



# Enhancing Opportunities for Women's Enterprises (EOWE) Programme

Midterm Review a-WEAI Report 2018





 Women entrepreneurs trading goats at the market in Isiolo, Kenya.

## Abstract

This report details the results from the EOWE midterm review using the a-WEAI, as well as Focus Group Discussions and individual interviews. The overall women's empowerment in both Kenya and Vietnam has increased. However, not all programme assumptions of how activities would lead to results held true.

Recommendations are made for the focus of programme activities in the remaining 1.5 years.

## Acknowledgements

The results and lessons presented in this report would not have been possible without the diligent work and participation of the SNV EOWE programme team in Kenya, Vietnam and The Netherlands.

We also gratefully acknowledge the important contributions made by the programme partners, community leaders, interviewees and consultants who conducted the research for this midterm review report.

**February, 2019**

## Contents

		<i>SUMMARY</i>	04
<i>CHAPTER 1</i> Introduction	07	<i>CHAPTER 2</i> Results from the 2018 a-WEAI	08
<i>CHAPTER 3</i> Changes in Workload in Kenya and Vietnam	10	<i>CHAPTER 4</i> Changes in decision- making power (income and productive resources) – Kenya	14
<i>CHAPTER 5</i> Changes in Leadership in the community – Vietnam	16	<i>CONCLUSION</i>	18
<i>ANNEX 1</i> References	22	<i>ANNEX 2</i> Sampling and data collection in Kenya and Vietnam	23

## Abbreviations

<b>SDE</b>	5 Domains of Empowerment
<b>a-WEAI</b>	abbreviated Women’s Empowerment in Agriculture Index
<b>EOWE</b>	Enhancing Opportunities for Women’s Enterprises
<b>FGD</b>	Focus Group Discussion
<b>FLOW</b>	Funding Leadership and Opportunities for Women
<b>GPI</b>	Gender Parity Index
<b>MTR</b>	Midterm Review
<b>PPS</b>	Probability Proportionate to Size
<b>PSU</b>	Primary Sampling Unit
<b>SNV</b>	Netherlands Development Organisation
<b>SRI</b>	System of Rice Intensification
<b>VND</b>	Vietnam Dong

# Summary

## What is the EOWE programme?

Enhancing Opportunities for Women's Enterprises (EOWE) is a 5-year women's economic empowerment programme, funded by the Department of Social Affairs in the Ministry of Foreign Affairs of The Netherlands under the 'Funding Leadership and Opportunities for Women' framework (FLOW)<sup>1</sup>. The programme's aim is to increase women's economic participation and self-reliance in Kenya and Vietnam by catalysing a conducive national and local environment for female entrepreneurship.

Women's capacity for entrepreneurship is limited by a series of structural barriers, including those that are related to gender. For instance, women's access to productive resources is constrained by the gender norms that govern ownership of assets. Moreover, lower access to agriculture production techniques, low levels of financial literacy and limited skills and confidence are amongst explanations given for women's limited entrepreneurial capacity. Consequently, women's businesses often remain informal, tend to underperform and have high risks of failure<sup>2,3</sup>. This has a profound impact on gender disparity in employment and economic opportunities. The EOWE programme addresses these issues by challenging gender norms at household and community level, supporting women to develop or start a business, promoting women leadership and through advocacy activities for the development and implementation of gender-sensitive business policies and laws.

## EOWE empowerment activities 2017-2018

The EOWE programme applies the abbreviated Women's Empowerment in Agriculture Index (a-WEAI), developed



Female entrepreneurs in mushrooms in Quang Binh, Vietnam.

by IFPRI and USAID, to track and steer progress. The index measures women's empowerment, encompassing choice and control, focusing specifically on women working in the agricultural sector. It consists of 5 Domains of Empowerment that are: (1) Decision-making power over agricultural production, (2) Access to and decision-making power over productive resources, (3) Control over use of income, (4) Leadership in the community, and (5) Time use. At baseline, it appeared several of these domains were contributing relatively more to women not being empowered. In Kenya: Time use (specifically, Workload), Control over use of income and Access to and decision-making power over productive resources (specifically Access to credit); In Vietnam:

Time use (specifically Workload), Control over use of income and Leadership in the community. In 2017 and 2018, EOWE focused programme activities on these domains.

First, EOWE organized business trainings for women with a micro-enterprise in Kenya and those who are active members of cooperatives in Vietnam. These trainings aimed to increase financial literacy, planning and budgeting skills, and leadership skills, as well as to implement climate-smart agricultural practices or value addition applications for agribusinesses. In Vietnam, group leaders were prepared for their new role to head up 20 to 30 farmers by integrating leadership skills in the business training and an additional gender and technical session.

