

# gLocal Evaluation Week

## What factors can facilitate women's empowerment and inclusion?

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# Study Objective and Methodology



- **Objective of the study** – To find out does collectives and collective action contribute to women’s empowerment? What factors can contribute to women’s inclusion and empowerment?
- **Geographical coverage** – CARE collectives in Odisha, Tamil Nadu, Bihar, Uttar Pradesh across Health, Education and Livelihood sector
- **Research design** – Quasi-experimental; Multi-stage stratified random sampling

- Study methodology
  1. Formative phase;
  2. Quantitative component;
  3. Qualitative component
- Sample size
  - Treatment-1,087 respondents
  - Comparison-1,270 respondents

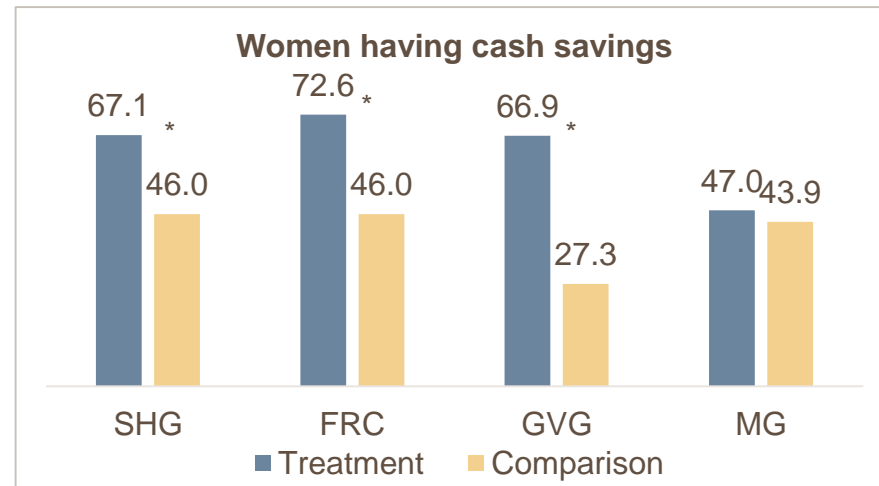
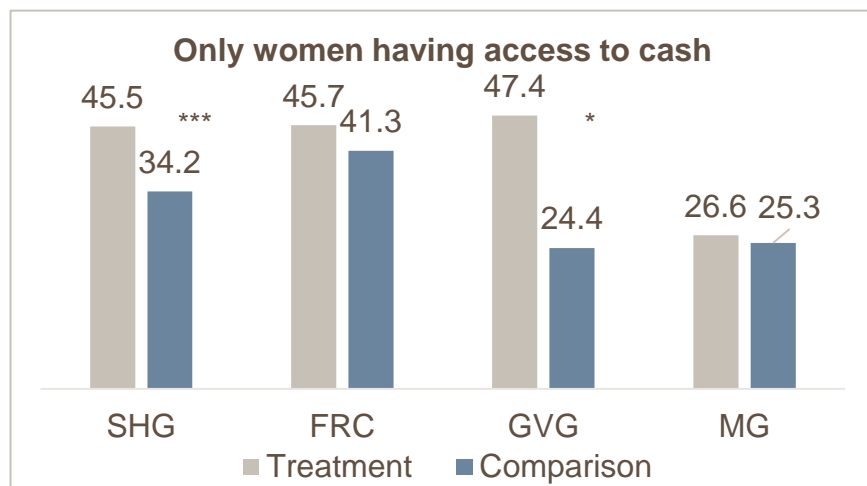
- ✓ Treatment Group include respondents from the locations where CARE India is working with collectives
- ✓ Control Group is chosen from the area where collectives do not exist and no programs are ongoing

<u>State</u>	<u>Sector</u>	<u>Type of Collective</u>
Bihar	Health	Gram Varta Groups (GVG)
Odisha	Livelihood	Self Help Groups (SHG)
		Forest Rights Committee (FRC)
	Education	Kishori Samooh (KS) School Management Committees (SMC)
Tamil Nadu	Livelihood	Self Help Groups (SHG)
Uttar Pradesh	Health	Mothers Group (MG)
	Education	Kishori Samooh (KS)
		School Management Committees (SMC)



