally essential to ensure these indicators translate into meaningful measurement of gender-transformative change.

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Compendium of indicators

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Click any indicator ID to jump to its detailed table.

1. Income generation

ID	RBET level	Indicator	GTA quadrant	Results level
IN-1	Reach	Number of female and male project beneficiaries who access project-supported income-enhancing services (e.g. training, inputs and extension)	 Individual	Output
IN-2	Benefit	Number of female and male project beneficiaries who report an increase in income from agri-food activities	 Individual	Output
IN-3	Empower	Percentage of women who report increased control over the use of income earned	 Individual	Outcome
IN-4	Transform	Number and type of institutional or market system changes (e.g. in regulations, standards, taxes and policies) adopted and implemented that improve equitable income opportunities in the agri-food sector	 Systems & Structures	Outcome
IN-5	Transform	Percentage of women and men who agree that most people in their community would disapprove of a woman trading at market	 Culture	Output
IN-6	Transform	Percentage of men and women who report that most men in their community have the final say in household financial decisions	 Culture	Output

2. Digital and financial assets

ID	RBET level	Indicator	GTA quadrant	Results level
DI-1	Reach	Percentage of women with access to a savings account, mobile money account or agricultural insurance	 Individual	Output
DI-2	Benefit	Percentage of female agricultural producers who invest in productive agricultural activities	 Individual	Outcome
DI-3	Empower	Percentage of women who report having control over their own finances	 Individual	Output / Outcome
DI-4	Transform	Number of financial service providers that adopt and implement gender-responsive financial products, policies and lending practices	 Systems & Structures	Outcome
DI-5	Transform	Percentage of women and men who agree that most people in their community consider it inappropriate for women to use technology (e.g. mobile phones and the internet)	 Culture	Outcome
DI-6	Transform	Number of legislative or regulatory measures enacted that incentivise private financial institutions to provide financial products to female producers	 Systems & Structures	Outcome

3. Agricultural inputs, equipment and livestock

ID	RBET level	Indicator	GTA quadrant	Results level
AG-1	Reach	Percentage of female producers with access to improved seeds, fertilizer, livestock or irrigation equipment, among other things	 Individual	Output
AG-2	Benefit	Percentage of female producers who report increased agricultural productivity or product quality	 Individual	Outcome
AG-3	Empower	Percentage of female agricultural producers who report having sole or joint decision-making power over the use, management or sale of agricultural inputs, equipment or livestock	 Relations	Output / Outcome
AG-4	Transform	Percentage of women and men who think that people in their community would disapprove of a woman interacting with male extension agents	 Culture	Outcome
AG-5	Transform	Number of market actors (e.g. input suppliers, cooperatives, mechanisation service providers and livestock breeders) that adopt and implement gender-responsive practices	 Systems & Structures	Output / Outcome

AG-6	Transform	Percentage of women and men who think that only men in their community take care of large livestock	 Culture	Output / Outcome
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4. Land ownership and land rights

ID	RBET level	Indicator	GTA quadrant	Results level
LA-1	Reach	Number of women who participate in land rights training	 Individual	Output
LA-2	Benefit	Percentage of women using land for income-generating activities	 Individual	Outcome
LA-3	Empower	Percentage of women who report having sole or joint decision-making power over agricultural land use, transfer or inheritance	 Individual	Outcome
LA-4	Transform	Percentage of women and men who agree that most people in their community would disapprove of a woman owning land in her own name	 Culture	Outcome
LA-5	Transform	Percentage of women and men who think that most widows and divorced women in their community have their assets taken from them	 Culture	Outcome
LA-6	Transform	Number of customary, community or statutory institutions that adopt or implement gender-equitable land governance rules, policies or practices (e.g. joint land titling, recognition of women's inheritance rights and gender-sensitive dispute resolution mechanisms)	 Systems & Structures	Outcome

5. Employment

ID	RBET level	Indicator	GTA quadrant	Results level
EM-1	Reach	Number of men reached by awareness-raising campaigns that support women in traditionally male occupations	 Relations	Output
EM-2	Benefit	Percentage of female workers who participate in professional development or skills training, or apply for promotion opportunities	 Individual	Output
EM-3	Empower	Percentage of women in supervisory or leadership positions	 Individual	Output / Outcome
EM-4	Transform	Improvement in the national Women, Business and the Law score	 Systems & Structures	Outcome
EM-5	Transform	Number of firms that implement inclusive business models supporting female workers (e.g. childcare and leadership programmes)	 Systems & Structures	Output / Outcome

EM-6	Transform	Percentage of women who are satisfied with time available for rest and leisure	 Individual	Outcome
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6. Entrepreneurship

ID	RBET level	Indicator	GTA quadrant	Results level
EN-1	Reach	Percentage of women who access business development, mentoring or incubation services	 Individual	Output
EN-2	Benefit	Percentage of female entrepreneurs who advance to higher-value activities within a value chain	 Individual	Output
EN-3	Empower	Percentage of female entrepreneurs who report greater control over business decisions and use of income	 Individual	Outcome
EN-4	Transform	Percentage of men and women who think that most people in their community would disapprove of a woman owning a commercial business	 Culture	Outcome
EN-5	Transform	Percentage of women and men who report that most people in their community consider it normal for women to leave the house without their husband's permission	 Relations	Output / Outcome
EN-6	Transform	Number of hours women, men, girls and boys spend on unpaid domestic duties (e.g. childcare) in the last week	 Individual	Outcome