Second, from the women who participated in business training, some were selected to take part in household dialogues with their husbands. These core households act as role models. By sharing their experiences of change during and after participating in the household dialogues they can inspire other families to act for change in the scale-up phase. The aim of these 10 – 12 household dialogue sessions is to have husbands and wives work together on a vision for their household, with communication and action plans aimed at changing gender norms and division of labour at the family level.

<sup>1</sup> FLOW: Funding Leadership and Opportunities for Women, <http://www.flowprogramme.nl/Public/HomePage.aspx> (accessed December 17, 2018).

<sup>2</sup> X. Cirera and Q. Qasim (September 2014). Supporting Growth-Oriented Women Entrepreneurs: A Review of the Evidence and Key Challenges. World Bank

<sup>3</sup> SNV Netherlands Development Organisation (2016). *Appendix 1.12A Context, Gender and Actor Analysis in Kenya and Vietnam*.

Finally, business trainings and household dialogues are complemented with community behavior change communication activities, such as radio, photovoice, festivals and theatre, and strengthening of governmental agencies to implement policies that stimulate women's economic empowerment and female entrepreneurship.

### Midterm a-WEAI results

The aim of the midterm review (MTR) on the abbreviated Women Empowerment in Agriculture Index (a-WEAI) was to:

- a) Establish if progress was made against the focal domains determined at baseline;
- b) Establish if underlying assumptions on how change would be brought about in women's economic empowerment were correct; and
- c) Suggest ways forward for the programme.

To this end, the a-WEAI was administered in the summer of 2018 in two out of four programme provinces in Vietnam and six out of eight programme counties in Kenya: Binh Dinh and Quang Binh in Vietnam (excl. Ninh Thuan and Binh Thuan), and Samburu, Makeni, Narok, Isiolo, Laikipia, and Baringo in Kenya (excl. Kitui and Marsabit). In total, data from 475 people in Vietnam (275 women and 200 men), and 418 people in Kenya (278 women and 140 men) was used for analysis.

Following the quantitative survey, in the fall of 2018, Focus Group Discussions (FDGs) and interviews were organized with a total of 40 men and women in Kenya and 89 men and women in Vietnam. These discussions and interviews sought to help better understand the quantitative results, as the participants had also been part of the survey.

At baseline in 2016, 71.8% of Kenyan women and 56.9% of Vietnamese women were considered empowered according to the a-WEAI methodology. In 2018, after 1.5 years of project implementation, these figures went up to respectively to 74.5% and 66.2%. Progress was noted in the programme's focal domains of Control over use of income, Access to and decision-making power over productive resources, specifically Access to credit, and Leadership in the community.



Member of a producer group in her shamba in Kenya.

For Control over use of income, the assumption was that by focusing on the importance of joint planning and communication in the household dialogues, women would be involved in a meaningful way in decisions, especially on larger household expenses. At the same time, the enhanced business skills would increase women's confidence in their abilities and help them voice their opinions at home. These assumptions seem to hold true when looking at the data from the quantitative survey and the FDGs. From the survey, the percentage of women with Control over use of income increased, and from the discussions, women noted that they gained confidence and felt more able to express their views to their husbands.

The programme extended training invitations to women and encouraged them to be involved in community leadership by becoming group leaders. The assumption was that if more women were present in trainings, they would be stimulated to speak up and ask questions. If women would become group leaders, there would be an expectation that they would increase their confidence in their own abilities. These assumptions were true through the results obtained from both the quantitative and qualitative data. EOWE activities have helped women speak up in public and increased their confidence in their own abilities, although taking on official leadership roles in e.g. a cooperative has not been achieved yet. Men's physical and emotional support (still) seems to be vital for the progress made in the focal domains and for women's businesses to grow.

Time use was another focal point for consideration in 2017-2018. In the a-WEAI Time use is divided into Workload and Leisure time. The programme focused on Workload. This is the sum of productive (income generating) and reproductive (household caring) time spent per day for women and men. EOWE aimed to influence the ratio of productive vs. reproductive time. The assumption was that if men would spend more time helping with household tasks, women would spend less time on those tasks and subsequently spend more time in their businesses.



 Female farmers selling dragon fruit at the market in Binh Thuan, Vietnam.

The quantitative results showed that (1) men increased their daily time on reproductive time, (2) women spent more time in the household also, and (3) that overall workload has gone up, as both men and women spend more time each day on productive tasks as well. These results were triangulated with the qualitative data.