## Lessons of Women's Empowerment and Inclusion through Agency lens

# Access and control of material assets



Figures in percentage; \* =  $P \leq 0.05$ , \*\* =  $P \leq 0.01$ , \*\*\* =  $P \leq 0.001$

- Treatment group displays better performance than the comparison group on parameters of access to and control over family resources, such as in generation of family income, access to cash savings and assets owned
- Across ‘livelihood collectives’ and ‘health collectives’, respondents have higher cash savings in treatment group
- Only women having access to cash in SHG is highly significant than comparison group

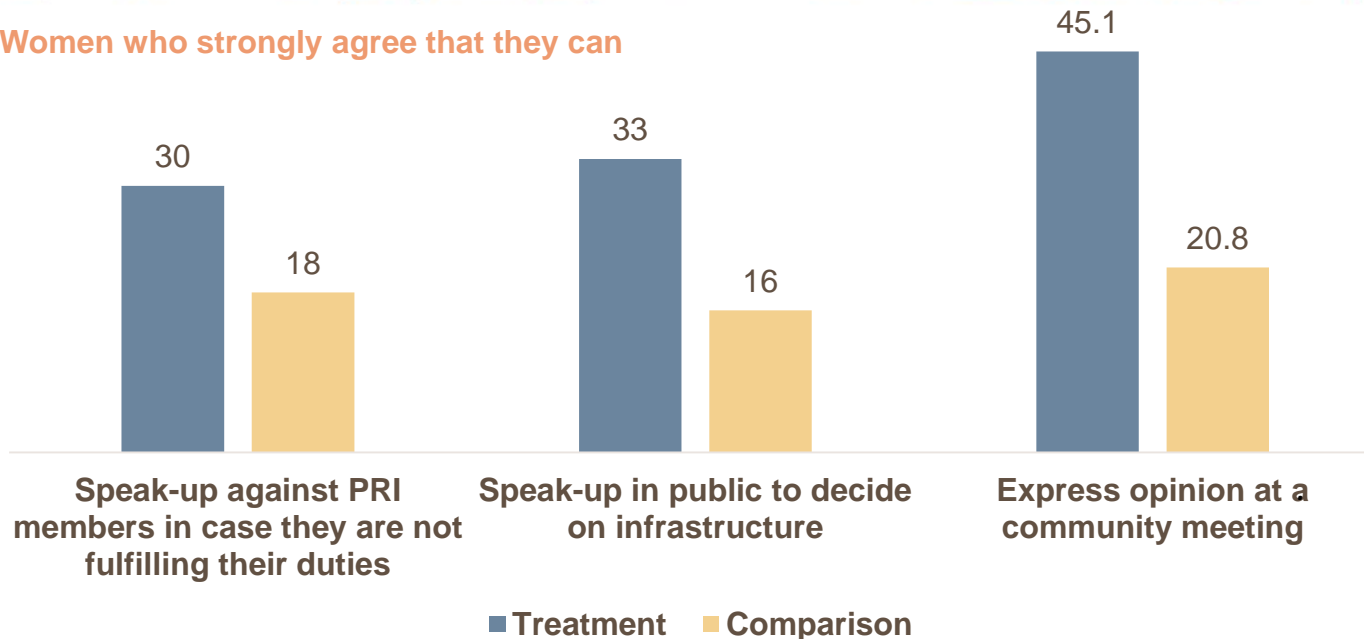
👉 Every 1-unit increase in “number of assets owned” by a woman, women’s empowerment is likely to increase by 0.2 units and 0.166 units respectively

👉 Every 1-unit increase in “number of assets owned” by members of livelihood collective and health collective, may increase women’s empowerment by 0.150 units and by 0.102 units respectively