7. Nutrition

ID	RBET level	Indicator	GTA quadrant	Results level
NU-1	Reach	Percentage of pregnant and lactating women who receive nutrition services or supplements	 Individual	Output
NU-2	Benefit	Percentage of women who achieve minimum dietary diversity	 Individual	Outcome
NU-3	Empower	Percentage of households that practise joint decision-making on food and nutrition	 Relations	Outcome
NU-4	Transform	Number of government-led nutrition programmes that implement actions to promote shared household responsibility for nutrition	 Systems & Structures	Outcome
NU-5	Transform	Percentage of women and girls who believe that their families would disapprove of them eating the same quality of food as their husbands or male siblings	 Culture	Outcome

NU-6	Transform	Percentage of men and women who agree that it would be uncommon in their community for a man and woman to share childcare and household chores equally	 Culture	Outcome
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8. Voice, social capital and political participation

ID	RBET level	Indicator	GTA quadrant	Results level
VO-1	Reach	Percentage of women trained in leadership, advocacy or participatory governance related to agriculture or natural resource management	 Individual	Output
VO-2	Benefit	Percentage of women who report improved access to services, resources or market linkages as a result of group participation	 Individual	Output
VO-3	Empower	Percentage of women who report having the confidence to speak up or influence decisions in community or organisational meetings	 Individual	Output
VO-4	Transform	Number of local or national governance bodies that have formally adopted gender-equitable participation rules or gender quotas	 Systems & Structures	Outcome
VO-5	Transform	Percentage of women and men who agree that most people in their community believe that women should not be members of rural organisations	 Culture	Outcome
VO-6	Transform	Percentage of women and men who report that it is uncommon in their community for women to hold leadership roles in community groups	 Culture	Outcome

9. Knowledge, skills and access to information

ID	RBET level	Indicator	GTA quadrant	Results level
KN-1	Reach	Number of female agricultural producers who access agricultural knowledge, skills training or information services (e.g. extension and digital advisory services, and climate and market information)	 Individual	Output
KN-2	Benefit	Percentage of female agricultural producers who report increased yields or income	 Individual	Outcome
KN-3	Empower	Percentage of female agricultural producers who report being able to influence key agricultural decisions (e.g. crop choice, input use and climate adaptation practices)	 Relations	Output
KN-4	Transform	Percentage of women and men who think that only men in their community participate in agricultural extension training	 Culture	Outcome

KN-5	Transform	Percentage of women and men who think that most people in their community would disapprove of a woman interacting with male agricultural extension agents	 Culture	Outcome
KN-6	Transform	Percentage of extension service providers that demonstrate gender-equitable attitudes and practices in engaging female and male farmers	 Culture	Output

Indicators in detail

1. Income generation

IN-1 — Income generation — Reach

ID	IN-1
Theme	Income generation
RBET level	Reach
Indicator	Number of female and male project beneficiaries who access project-supported income-enhancing services (e.g. training, inputs and extension)
Measured construct	People reached by project interventions
Results level	Output
GTA quadrant	Individual
Quantitative data	Routine monitoring data collection (e.g. participant lists at each training session or event)
Qualitative data	Field visits to observe participation in training sessions, access to inputs or engagement with extension services

IN-2 — Income generation — Benefit

ID	IN-2
Theme	Income generation
RBET level	Benefit
Indicator	Number of female and male project beneficiaries who report an increase in income from agri-food activities
Measured construct	Increase in income related to project activities
Results level	Output
GTA quadrant	Individual
Quantitative data	Survey of project beneficiaries
Qualitative data	In-depth interviews with a sample of project beneficiaries Focus group discussions to explore perceived income change, pathways to income change and attribution to the project Case studies or Most Significant Change to document pathways to increase income
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

IN-3 — Income generation — Empower

ID	IN-3
Theme	Income generation
RBET level	Empower
Indicator	Percentage of women who report increased control over the use of income earned
Measured construct	Control over the use of income
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of women and girls
Qualitative data	Men-only and women-only focus group discussions to explore norms, shifts and barriers in financial control Key informant interviews with community, religious and women's group leaders Intra-household interviews to capture dynamics between spouses or household decision-makers
Sources and guidance	Indicator derived from IFPRI's Women's Empowerment in Agriculture Index (WEAI) For guidance on survey questions related to control over the use of income from different sources, see IFPRI's WEAI, including its different versions such as the Abbreviated WEAI (A-WEAI) and the project-level WEAI (pro-WEAI) For guidance on using participatory tools (e.g. decision-making matrices, access and control profiles, and power mapping exercises), see the IDS Participatory Methods website

IN-4 — Income generation — Transform

ID	IN-4
Theme	Income generation
RBET level	Transform
Indicator	Number and type of institutional or market system changes (e.g. in regulations, standards, taxes and policies) adopted and implemented that improve equitable income opportunities in the agri-food sector
Measured construct	Systemic changes to facilitate equitable income generation
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Official records or administrative data to track adoption

Qualitative data	Key informant interviews with stakeholders in the agri-food sector to validate the stage of adoption and assess the level of implementation Case studies or Most Significant Change stories to document success stories Policy, legislation and regulation review (e.g. to count the number of changes that improve equitable income opportunities in the agri-food sector)
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

IN-5 — Income generation — Transform

ID	IN-5
Theme	Income generation
RBET level	Transform
Indicator	Percentage of women and men who agree that most people in their community would disapprove of a woman trading at market
Measured construct	Social norms (injunctive norms) on women's engagement in income generation
Results level	Output
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Focus group discussions with community members to explore perceptions of women as market traders Key informant interviews with power-holders (e.g. community and religious leaders) on attitudes towards women active in income generation
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for guidance on formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

IN-6 — Income generation — Transform

ID	IN-6
Theme	Income generation
RBET level	Transform
Indicator	Percentage of men and women who report that most men in their community have the final say in household financial decisions
Measured construct	Social norms (descriptive norms) on decision-making power on financial matters
Results level	Output

GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Focus group discussions with community members to explore intra-household decision-making Key informant interviews with power-holders (e.g. community and religious leaders) on intra-household decision-making
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

2. Digital and financial assets

DI-1 — Digital and financial assets — Reach

ID	DI-1
Theme	Digital and financial assets
RBET level	Reach
Indicator	Percentage of women with access to a savings account, mobile money account or agricultural insurance
Measured construct	Women's access to financial services
Results level	Output
GTA quadrant	Individual
Quantitative data	Survey of women and girls Secondary data from Global Findex and information on the mobile gender gap from GSMA , where required Administrative records from banks, savings groups, cooperatives and microfinance institutions
Qualitative data	Focus group discussions to explore women's experiences with financial services, barriers to access and perceived benefits Key informant interviews with financial service providers and community leaders to understand systemic challenges and enabling factors

DI-2 — Digital and financial assets — Benefit

ID	DI-2
Theme	Digital and financial assets
RBET level	Benefit

Indicator	Percentage of female agricultural producers who invest in productive agricultural activities
Measured construct	Finance enabling productive investment
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Structured participant survey Financial institution records, and data from banks, cooperatives and microfinance institutions on loans disbursed to female producers for agricultural purposes Producer group records tracking women's use of loans
Qualitative data	Focus group discussions with female producers to explore how they perceive the impact of finance on their ability to invest in agriculture and what constraints remain Key informant interviews with loan officers, extension agents and producer group leaders to understand systemic challenges and enabling factors Case studies or Most Significant Change stories to document individual experiences showing how access to finance enabled investment in specific productive activities (e.g. irrigation and improved seeds)
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

DI-3 — Digital and financial assets — Empower

ID	DI-3
Theme	Digital and financial assets
RBET level	Empower
Indicator	Percentage of women who report having control over their own finances
Measured construct	Perceived financial control and agency
Results level	Output / Outcome
GTA quadrant	Individual
Quantitative data	Survey of women and girls
Qualitative data	Men-only and women-only focus group discussions to explore how women and men perceive financial control, barriers to autonomy and social norms shaping decision-making Key informant interviews with community leaders and financial service providers to understand systemic challenges and enabling factors Case studies to document individual experiences showing how women gained or exercised financial control (e.g. investing in children's education and starting a business)

Sources and guidance	For guidance on survey questions (to be adapted), see IFPRI'S WEAI For guidance on including participatory tools in interviews and discussions, see the IDS Participatory Methods website for mapping and power analysis, and Civicus (n.d.) or ALMA Scorecard Hub for Community Score Cards
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DI-4 — Digital and financial assets — Transform

ID	DI-4
Theme	Digital and financial assets
RBET level	Transform
Indicator	Number of financial service providers that adopt and implement gender-responsive financial products, policies and lending practices
Measured construct	Gender-responsive financial system reforms
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Survey of financial service providers to collect data on the adoption of gender-responsive products and policies
Qualitative data	Key informant interviews with managers, loan officers and policymakers to understand motivations, challenges and processes behind adopting gender-responsive practices (e.g. collateral alternatives, flexible repayment and joint land-titling recognition) Focus group discussions with female agricultural producers to explore whether new products and policies are accessible, relevant and effective in reducing barriers Review of administrative records, official documents, product brochures and lending guidelines (e.g. to count the number of institutions with gender-responsive practices)

DI-5 — Digital and financial assets — Transform

ID	DI-5
Theme	Digital and financial assets
RBET level	Transform
Indicator	Percentage of women and men who agree that most people in their community consider it inappropriate for women to use technology (e.g. mobile phones and the internet)
Measured construct	Social norms (injunctive norms) on technology use
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members

Qualitative data	Men-only and women-only focus group discussions to explore how community members perceive women's use of technology, what norms exist and how these norms are enforced Key informant interviews with local leaders, teachers, religious figures and others to understand cultural narratives and resistance
Sources and guidance	Indicator adapted from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

DI-6 — Digital and financial assets — Transform

ID	DI-6
Theme	Digital and financial assets
RBET level	Transform
Indicator	Number of legislative or regulatory measures enacted that incentivise private financial institutions to provide financial products to female producers
Measured construct	Enabling financial policy reforms
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Policy and legislation review to count the number of laws, regulations and directives enacted that explicitly incentivise financial institutions to serve female entrepreneurs
Qualitative data	Key informant interviews with policymakers, regulators and financial institution representatives to understand the rationale, process and challenges behind providing financial products for female producers Focus group discussions with female producers to explore whether new policies translate into improved access and reduced barriers Case studies to document examples of specific legislative measures (e.g. joint land-titling recognition) and their impact on women's ability to access finance Participatory policy analysis workshops with stakeholders (e.g. government, financial institutions and women's groups) to assess the effectiveness and inclusiveness of enacted measures
Sources and guidance	On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

3. Agricultural inputs, equipment and livestock

AG-1 — Agricultural inputs, equipment and livestock — Reach

ID	AG-1
Theme	Agricultural inputs, equipment and livestock
RBET level	Reach
Indicator	Percentage of female producers with access to improved seeds, fertilizer, livestock or irrigation equipment, among other things
Measured construct	Women's access to productive inputs
Results level	Output
GTA quadrant	Individual
Quantitative data	Survey of female producers, covering access to specific inputs (e.g. seeds, fertilizer, livestock and irrigation equipment), as well as frequency, quantity and source (e.g. government programmes, cooperatives and private suppliers) Administrative records from agricultural extension services, cooperatives, non-governmental organisations (NGOs) and government subsidy programmes showing distribution of inputs disaggregated by sex
Qualitative data	Focus group discussions with female producers to discuss challenges in accessing inputs, cultural norms and perceptions of improved technologies Key informant interviews with extension agents, cooperative leaders and local suppliers focusing on women's participation in input markets and related barriers