The sharp increase in reproductive time for men found in the quantitative survey does not resonate with the FDG participants (male and female), although they agree men do help in the household. It seems that men are more aware of women's workload, and this may have compelled some men to overstate the regular support they provide to reproductive tasks. Women feel there is more appreciation from their husbands for what they do each day.

The qualitative data confirmed the increase in productive time. As women's enterprises start to grow, diversify and take up more time from women, husbands started to help in the business. For instance, by collecting market produce on their motorbikes or feeding livestock. This has created benefits, such as increased communication between husband and wife, a strengthened relationship and more income. During the FDGs, men and women were very clear that generating income is a much higher priority, which takes precedence over a redistribution of housework. Therefore, men would rather support their wives in their businesses than to start cooking or doing other domestic tasks.

Going forward, the programme should continue focusing on Workload. Developing men's awareness on and appreciation of the value of housework is a good start. However, expecting men to contribute significantly to household tasks entails changing social norms and takes time. Moreover, this not the main priority for rural households. The programme could shift focus on introducing or promoting easy to use and relatively cheap technologies that could reduce the burden of reproductive tasks for women.

EOWE should also continue to build on the successes that have been booked on the domains of Control over use of income and Leadership in the community. Women have gained confidence and feel they are meaningfully contributing within the household. However, there is still some way to go for women to consider official leadership roles to be within their ability.

Male and female FDG participants appreciate the focus on intra-household communication, as this not only helps to improve the financial situation of the household, but also the bond between husbands and wives. Providing opportunities for men and women to continue the conversation is important.

# 1. Introduction

*Enhancing Opportunities for Women's Enterprises (EOWE)* is a 5-year women's economic empowerment programme, funded by the Ministry of Foreign Affairs of The Netherlands under the 'Funding Leadership and Opportunities for Women' (FLOW) framework.<sup>4</sup> The programme aims to increase women's economic participation and self-reliance in Kenya and Vietnam by catalysing a conducive national and local environment for female entrepreneurship.

Women's capacity for entrepreneurship is limited by a series of structural barriers, including those that are related to gender. For instance, women's access to productive resources is constrained by the gender norms that govern ownership of assets. Moreover, lower access to agriculture production techniques, low levels of financial literacy and limited skills and confidence are amongst explanations given for women's limited entrepreneurial capacity. Consequently, women's businesses often remain informal, tend to underperform and have a high risk of failure<sup>5,6</sup>. This has a profound impact on gender disparity in employment and economic opportunities. The EOWE programme aims to address these issues by challenging gender norms at household and community level, supporting women to develop or start a business, promoting women leadership and through advocacy activities for the development and implementation of gender-sensitive business policies and laws.

## What is the a-WEAI?

According to IFPRI, empowerment is not only about individual choice, but also about someone's ability to act on those choices, which necessitates access to and control over material, human and social resources<sup>7</sup>. In 2011, IFPRI and USAID created an index to measure women's empowerment, encompassing choice and control, aimed specifically at women working in the agricultural sector: the (abbreviated) Women's Empowerment in Agriculture Index (a-WEAI)<sup>8</sup>. This index focuses on 5 Domains of Empowerment:

1. **Decision-making power over agricultural production:** This dimension concerns decisions about agricultural production and refers to sole or joint decision-making about food and cash crop farming, and livestock and fisheries.
2. **Access to and decision-making power over productive resources:** This dimension concerns ownership of and access to productive resources such as land, livestock, agricultural equipment, consumer durables, and credit.
3. **Control over use of income:** This dimension concerns sole or joint control over the use of income and expenditures.
4. **Leadership in the community:** This dimension concerns leadership in the community, here measured by membership in formal or informal economic or social groups.
5. **Time-use:** This dimension concerns the allocation of time to productive and domestic tasks

Each Domain contains one or two indicators to determine whether a person is empowered on that particular domain. These are shown in Table 1.1.

**Table 1.1 – Overview of Domains and indicators in the original WEAI and abbreviated-WEAI**

Domain of Empowerment	Indicators WEAI (10)	Indicators a-WEAI (6)
Decision-making power over agricultural production	1. Input in productive decisions 2. Autonomy in production	1. Input in productive decisions
Access to and decision-making power over productive resources	3. Ownership of assets 4. Purchase, sale, or transfer of assets 5. Access to and decisions on credit	2. Ownership of assets 3. Access to and decisions on credit
Control over use of income	6. Control over use of income	4. Control over use of income
Leadership in the community	7. Group membership 8. Speaking in public	5. Group membership
Time Use	9. Workload 10. Leisure	6. Workload

<sup>4</sup> FLOW: Funding Leadership and Opportunities for Women, <http://www.flowprogramme.nl/Public/HomePage.aspx> (accessed February 22, 2017).

