



Women at Work

Measuring intangible benefits for women
from formal employment

Engaging Women in Markets
Online Seminar, September 2021

About MDF

Who are we
what do we do



- We work with businesses, associations and governments in Asia Pacific to help farmers and workers thrive.
- MDF is funded by the Australian Department of Foreign Affairs and implemented by Palladium in partnership with Swiss Contact.
- Women’s Economic Empowerment is central to our work on the ground.

MDF's Approach to WEE

- Integral to success of economic development programming
- Integration of implementation and Results Measurement
- Feedback loop
- Business Case
- 2021 "Explainer 1: Women's Economic Empowerment"



Women at Work : Introducing the Paper



Key Questions

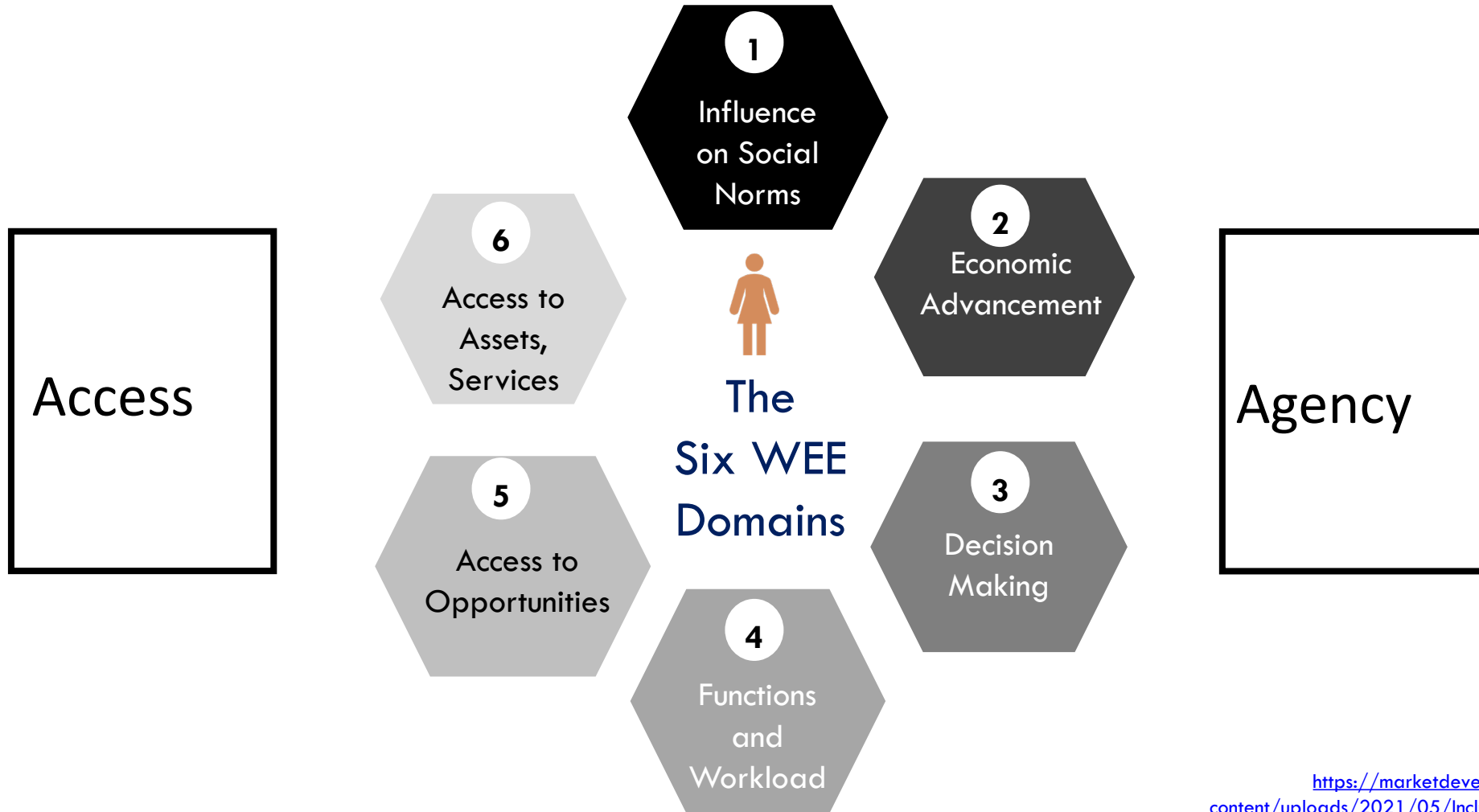
- How does increased formal employment impact WEE?
- How does *access* impact *agency*?
- How can these *agency* changes be measured?