AG-2 — Agricultural inputs, equipment and livestock — Benefit

ID	AG-2
Theme	Agricultural inputs, equipment and livestock
RBET level	Benefit
Indicator	Percentage of female producers who report increased agricultural productivity or product quality
Measured construct	Inputs improving productivity or quality
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of female producers, capturing access to improved inputs, equipment and livestock, and changes in productivity and product quality Production records of farms showing yields, quality grades and sales

Qualitative data	Focus group discussions with female producers to explore perceptions of productivity improvements, barriers and enabling factors Key informant interviews with extension agents, cooperative leaders and suppliers to understand observed changes in women's productivity Case studies or Most Significant Change stories to document individual women's experiences and show how improved inputs translated into better yields or product quality
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005) For guidance on the use of participatory methods (e.g. seasonal calendars and ranking exercises), see the IDS Participatory Methods website

AG-3 — Agricultural inputs, equipment and livestock — Empower

ID	AG-3
Theme	Agricultural inputs, equipment and livestock
RBET level	Empower
Indicator	Percentage of female agricultural producers who report having sole or joint decision-making power over the use, management or sale of agricultural inputs, equipment or livestock
Measured construct	Women's control over productive assets
Results level	Output / Outcome
GTA quadrant	Relations
Quantitative data	Survey of women and girls
Qualitative data	Focus group discussions with female producers to explore household dynamics, social norms and perceptions of women's authority in agricultural decisions Key informant interviews with cooperative leaders, extension agents and community leaders to understand shifts in agency
Sources and guidance	For guidance on survey questions (to be adapted), see IFPRI'S WEAI For guidance on including participatory tools in interviews and discussions, see the IDS Participatory Methods website for mapping and power analysis, and Civics (n.d.) or ALMA Scorecard Hub for Community Score Cards

AG-4 — Agricultural inputs, equipment and livestock — Transform

ID	AG-4
Theme	Agricultural inputs, equipment and livestock
RBET level	Transform
Indicator	Percentage of women and men who think that people in their community would disapprove of a woman interacting with male extension agents

Measured construct	Social norms (injunctive norms) about women's roles in agriculture
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around women's interactions with male agents Key informant interviews with community leaders, extension agents and others to understand prevailing attitudes and resistance points
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

AG-5 — Agricultural inputs, equipment and livestock — Transform

ID	AG-5
Theme	Agricultural inputs, equipment and livestock
RBET level	Transform
Indicator	Number of market actors (e.g. input suppliers, cooperatives, mechanisation service providers and livestock breeders) that adopt and implement gender-responsive practices
Measured construct	Gender-responsive agricultural market practices
Results level	Output / Outcome
GTA quadrant	Systems & Structures
Quantitative data	Survey of market actors to assess whether they have adopted specific gender-responsive practices (e.g. smaller package sizes, shared ownership models and women-friendly hiring processes)
Qualitative data	Key informant interviews with suppliers, cooperative leaders and service providers to understand motivations, challenges and perceived benefits of adopting gender-responsive practices Focus group discussions with female producers to explore whether gender-responsive practices improve women's access to and control over agricultural inputs, equipment and livestock Case studies to document examples of market actors that have successfully implemented gender-responsive policies
Sources and guidance	For assessing gender equality within companies more broadly, see MEDA's Gender Equality Mainstreaming (GEM) Framework Case studies may calculate the return on investment for women's inclusion, as demonstrated in USAID Feed the Future or IFC (2017)

AG-6 — Agricultural inputs, equipment and livestock — Transform

ID	AG-6
Theme	Agricultural inputs, equipment and livestock
RBET level	Transform
Indicator	Percentage of women and men who think that only men in their community take care of large livestock
Measured construct	Social norms (descriptive norms) about women's roles in livestock management
Results level	Output / Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around women's roles in livestock care Key informant interviews with community leaders, extension agents and others to understand prevailing attitudes and resistance points
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

4. Land ownership and land rights

LA-1 — Land ownership and land rights — Reach

ID	LA-1
Theme	Land ownership and land rights
RBET level	Reach
Indicator	Number of women who participate in land rights training
Measured construct	Women reached with land rights knowledge
Results level	Output
GTA quadrant	Individual
Quantitative data	Training attendance records
Qualitative data	Focus group discussions with training participants to discuss perceived relevance, challenges and the application of training content

LA-2 — Land ownership and land rights — Benefit

ID	LA-2
Theme	Land ownership and land rights
RBET level	Benefit
Indicator	Percentage of women using land for income-generating activities
Measured construct	Land use for income generation
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of women and girls, capturing land use Government or cooperative registries of land leases, certifications or agricultural production
Qualitative data	Focus group discussions with women to explore motivations, barriers and benefits related to using land for income-generating activities Key informant interviews with extension agents, cooperative leaders and market actors to understand women's participation in land-based income-generating activities

LA-3 — Land ownership and land rights — Empower

ID	LA-3
Theme	Land ownership and land rights
RBET level	Empower
Indicator	Percentage of women who report having sole or joint decision-making power over agricultural land use, transfer or inheritance
Measured construct	Women's land-related decision-making power
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of women and girls
Qualitative data	Focus group discussions with female farmers to explore household dynamics, social norms and perceptions of authority in land-related decisions Key informant interviews with extension agents, cooperative leaders and community elders to understand gendered decision-making patterns Case studies or Most Significant Change to document individual women's experiences of negotiating or exercising decision-making power over land