<sup>5</sup> X. Cirera and Q. Qasim (September 2014). Supporting Growth-Oriented Women Entrepreneurs: A Review of the Evidence and Key Challenges. World Bank

<sup>6</sup> SNV Netherlands Development Organisation (2016). *Appendix 1.12A Context, Gender and Actor Analysis in Kenya and Vietnam*

<sup>7</sup> Alkire et al., The Women's Empowerment in Agriculture Index, *IFPRI Discussion Paper*, 01240, 2012.

<sup>8</sup> USAID, *INTERVENTION GUIDE: FOR THE WOMEN'S EMPOWERMENT IN AGRICULTURE INDEX (WEAI) - Practitioners' Guide to Selecting and Designing WEAI Interventions*, 2016, <https://agrilinks.org/library/intervention-guide-womens-empowerment-agriculture-index-weai-practitioners-guide-selecting> (accessed February 20, 2017).

The EOWE programme uses the a-WEAI methodology to measure progress in women’s economic empowerment. The methodology was implemented at baseline in July 2016, and at midterm in July 2018. In addition to the quantitative survey, several Focus Groups Discussions (FDGs) and individual interviews were held in October 2018 with women and men who participated in the survey in Kenya and Vietnam. The qualitative data emanating from these activities helped to understand and triangulate the results from the quantitative survey.

### Objectives of the Midterm Review using the a-WEAI

The objectives of the EOWE midterm review (MTR) using the a-WEAI were to:

- a) Establish if progress was being made against the focal domains determined at baseline;
- b) Establish if underlying assumptions on how change would be brought about in women’s economic empowerment were correct; and
- c) Suggest ways forward for the programme based on the results.

### Midterm review samples

The midterm review took place in two provinces in Vietnam and six counties in Kenya: Binh Dinh and Quang Binh in Vietnam (excl. Ninh Thuan and Binh Thuan), and Samburu, Makueni, Narok, Isiolo, Laikipia, and Baringo in Kenya (excl. Kitui and Marsabit). In total, data from 475 people in Vietnam (275 women and 200 men), and 418 people in Kenya (278 women and 140 men) was used for analysis.

This is different from the baseline study in which 592 and 1,201 people participated from Kenya and Vietnam respectively. Moreover, the baseline study was conducted in four provinces in Vietnam and eleven counties in Kenya. The smaller sample size available for the MTR caused the reduction in the number of counties and provinces to sample. The differences between 2016 and 2018 have been calculated over those respondents from the same counties and provinces only, unless otherwise indicated. This means there are minor differences between the results presented in this MTR and 2016 baseline survey reports.

The FDGs and qualitative interviews were held after the survey, with men and women who had been respondents. In total 40 participants took part in the qualitative data collection in Kenya and 89 in Vietnam.

## 2. Results from the 2018 a-WEAI

After implementation of activities over the last 1.5 years, EOWE expected to have increased the overall percentage of women empowered, especially in the focal areas mentioned in Table 2.1. These focal areas are the domains identified by the baseline study in 2016 that the programme seeks to strengthen.

**Table 2.1 – Focal domains for activities in 2017-2018 per country**

Kenya	Vietnam
Time use (specifically Workload)	Time use (specifically Workload)
Control over use of income	Control over use of income
Access to and control over productive resources (specifically Access to credit)	Leadership in the community

### Changes in scores

The abbreviated Women’s Empowerment in Agriculture Index (a-WEAI) is made up of two different scores: (1) the 5 Domains of Empowerment (5DE) and (2) the Gender Parity Index (GPI).

According to the methodology, the 5DE score is calculated by adding the percentage of those who are empowered to the percentage of those who are not empowered overall, but are empowered in some domains. It not only measures the number of people empowered, but also the intensity of empowerment. For instance, in 2016, 56.9% of Vietnamese women passed the empowerment threshold (at least 80% of all the indicators). This means 43.1% did not. However, this does not mean these women are not empowered at all. They could be empowered in some areas; in our case in 67% of indicators, they did pass the threshold. Therefore, the 43.1% of women is multiplied by the 67% of indicators they are empowered in ( $0.431 \times 0.67 = 0.289$ ). This is added to the 56.9% of empowered women ( $0.569$ ). The 5DE score is  $0.569 + 0.289 = 0.858$ .