# Self-efficacy: Speaking-up in PRI and expressing opinions at the community meeting



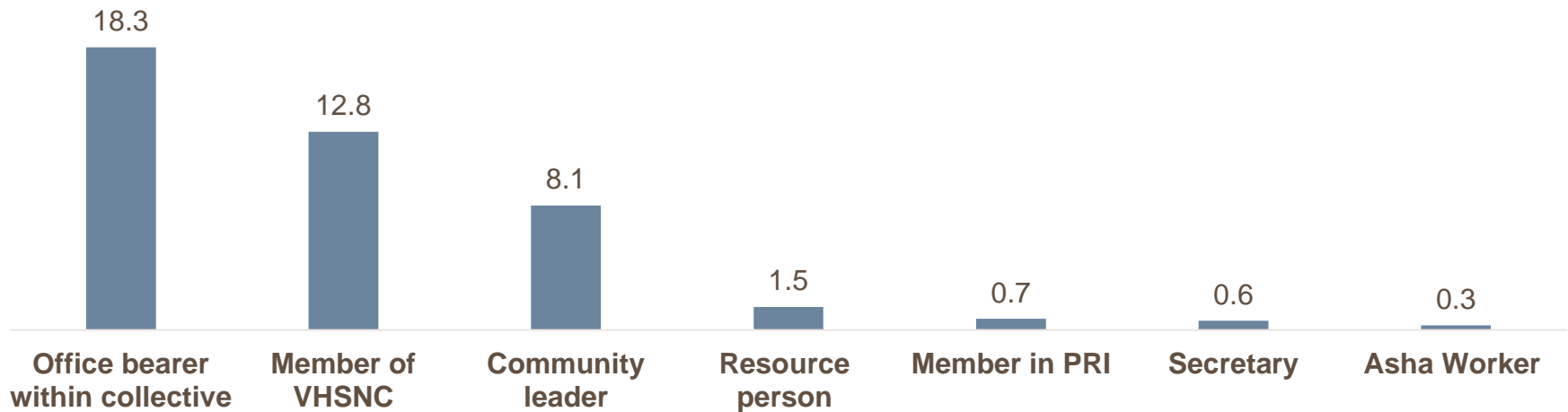
Women who strongly agree that they can



- 👉 Women who attend collective meetings frequently are 1.3 times more likely to have higher scores on SE
- 👉 Women who have been part of older collectives are 1.1 times more likely to have higher scores on SE

- Treatment group respondents show relatively higher confidence to express their opinion
- Express opinion at community meeting even if most people don't agree with the opinion (treatment-16%; comparison-9%)
- Women in collectives are sure of expressing themselves at a community meeting
- Overall attitudinal shift in self-efficacy among members of collective as against those who are not a part of collective
- A higher degree of self-efficacy is observed among the *Adivasi* groups as opposed to *Dalits*

# Leadership: New roles after becoming member of collectives



- 43% of women have taken new role after becoming member of collectives
- Nearly 50% of women believed that women from their communities have the skills and abilities to become leaders
- 40% of women believed that their village have adequate opportunities to become leader
- 36% of women leaders are accepted in their communities
- About 20% of women who held positions in their collectives turned into entrepreneurs