Sources and guidance	For guidance on survey questions (to be adapted), see IFPRI'S WEAI For guidance on including participatory tools in interviews and discussions, see the IDS Participatory Methods website for mapping and power analysis, and Civicus (n.d.) or ALMA Scorecard Hub for Community Score Cards For information on the Most Significant Change technique, see Davies (n.d.)
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LA-4 — Land ownership and land rights — Transform

ID	LA-4
Theme	Land ownership and land rights
RBET level	Transform
Indicator	Percentage of women and men who agree that most people in their community would disapprove of a woman owning land in her own name
Measured construct	Social norms (injunctive norm) on women's asset ownership
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around women owning land Key informant interviews with community leaders, land officials and others to understand prevailing attitudes and resistance points
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

LA-5 — Land ownership and land rights — Transform

ID	LA-5
Theme	Land ownership and land rights
RBET level	Transform
Indicator	Percentage of women and men who think that most widows and divorced women in their community have their assets taken from them
Measured construct	Social norms (descriptive norms) on women's asset ownership
Results level	Outcome
GTA quadrant	Culture

Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around women owning land, with a focus on widowed and divorced women Key informant interviews with community leaders, religious leaders and others to understand prevailing attitudes and resistance points
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

LA-6 — Land ownership and land rights — Transform

ID	LA-6
Theme	Land ownership and land rights
RBET level	Transform
Indicator	Number of customary, community or statutory institutions that adopt or implement gender-equitable land governance rules, policies or practices (e.g. joint land titling, recognition of women's inheritance rights and gender-sensitive dispute resolution mechanisms)
Measured construct	Gender-equitable land governance systems
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Institutional records and documentation from customary councils, community committees or statutory land offices showing adoption of gender-equitable rules (e.g. bylaws and policy statements)
Qualitative data	Key informant interviews with leaders of customary, community and statutory institutions to explore motivations, challenges and perceived benefits of adopting gender-equitable rules Focus group discussions with female and male community members to assess whether institutional changes are meaningful and accessible Case studies to document examples of institutions that successfully implemented gender-equitable practices and their impact on women's land rights

5. Employment

EM-1 — Employment — Reach

ID	EM-1
Theme	Employment

RBET level	Reach
Indicator	Number of men reached by awareness-raising campaigns that support women in traditionally male occupations
Measured construct	Engaging men for social norms change
Results level	Output
GTA quadrant	Relations
Quantitative data	Attendance records to track the number of men who attend campaign events, workshops or training sessions Survey of men and boys Digital analytics for radio, TV or social media campaigns, collecting metrics such as views, listens, shares or engagement disaggregated by sex
Qualitative data	Men-only and women-only focus group discussions with women and men who participated in or were exposed to the campaign to explore perceptions, attitudes and behaviour change

EM-2 — Employment — Benefit

ID	EM-2
Theme	Employment
RBET level	Benefit
Indicator	Percentage of female workers who participate in professional development or skills training, or apply for promotion opportunities
Measured construct	Women's access to career development
Results level	Output
GTA quadrant	Individual
Quantitative data	Survey of workers, including questions on whether workers (disaggregated by sex) have accessed training or promotion opportunities Administrative records (disaggregated by sex) from company human resource (HR) systems on training participation, promotions and professional development opportunities Training and professional development records
Qualitative data	Focus group discussions with female workers to explore barriers, motivations and perceptions of access to training and promotion Key informant interviews with HR managers, supervisors and training providers to understand institutional practices and gender dynamics

EM-3 — Employment — Empower

ID	EM-3
Theme	Employment
RBET level	Empower
Indicator	Percentage of women in supervisory or leadership positions
Measured construct	Women's representation in leadership
Results level	Output / Outcome
GTA quadrant	Individual
Quantitative data	Administrative records (disaggregated by sex) from company HR systems on supervisory and leadership roles Survey of workers
Qualitative data	Focus group discussions with women in leadership roles to explore experiences, barriers and enabling factors Key informant interviews with HR managers, executives and supervisors to understand promotion practices and gender dynamics Case studies to document stories of women who attained leadership positions, highlighting pathways and challenges

EM-4 — Employment — Transform

ID	EM-4
Theme	Employment
RBET level	Transform
Indicator	Improvement in the national Women, Business and the Law score
Measured construct	Legal protection for women's employment
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Secondary data from the World Bank's Women, Business and the Law
Qualitative data	Key informant interviews with policy experts

EM-5 — Employment — Transform

ID	EM-5
Theme	Employment
RBET level	Transform

Indicator	Number of firms that implement inclusive business models supporting female workers (e.g. childcare and leadership programmes)
Measured construct	Gender-inclusive workplace practices
Results level	Output / Outcome
GTA quadrant	Systems & Structures
Quantitative data	Enterprise survey to collect information on adopting specific gender-responsive practices (e.g. leadership programmes, mentoring, childcare and inclusive hiring)
Qualitative data	Focus group discussions with female workers to explore how gender-responsive policies are experienced in practice and whether they improve career progression Key informant interviews with HR managers, executives and union representatives to understand motivations, barriers and perceptions of inclusive business models Case studies to document examples of firms that successfully implemented childcare facilities, mentorship programmes or leadership pathways for women
Sources and guidance	For guidance on the assessment of gender equality within companies more broadly, see MEDA's Gender Equality Mainstreaming (GEM) Framework or the WEPs Gender Gap Analysis Tool Case studies may calculate the return on investment for women's inclusion, as demonstrated in USAID Feed the Future or IFC (2017)