The GPI calculates the gap in empowerment between men and women, by directly comparing how a woman scores on each of the domains by the scores of her husband and aggregating that for all couples in the sample. For instance, in 2016 the GPI for Vietnam was 0.954.

The a-WEAI is a combination of the 5DE score and the GPI ( $0.9 \times 5DE + 0.1 \times GPI$ ). For instance, in 2016 in Vietnam the a-WEAI was  $0.9 \times 0.858 + 0.1 \times 0.954 = 0.867$ . All three scores (a-WEAI, 5DE and GPI) are between 0 and 1. The closer to 1, the higher empowerment and parity.

**Table 2.2 – Overview of changes in a-WEAI scores between baseline and mid-term review\***

	Kenya			Vietnam		
	2016 (n=175)	2018 (n=119)		2016 (n=494)	2018 (n=200)	
5DE (women)	0.910	0.921	+0.011	0.857	0.886	+0.029
Gender Parity Index	0.949	0.970	+0.021	0.954	0.965	+0.011
a-WEAI	0.914	0.925	+0.011	0.867	0.894	+0.027

\*Results for 2016 in this table are not adjusted to match the counties and provinces of the 2018 MTR, but are the original scores

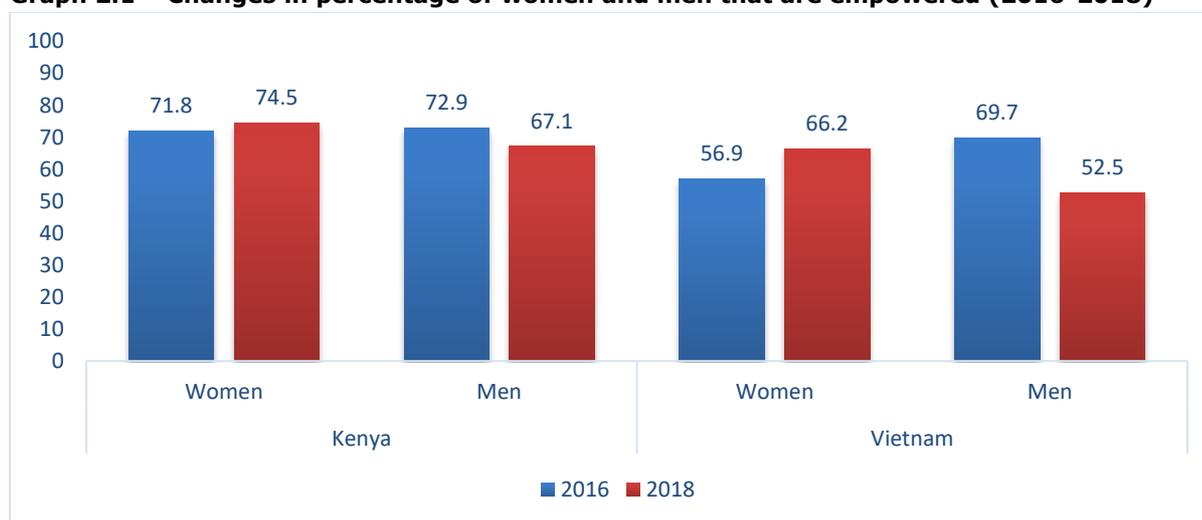
As can be seen in Table 2.2, between 2016 and 2018, the a-WEAI increased in both countries. This means that overall gender equity and women’s empowerment are growing in Kenya and Vietnam.

### Changes in empowerment

Graph 2.1 shows that in 2016, 71.8% of Kenyan women and 56.9% of Vietnamese women were empowered according to the WEAI methodology<sup>9,10</sup>. In 2018, after 1.5 years of project implementation, these figures increased to 74.5% and 66.2% respectively in Kenya and Vietnam. Improvements were in the domains of Access to and decision-making power over productive resources, specifically Access to credit, Leadership in the community and Control over use of income, these being the focal domains of programme activities in 2017 and 2018.

In 2016, relatively more men were empowered than in 2018. There was a percentage decrease from 72.9% to 67.1% in Kenya and from 69.7% to 52.5% in Vietnam. The large drop in the number of men empowered in Workload led to this overall decrease. According to the methodology, a person is empowered if they work less than 10.5 hours each day, and work includes productive hours (that generate income), as well as reproductive hours (to take care of the household). Many men, in both countries, increased the number of productive hours spent each day to be able to provide better for their families. The progress made in other domains is not enough to compensate for the decrease in empowerment on Workload. This is discussed in the next chapter.