Structure

- The areas of inquiry to measure *agency*
- Conceptual tool and framework we use to measure changes
- Qualitative deep dive into case studies across Asia-Pacific countries



The Six Domains of WEE



Measuring Agency



When analysing the influence of household income on agency, three broad categories of inquiry emerged that were relevant:

01

- Whether a woman has the **ability and negotiation power to influence** decisions

02

- Whether there are **external factors limiting or enhancing** her agency

03

- Whether the change is **making a difference to her quality** of life.

Measuring Change



01

Establish Status Quo

Adapt the existing guiding questionnaire to capture the critical elements of agency.

02

Triangulation

To address subjectivity, triangulate the results with secondary information and in-depth interviews with similar market actors

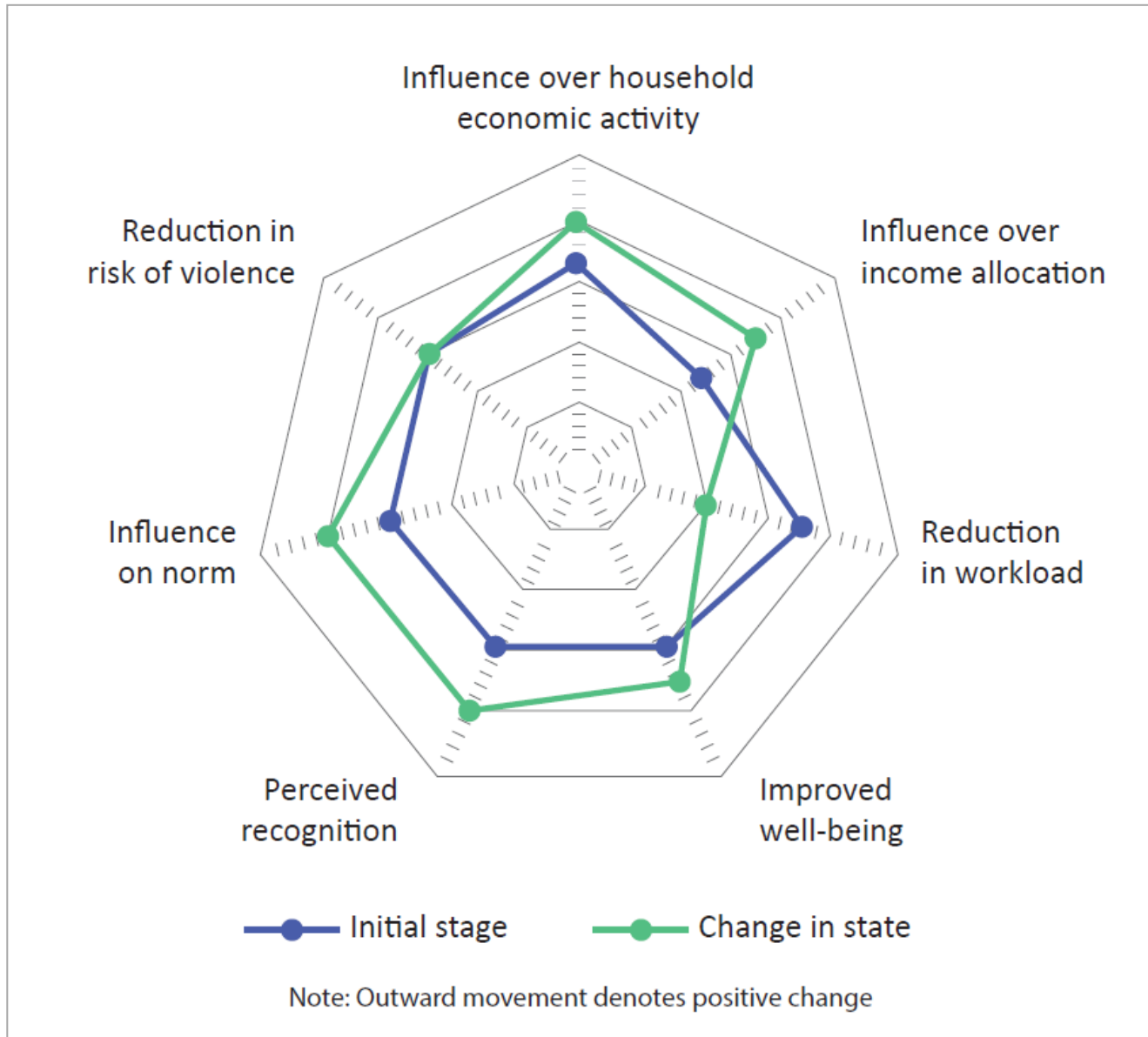
03

Visually Capture Change

Visualise and capture the changes to personal-, household- and community-level agency that result from the intervention

Conceptual Tool & Framework

Capturing movement around women's agency through 7 dimensions



MDF Sri Lanka: Case Study



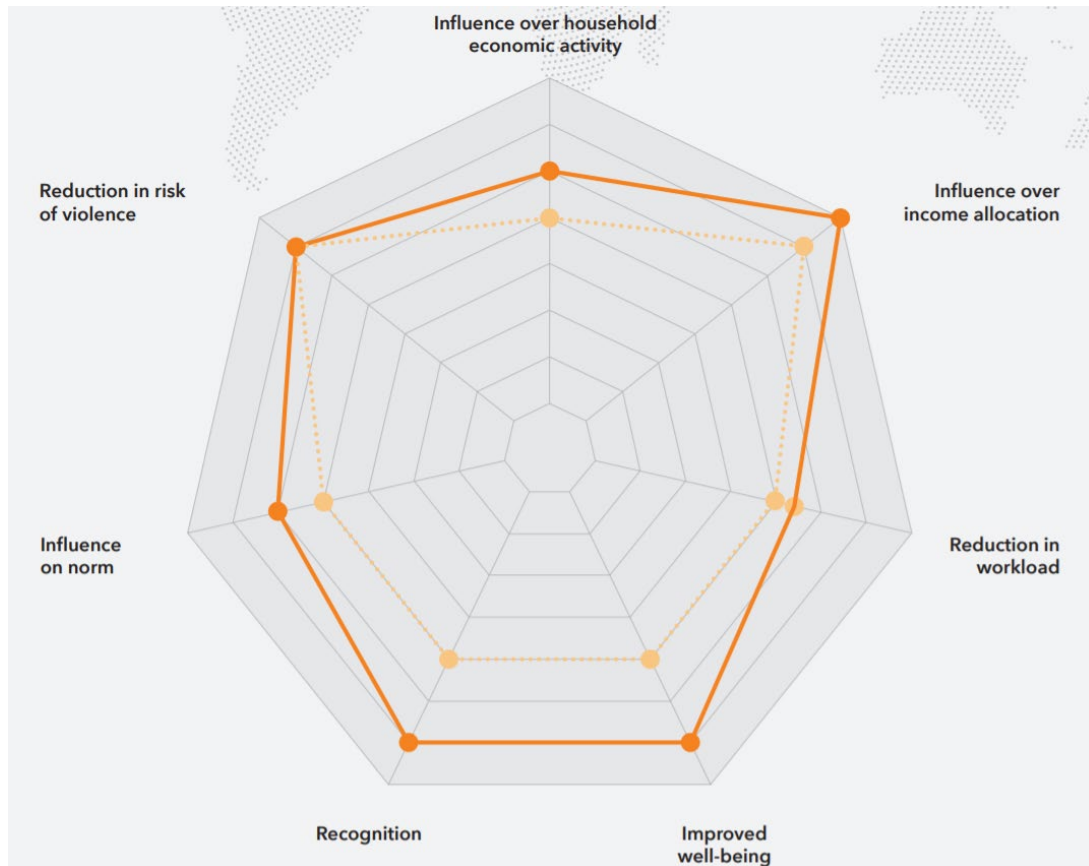
Providing formal employment to previously non-income earning women