EM-6 — Employment — Transform

ID	EM-6
Theme	Employment
RBET level	Transform
Indicator	Percentage of women who are satisfied with time available for rest and leisure
Measured construct	Unpaid care and domestic work
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of women and girls Time-use diaries to collect data on hours spent on different activities, complemented by questions about satisfaction
Qualitative data	Focus group discussions with women to explore perceptions of rest, leisure and work-life balance Key informant interviews with HR managers, supervisors and community leaders to understand workplace practices and cultural expectations around women's time use

Sources and guidance	For guidance on measuring time use, see IFPRI'S WEA or Oxfam's Household Care Survey Toolkit For guidance on participatory methods (e.g. Oxfam's Rapid Care Analysis), see Oxfam (2016) and Oxfam (2018)
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6. Entrepreneurship

EN-1 — Entrepreneurship — Reach

ID	EN-1
Theme	Entrepreneurship
RBET level	Reach
Indicator	Percentage of women who access business development, mentoring or incubation services
Measured construct	Women's access to business services
Results level	Output
GTA quadrant	Individual
Quantitative data	Records from service providers (e.g. business development centres, incubators and mentoring programmes) on participation Survey of female entrepreneurs
Qualitative data	Focus group discussions with female entrepreneurs to explore barriers, motivations and perceptions of service accessibility Key informant interviews with programme managers, incubator staff and mentors to understand institutional practices and gender dynamics

EN-2 — Entrepreneurship — Benefit

ID	EN-2
Theme	Entrepreneurship
RBET level	Benefit
Indicator	Percentage of female entrepreneurs who advance to higher-value activities within a value chain
Measured construct	Value chain upgrades
Results level	Output
GTA quadrant	Individual

Quantitative data	Survey of men- and women-led enterprises to collect data on activities across value chains (including production, processing, distribution and marketing) Records from service providers (e.g. business development centres, incubators and mentoring programmes) to track women's progression into higher-value segments
Qualitative data	Focus group discussions with female entrepreneurs to explore motivations, barriers and perceptions of moving into higher-value activities Key informant interviews with value chain actors (e.g. buyers, processors and cooperative leaders) to understand opportunities and constraints for women Case studies or Most Significant Change to document the stories of women who successfully moved into higher-value activities, highlighting enabling factors (e.g. training, finance and networks)
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

EN-3 — Entrepreneurship — Empower

ID	EN-3
Theme	Entrepreneurship
RBET level	Empower
Indicator	Percentage of female entrepreneurs who report greater control over business decisions and use of income
Measured construct	Women's control over business decisions
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of female entrepreneurs
Qualitative data	Business records and governance documents to identify women's formal decision-making roles Focus group discussions with female entrepreneurs to explore what "control" means in practice, and how it affects their business and household dynamics Case studies or Most Significant Change to document the stories of women who gained greater control over business decisions, highlighting enabling factors (e.g. training, access to finance and supportive policies)
Sources and guidance	For guidance on survey questions (to be adapted), see IFPRI'S WEAI For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

EN-4 — Entrepreneurship — Transform

ID	EN-4
Theme	Entrepreneurship
RBET level	Transform
Indicator	Percentage of men and women who think that most people in their community would disapprove of a woman owning a commercial business
Measured construct	Social norms (injunctive norms) restricting women's business ownership
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around women owning a commercial business Key informant interviews with community leaders, business owners and local officials to understand prevailing norms and attitudes
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using vignettes and Social Norms Analysis Plot)

EN-5 — Entrepreneurship — Transform

ID	EN-5
Theme	Entrepreneurship
RBET level	Transform
Indicator	Percentage of women and men who report that most people in their community consider it normal for women to leave the house without their husband's permission
Measured construct	Social norms (descriptive norms) on women's mobility and autonomy
Results level	Output / Outcome
GTA quadrant	Relations
Quantitative data	Survey of female and male community members
Qualitative data	Focus group discussions with women to assess whether they can leave their homes without permission and to map underlying social norms Key informant interviews with community leaders, household members and employers to understand norms and expectations around women's mobility

Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using vignettes and Social Norms Analysis Plot) For participatory tools (e.g. community mapping exercises to visualise where women can go freely and where restrictions apply), see the IDS Participatory Methods website
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EN-6 — Entrepreneurship — Transform

ID	EN-6
Theme	Entrepreneurship
RBET level	Transform
Indicator	Number of hours women, men, girls and boys spend on unpaid domestic duties (e.g. childcare) in the last week
Measured construct	Gender gap in unpaid care work
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey of women, men, girls and boys Time-use diaries to collect data on hours spent on paid work, unpaid care work, commuting and leisure activities, among other activities
Qualitative data	Focus group discussions with different population groups to explore perceptions of responsibility for unpaid care work Key informant interviews with community leaders to understand workplace practices and social expectations around women's time use and unpaid care work
Sources and guidance	Indicator taken from Oxfam (2020) For guidance on measuring time use, see IFPRI'S WEA or Oxfam's Household Care Survey Toolkit For guidance on participatory methods (e.g. Oxfam's Rapid Care Analysis), see Oxfam (2016) and Oxfam (2018)

7. Nutrition

NU-1 — Nutrition — Reach

ID	NU-1
Theme	Nutrition
RBET level	Reach
Indicator	Percentage of pregnant and lactating women who receive nutrition services or supplements

Measured construct	Women's access to nutrition services
Results level	Output
GTA quadrant	Individual
Quantitative data	Household or community survey Registers from health centres, post-natal care centres and community health workers
Qualitative data	Key informant interviews with health professionals and community representatives