**Graph 2.1 – Changes in percentage of women and men that are empowered (2016-2018)**



Vietnam n 2016 = 1201 (676 Female, 535 Male); n 2018 = 475 (275 Female; 200 Male)  
 Kenya n 2016 = 592 (393 Female, 199 Male); n 2018 = 418 (278 Female, 140 Male)

<sup>9</sup> SNV Netherlands Development Cooperation (2017). Enhancing Opportunities for Women’s Enterprises (EOWE) Programme. Baseline report Kenya. [http://www.snv.org/public/cms/sites/default/files/explore/download/kn\\_eowe\\_baseline\\_report.pdf](http://www.snv.org/public/cms/sites/default/files/explore/download/kn_eowe_baseline_report.pdf) (accessed December 17, 2018).

<sup>10</sup> SNV Netherlands Development Cooperation (2017). Enhancing Opportunities for Women’s Enterprises (EOWE) Programme. Baseline report Vietnam. [http://www.snv.org/public/cms/sites/default/files/explore/download/snv\\_eowe\\_baseline\\_report\\_vn\\_final.pdf](http://www.snv.org/public/cms/sites/default/files/explore/download/snv_eowe_baseline_report_vn_final.pdf) (accessed December 17, 2018)

**Graph 2.2 – Overview of changes in empowerment per domain for women and men in Kenya and Vietnam**



Vietnam n 2016 = 1,150 (651 Female, 499 Male); n 2018 = 475 (275 Female; 200 Male)  
 Kenya n 2016 = 436 (301 Female, 135 Male); n 2018 = 418 (278 Female, 140 Male)

Graph 2.2 shows how men and women have changed empowerment on each of the indicators of the a-WEAI. Many of the domains moved closer to 100% empowerment. In both countries, more women were empowered on Control over use of income and Access to credit. More women were empowered in Leadership in their communities, which was a key focal domain of programme activities in Vietnam. In both countries, less women and men were empowered on Workload which means that time spent on both productive and reproductive tasks surpassed the cut-off point of 10.5 hours a day.

The MTR indicates EOWE achieved its targets on Control over use of income, Access to credit and Leadership in the community. However, the MTR results indicate a decrease in empowerment on Time use in both countries. The next chapters will elaborate more on the possible trends and reasons for successes and challenges.

### 3. Changes in Workload in Kenya and Vietnam

In the a-WEAI, Workload falls under the domain Time use. According to the WEAI methodology, a person is empowered on Workload, if they spend less than 10.5 hours a day on productive (income generating) and reproductive (household caring) tasks. In 2018, less women and men were able to meet that cut-off point compared to 2016.

Between 2016 and 2018, EOWE aimed to discuss the division of labour within household to stimulate men to support with traditionally female tasks, such as cooking, taking care of children or feeding animals. It was expected that if men would help women more in and around the house, women would be able to spend less time on reproductive tasks and spend that time in their businesses as productive time.

This chapter elaborates on the changes seen on Workload in both countries and offers possible explanations based on focus group discussions and interviews with men and women who participated in the quantitative survey.

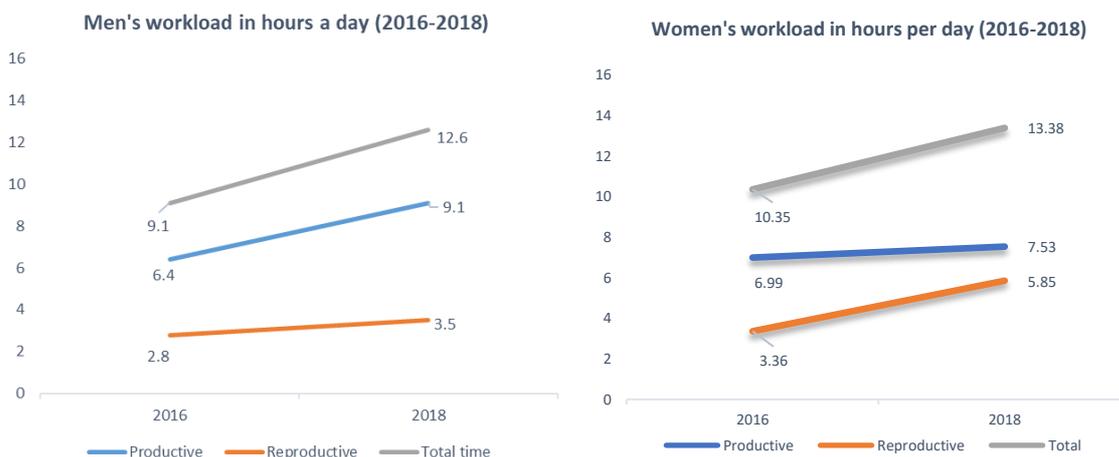
#### Kenya

Graph 3.1 shows that Kenyan men indeed increased their time on household tasks between 2016 and 2018 with 42 minutes. They did so alongside an increase in productive time, which rose substantially with 3hrs30min to a total of 9 hours. Men’s average Workload added up to 12hrs36min per day.