Baseline

- Fishing is a key income-earning activity but most households involved in secondary economic activity
- Women have nominal roles in fishing
- Women have very high influence on decision-making for households

Measured Change

- Reduced workload
- Many became primary earners
- Greater recognition and influence over income allocation and decision making
- Improved financial independence



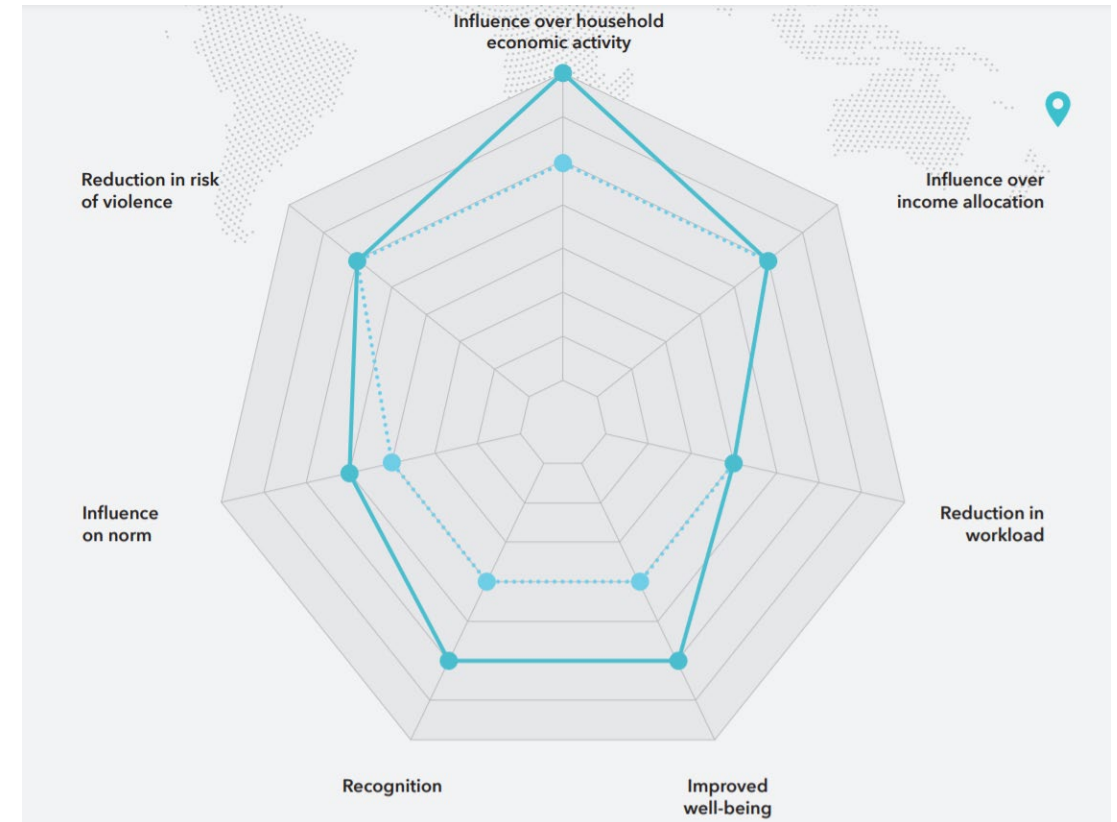
Case Study: MDF Fiji



Business accelerator program targeting women-leader

- Access to mentorship programs
- Platform to seek support
- Connect with financial institutions, encouraging stability and self-sufficiency in order to promote accelerated growth.

Measured Change: improving the well-being and personal development of all entrepreneurs while simultaneously creating more opportunities for female entrepreneurs.



Key Learnings



- Strategic partnerships
- Flexible workplaces
- Improving access to information
- Reducing stigma

Thank you



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