NU-2 — Nutrition — Benefit

ID	NU-2
Theme	Nutrition
RBET level	Benefit
Indicator	Percentage of women who achieve minimum dietary diversity
Measured construct	Women's dietary quality
Results level	Outcome
GTA quadrant	Individual
Quantitative data	Survey asking individuals to recall the food groups they consumed, for example, in the previous 24 hours
Qualitative data	Interviews with women or focus group discussions to understand food preferences or barriers to healthy diets
Sources and guidance	Indicator taken from FAO (2021) ; the focus is usually on women of reproductive age For further guidance on survey questions and computation of the indicator, see FAO (2021)

NU-3 — Nutrition — Empower

ID	NU-3
Theme	Nutrition
RBET level	Empower
Indicator	Percentage of households that practise joint decision-making on food and nutrition
Measured construct	Shared household nutrition decisions
Results level	Outcome

GTA quadrant	Relations
Quantitative data	Survey of women and, optionally, their husbands
Qualitative data	Focus group discussions with different groups (e.g. lactating mothers, elderly women with influence on nutrition and husbands/partners)
Sources and guidance	For guidance on potential survey questions, see the optional health and nutrition module of the project-level WEAI (pro-WEAI+HN) For guidance on using participatory tools (e.g. Seasonal Food Calendar), see the FAO's participatory rural appraisal toolbox

NU-4 — Nutrition — Transform

ID	NU-4
Theme	Nutrition
RBET level	Transform
Indicator	Number of government-led nutrition programmes that implement actions to promote shared household responsibility for nutrition
Measured construct	Institutional support for shared nutrition
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Official records and administrative data, where suitable
Qualitative data	Policy and legislation review (e.g. to count the number of implemented programmes that explicitly incentivise shared family responsibility for nutrition) Key informant interviews with policymakers and programme implementers, as well as NGOs that are active in nutrition

NU-5 — Nutrition — Transform

ID	NU-5
Theme	Nutrition
RBET level	Transform
Indicator	Percentage of women and girls who believe that their families would disapprove of them eating the same quality of food as their husbands or male siblings
Measured construct	Social norms (injunctive norms) restricting women's food equity
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of women and girls

Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around nutrition Key informant interviews with community leaders, community health workers, midwives and other relevant informants to understand prevailing attitudes, beliefs and resistance points
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

NU-6 — Nutrition — Transform

ID	NU-6
Theme	Nutrition
RBET level	Transform
Indicator	Percentage of men and women who agree that it would be uncommon in their community for a man and woman to share childcare and household chores equally
Measured construct	Social norms (descriptive norms) on shared care and household responsibilities
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around male involvement in the household Key informant interviews with community leaders, community health workers, midwives and other relevant informants to understand prevailing attitudes, beliefs and resistance points
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

8. Voice, social capital and political participation

VO-1 — Voice, social capital and political participation — Reach

ID	VO-1
Theme	Voice, social capital and political participation

RBET level	Reach
Indicator	Percentage of women trained in leadership, advocacy or participatory governance related to agriculture or natural resource management
Measured construct	Women reached with governance training
Results level	Output
GTA quadrant	Individual
Quantitative data	Training attendance records, disaggregated by sex
Qualitative data	Key informant interviews with trainers, community leaders or female participants to assess training relevance and barriers to participation

VO-2 — Voice, social capital and political participation — Benefit

ID	VO-2
Theme	Voice, social capital and political participation
RBET level	Benefit
Indicator	Percentage of women who report improved access to services, resources or market linkages as a result of group participation
Measured construct	Group participation improving access
Results level	Output
GTA quadrant	Individual
Quantitative data	Survey of group participants, assessing access to services, resources and markets Administrative data on users of extension services, credit or market platforms
Qualitative data	Focus group discussions with female group participants to explore perceptions of how group participation affected their access to services, resources or markets Key informant interviews with service providers, market actors or group leaders to understand barriers to and factors enabling women's access Case studies or Most Significant Change technique to document the experiences of women who gained new opportunities through group participation
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

VO-3 — Voice, social capital and political participation — Empower

ID	VO-3
Theme	Voice, social capital and political participation

RBET level	Empower
Indicator	Percentage of women who report having the confidence to speak up or influence decisions in community or organisational meetings
Measured construct	Women's voice and decision-making confidence
Results level	Output
GTA quadrant	Individual
Quantitative data	Survey of women and girls, for example, administered after meetings Meeting participation records to track whether and how women contribute during meetings (e.g. number of times they speak and proposals they make)
Qualitative data	Focus group discussions to explore women's perceptions of their ability to speak up and influence decisions, and to identify barriers and enabling factors affecting confidence Role-play exercises to explore how women perceive their influence in decision-making spaces

VO-4 — Voice, social capital and political participation — Transform

ID	VO-4
Theme	Voice, social capital and political participation
RBET level	Transform
Indicator	Number of local or national governance bodies that have formally adopted gender-equitable participation rules or gender quotas
Measured construct	Gender-equitable governance rules adopted
Results level	Outcome
GTA quadrant	Systems & Structures
Quantitative data	Official records and administrative data, where suitable Survey of local or national government representatives to confirm whether gender-equitable participation rules have been formally adopted
Qualitative data	Policy and legislation review of official documents (e.g. laws, bylaws, constitutions and charters) to verify adoption of gender-equitable rules Government gazettes, organisational minutes or resolutions to track adoption Key informant interviews with policymakers, governance body members and civil society actors to understand the extent of adoption, as well as motivations for and challenges in adopting gender equitable participation rules or quotas Focus group discussions with female leaders and community members to assess perceptions of fairness and effectiveness of the rules
Sources and guidance	For participatory tools (e.g. Community Score Cards) to be used in focus group discussions, see Civicus (n.d.) or Alma Scorecard Hub (n.d.)