Between 2016 and 2018, women’s average Workload increased from 10.4 hours a day to 13.4 hours a day. Part of this increase is explained by the rise in productive hours (+32min a day), but most of the increase comes from a rise in time spent on reproductive tasks (+2hr29min a day).

Women are therefore spending more time on reproductive tasks than they were in 2016, despite increased support from men. The FDGs with men and women who participated in the quantitative survey explored possible explanations.

**Graph 3.1 – Women’s and men’s average Workload per day in Kenya**



N Male: 2016 =135; 2018=140; N Female: 2016 = 301; 2018=278

*Men and women spending more time on reproductive tasks (household and caring tasks)*

Firstly, it is likely that men have overstated the time they regularly spend on reproductive tasks. The household dialogue sessions have created awareness among men and women about how much time women spend each day on household tasks. This has often gone unrecognised. Additionally, some men have come to realise the negative impact existing social norms can have on women’s daily schedule and their businesses, leading them to support their wives in the house. This mostly entails taking up gender-neutral tasks, such as fodder harvesting and livestock feeding. A few men were more daring and supported their wives with household chores like preparing meals and fetching water using bicycles and motorbikes. It seems that some men overstated the regular support they provide with household tasks. Perhaps because they were now more aware about the daily workload women face. Leading to an exaggerated average time spent on reproductive tasks by men in general, although it is likely some increase has taken place since 2016.

Secondly, the overlapping of income-generating and household tasks could have led to over-reported reproductive time for women. The female participants of the focus group discussions predominantly talked about the additional hours they are spending on their businesses, and not necessarily about an increased time burden on their reproductive tasks. From the stories, many of the productive and reproductive tasks run parallel. For instance, it is possible that a woman is in her shop, but also preparing lunch or doing her laundry, since there might not be customers at that time. In cases where tasks overlap, enumerators were trained to assign the hours to the category that took up most time and after discussion with the respondent. It is possible that respondents and/or enumerators favoured reproductive tasks in such cases, skewing the workload balance towards reproductive rather than productive tasks.

*Men and women spending more time on productive tasks (income generating tasks)*

Women indicated that they were increasing the time they spend on their business. One contributing factor is that

“If I don’t make profits to submit to the group on monthly basis, I will have betrayed the group members which is not good.”  
- Female FGD participant -

through the programme women received access to credit, usually as part of a group. This has helped them grow or diversify their businesses. Each group member commits to the group to make monthly repayments towards the loan and interest, which is important for them to honour. As a focus group participant said: “If I don’t make profits to submit to the group on monthly basis, I will have betrayed

the group members which is not good.” Consequently, women actively engage in various business activities. For

instance, one woman bought five chickens with her share of a loan. Within a span of eight months the number of chickens had increased to 120 – 120 chickens require more time and attention than five. Several women groups ventured into value addition, for instance buying raw milk to process yoghurt. Such value addition processes are done manually and take more time for the final product to be ready. The additional income generated is not yet enough to allow adoption of technology that would decrease their workload and enhance time efficiencies or to hire help for some of these tasks.

“Before we were trained on chicken production, we would just open the gate and let the chickens feed in the bush or in the farms and eat whatever they wanted. But after the training we no longer let them feed on anything. For us to produce the chickens with the required weight, size and good quality meat, we have changed their feeding patterns.”

- Female FGD participant -

Another contributing factor are the trainings and meetings organised under the programme. These take up time but have been instrumental in supporting women to sustainably grow their businesses. In the case of women wanting to rear chicken, they received training on how to take care of the chickens to be suitable for the market and be sold at a good price, focusing on issues such as immunisation, what and when to feed the chicken and the conditions for the poultry house. As one woman said: “Before we were trained on chicken production, we would just open the gate and let the chickens feed in the bush or in the farms and eat whatever they wanted. But after the training we no longer let them feed on anything. For us to produce the chickens with the required weight, size and good quality meat, we have changed their feeding patterns”.