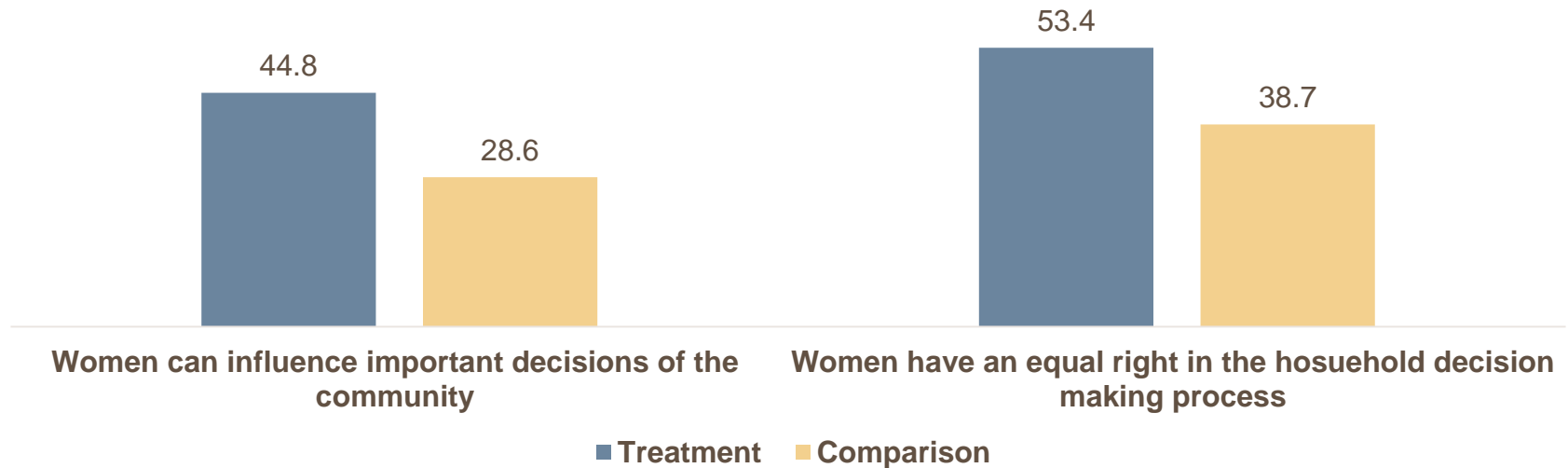
👉 **Members who frequently attended collective meetings are likely to have higher scores on the leadership dimension**

Figures in percentage

# Decision-making: Participating in and influencing decisions-making process



Women who are completely sure that



- A higher proportion of women in treatment group are empowered in taking all decisions regarding children's education and household as against comparison groups
- Women who are not collectivised have lesser input in decisions. Joint decision making is higher in most collectives for the treatment group.
- While joint discussions for decision happens mutually in the family, the ultimate decision rests in the hands of the all members except for women of family (excluding mother in law)

Figures in percentage

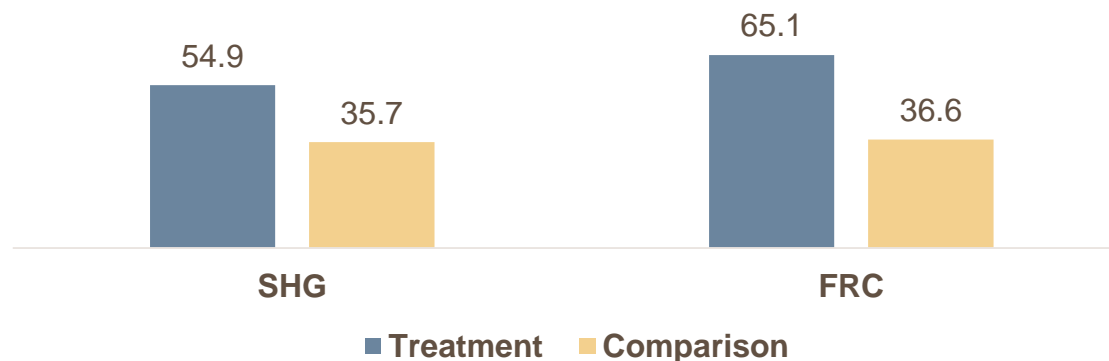
## Lessons of Women's Empowerment and Inclusion through Structure lens



# Access to market and facilities



Women who have working information of the market



- Treatment group performs better than the comparison group on parameters of market access
- Both the treatment group and comparison group report being employed, but a significantly larger percentage of the treatment group is directly involved in pricing negotiations of produce