VO-5 — Voice, social capital and political participation — Transform

ID	VO-5
Theme	Voice, social capital and political participation
RBET level	Transform
Indicator	Percentage of women and men who agree that most people in their community believe that women should not be members of rural organisations
Measured construct	Social norms (injunctive norms) related to women's group participation
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around female group membership Key informant interviews with community leaders, and male and female leaders of groups such as agricultural cooperatives
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

VO-6 — Voice, social capital and political participation — Transform

ID	VO-6
Theme	Voice, social capital and political participation
RBET level	Transform
Indicator	Percentage of women and men who report that it is uncommon in their community for women to hold leadership roles in community groups
Measured construct	Social norms (descriptive norms) related to women's leadership
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around female leadership Key informant interviews with community leaders, and male and female leaders of groups such as agricultural cooperatives

Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022), and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)
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9. Knowledge, skills and access to information

KN-1 — Knowledge, skills and access to information — Reach

ID	KN-1
Theme	Knowledge, skills and access to information
RBET level	Reach
Indicator	Number of female agricultural producers who access agricultural knowledge, skills training or information services (e.g. extension and digital advisory services, and climate and market information)
Measured construct	Women's access to agricultural information
Results level	Output
GTA quadrant	Individual
Quantitative data	Training attendance records from agricultural training sessions, extension workshops or digital advisory platforms Service provider administrative data Digital platform analytics (e.g. logs from mobile apps, SMS services or online advisory platforms) showing female users Survey of female agricultural producers
Qualitative data	Focus group discussions or key informant interviews with female producers, extension agents, trainers or service providers to assess women's engagement and challenges

KN-2 — Knowledge, skills and access to information — Benefit

ID	KN-2
Theme	Knowledge, skills and access to information
RBET level	Benefit
Indicator	Percentage of female agricultural producers who report increased yields or income
Measured construct	Productivity or income gains
Results level	Outcome
GTA quadrant	Individual

Quantitative data	Survey of female producers, capturing agricultural income and yields
Qualitative data	Focus group discussions with female producers to discuss how applying new knowledge affected yields, income and livelihoods Key informant interviews with extension agents, trainers or community leaders to understand observed changes and barriers Case studies or Most Significant Change technique to document the experiences of women who applied new practices and saw improvements
Sources and guidance	For information on the Most Significant Change technique, see Davies (n.d.) or Davies & Dart (2005)

KN-3 — Knowledge, skills and access to information — Empower

ID	KN-3
Theme	Knowledge, skills and access to information
RBET level	Empower
Indicator	Percentage of female agricultural producers who report being able to influence key agricultural decisions (e.g. crop choice, input use and climate adaptation practices)
Measured construct	Knowledge-enabled decision-making power
Results level	Output
GTA quadrant	Relations
Quantitative data	Survey of female producers, capturing their say in agricultural decisions (including on crop choice, input use, climate adaptation and market strategies)
Qualitative data	Focus group discussions with female producers to discuss how knowledge affected their confidence and ability to influence decisions Focus group discussions or key informant interviews with male household members, community leaders or extension agents to understand perceptions of women's decision-making power Community and cooperative records or meeting minutes to investigate whether women's input shaped collective agricultural decisions
Sources and guidance	For guidance on survey questions, see IFPRI's WEAI , including its different versions , such as the Abbreviated WEAI (A-WEAI) and the project-level WEAI (pro-WEAI)

KN-4 — Knowledge, skills and access to information — Transform

ID	KN-4
Theme	Knowledge, skills and access to information
RBET level	Transform

Indicator	Percentage of women and men who think that only men in their community participate in agricultural extension training
Measured construct	Social norms (descriptive norms) restricting women's participation in training
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around participation in training Key informant interviews with community leaders, elders, extension agents and female leaders to understand prevailing attitudes and beliefs, and how these are shaped and reinforced
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

KN-5 — Knowledge, skills and access to information — Transform

ID	KN-5
Theme	Knowledge, skills and access to information
RBET level	Transform
Indicator	Percentage of women and men who think that most people in their community would disapprove of a woman interacting with male agricultural extension agents
Measured construct	Social norms (injunctive norms) on interactions between women and men
Results level	Outcome
GTA quadrant	Culture
Quantitative data	Survey of female and male community members
Qualitative data	Men-only and women-only focus group discussions to explore attitudes, behaviours, norms and stigma around male-female interaction Key informant interviews with community leaders, male and female group leaders, and extension agents
Sources and guidance	Indicator taken from FAO, IFAD and WFP (2022) See FAO, IFAD and WFP (2022) , and CARE (2017) for formulating indicators, and measuring and analysing gendered social norms change in the context of food security and nutrition (e.g. using Social Norms Analysis Plot) On the use of vignettes as part of focus group discussions or key informant interviews, see University of Surrey (1999) or CARE (2017)

KN-6 — Knowledge, skills and access to information — Transform

ID	KN-6
Theme	Knowledge, skills and access to information
RBET level	Transform
Indicator	Percentage of extension service providers that demonstrate gender-equitable attitudes and practices in engaging female and male farmers
Measured construct	Gender-equitable extension practices
Results level	Output
GTA quadrant	Culture
Quantitative data	Client feedback survey collecting responses from female and male farmers on whether they feel equally engaged by extension providers Structured observation of extension sessions using scoring rubrics to quantify equitable practices
Qualitative data	Focus group discussions with female and male farmers to explore perceptions of extension providers' attitudes and practices Focus group discussions or key informant interviews with extension providers, supervisors and farmer group leaders to understand challenges and motivations in applying gender equity Detailed qualitative observations of extension sessions to capture nuances in provider behaviour (e.g. who they call on and how they respond to women's questions)
Sources and guidance	For guidance on rubrics, see Learning for Sustainability



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