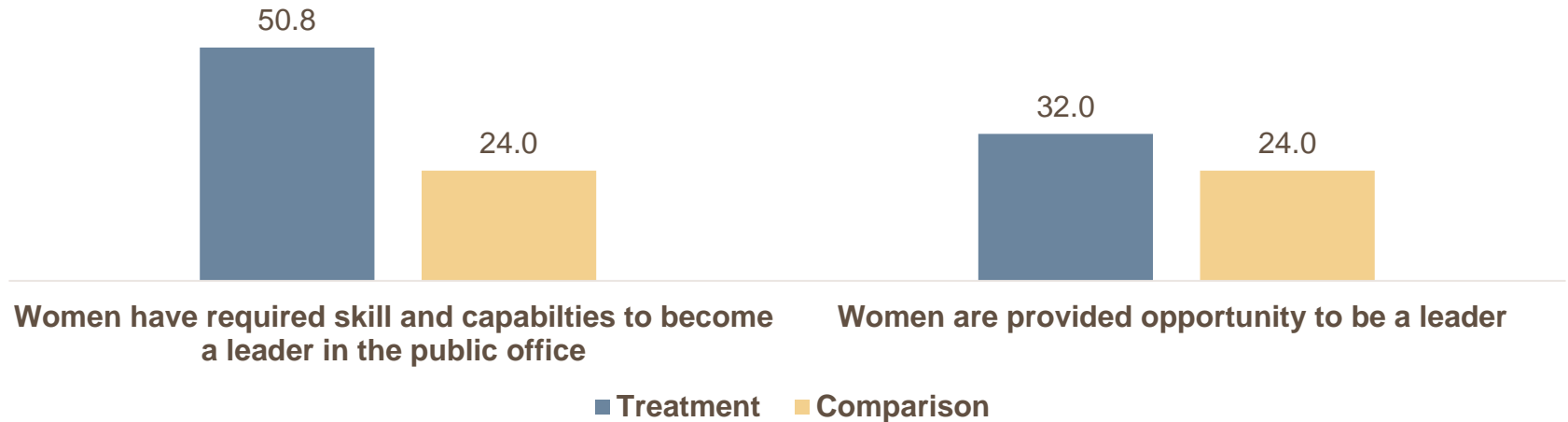
Women who have been associated with collectives for a longer duration are 1.3 times more likely to score higher on the market accessibility

Women who are involved with different type of collectives i.e. women-only collectives and mixed gender collectives are 1.7 times more likely to have higher scores on the market accessibility

# Participation and representation in political / civil societies



Women who strongly agree that



- Respondents self-belief to hold a public office and take on leadership role is depicted by 50% of the respondents in treatment group
- While *Adivasi* groups have greater access to skills and information with greater freedom to express their opinion more freely; the *Dalit* groups exhibit stronger political representation

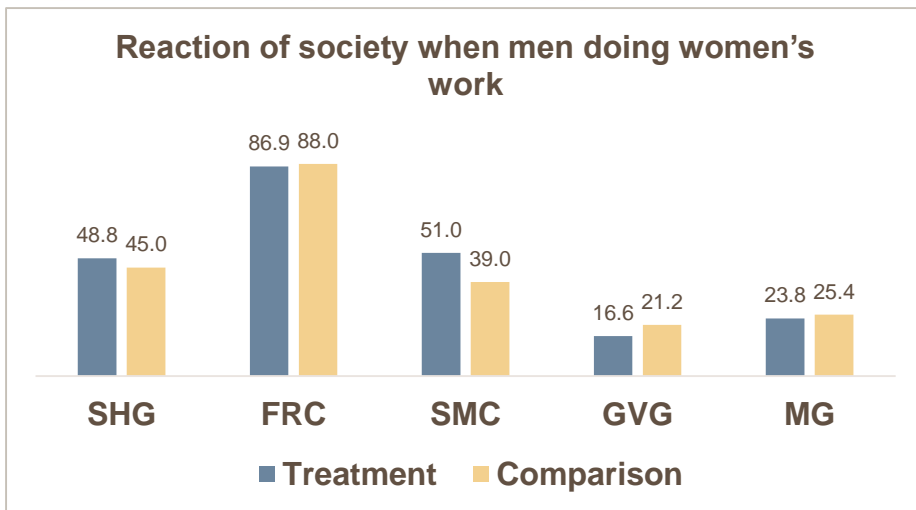
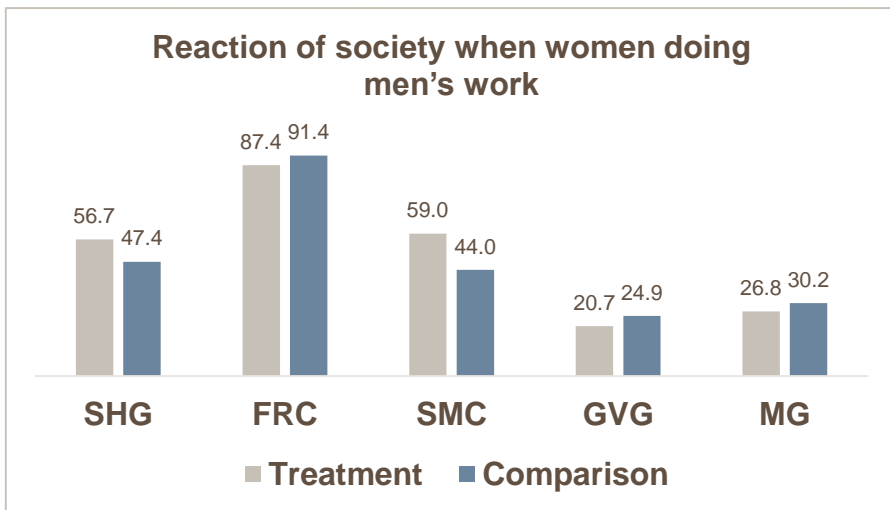
👉 Women who are associated with older collectives and with a collective which is larger in size are 1.0 and 1.1 times (respectively) more likely to have higher scores on political/civil society representation

Figures in percentage

## Lessons of Women's Empowerment and Inclusion through Relations lens



# Challenging social norms



- Almost 18% of the treatment group reports mock and disapproval for women undertaking what is traditionally considered as 'men's' work, while this percentage is significantly higher at 30% in the comparison group.
- 44% of the respondents strongly disagreed with the statement that most household decisions should be taken by men
- 25 % of the respondents strongly disagreed with the statement that there is men's work and women's work and one should not do the work of the others

👉 **Women who are the members of a livelihood collective are 4.0 times more likely to score higher on the challenging social norms dimension**

👉 **Women who are part of a larger collective are 0.9 times more likely to have higher scores on challenging social norms dimension**

# Factors making difference to women's empowerment



\* Results based on regression analysis

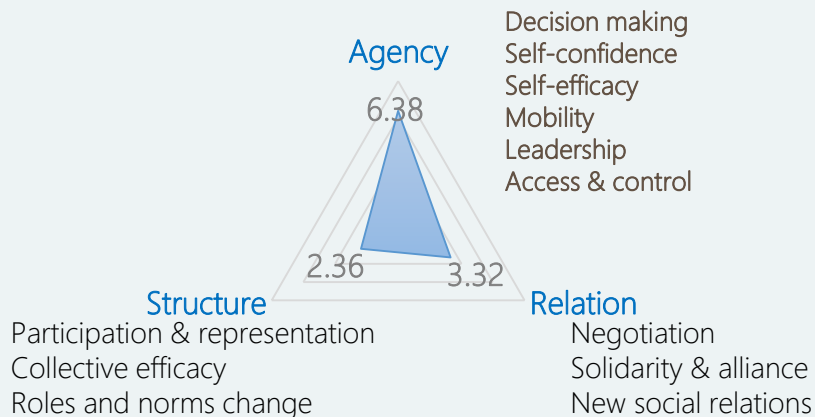
- Length of association with the collective
- Frequency of attendance in meetings
- Membership in education collective
- Size of collective
- Holding a position in collective
- Size of collective

Members with longer period of association and those who attended meetings frequently are more likely to have higher levels of **agency**

Members in a large-medium sized education collective, who held a position in collective are more likely to score higher on the **structure** dimension

Members in a large or medium-sized collective are more likely to score higher on the **relation** dimension

## Women Empowerment Score



- Empowerment scores reflect **agency as the strongest dimension**, followed by relation dimension and structure dimension.
- It is important to mention here that the **construct of scales across three dimensions varied** as set of parameters were different in each dimension.
- These results when looked in relation to the statistical regression outputs showed that while collective characteristics significantly predict a variety of sub-dimensions of agency, the same is not true for structure and relation sub-dimensions