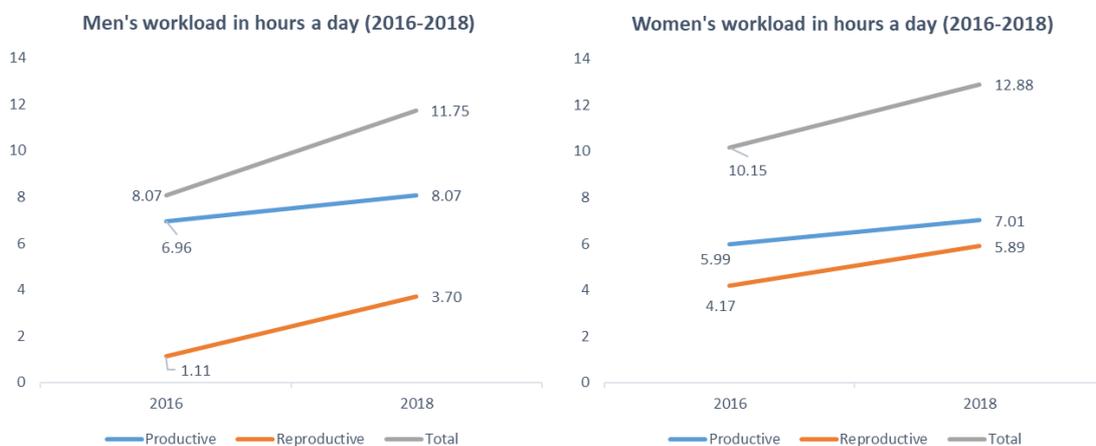
Training has allowed women to grow their businesses from five to 120 chickens, but has also added to their Workload, as it has made women aware of the care needed to ensure the chickens will be of good quality. Similar effects were created with other business trainings, e.g. on value addition.

For men, productive time has gone up in part because they are helping with their wife’s growing businesses, for instance with transporting goods to the market, watching the shop while the woman attends to other tasks or looking after the livestock. Men take on these additional tasks on top of their existing jobs or work on the farm, increasing their overall Workload. The focus on generating more income takes precedence for the male and female participants over the man’s contribution to reproductive tasks.

### Vietnam

Graph 3.2 shows that Vietnamese men increased the average amount of time they spent on reproductive tasks from approx. 1hr a day in 2016 to an average of 3hrs42 min in 2018. Simultaneously, they also spent about 1 hour more per day on income-generating activities, leading men to spend an average of almost 12 hours per day on productive and reproductive tasks. Just like in Kenya, on average women in Vietnam spend more time on household and income-generating activities than men. They spend almost 13 hours a day, up from 10 hours in 2016. This increase is mostly due to a rise in reproductive time spent (+ ~2 hours a day vs. + ~1 hour a day for productive tasks). Therefore, despite increased support from men on household tasks, women are spending more time on reproductive tasks than they were in 2016. FGDs with men and women who participated in the quantitative survey, interviews with cooperative leaders, and interviews with couples all explored possible reasons for this.

**Graph 3.2 - Men and women’s average Workload per day in Vietnam**



N Male: 2016=499; 2018=200; N Female Male-headed household: 2016= 499; 2018= 200

### *Men and women spending more time on reproductive tasks (household and caring tasks)*

The results from the quantitative survey regarding the rise in reproductive time for men, does not necessarily resonate in practice. In the FGDs and interviews men indicate that they do help in the household, but predominantly during the low season of rice cultivation when there is relatively little work to do on the farm, or when the wife is busy or not at home. Change in awareness among men about the time needed for and importance of reproductive tasks, and the fact that they do help when necessary, perhaps led men to overstate the frequency they engage in household tasks during the quantitative survey. For instance, helping occasionally with cleaning and cooking is presented to the enumerator as a task that is done on a typical, normal day.

For women, several reasons were found that could contribute to the rise in reproductive time. Firstly, women participants feel that because they spend more time working in and around the house, they have more free time and are less tired than their husbands who work outside the home. Therefore, even though women are aware of the possibility to share housework, they are quite hesitant to let their husbands perform many domestic activities and only consider men as 'housework supporters' rather than 'housework sharers'.

Secondly, with increased living standards – partly due increased income through the programme's interventions, houses can become larger or more things can be bought that need more cleaning or more attention. During an interview, a woman said since her house was rebuilt, she has spent more time to keep it clean and tidy. In addition, women discussed how they have increased their time on taking care of their children's education, guiding them more with homework or assignments. Moreover, during the FGDs many female farmers considered that there are endless domestic activities in a family living in the countryside - from cleaning and cooking to taking care of poultry and garden. It means that when women take a rest, it is because they want to, not because they have finished their work.

Thirdly, older women (>50 years of age) indicated that their grown children moved to the cities to earn a living but leave the care of their children to them. This is very common in rural areas in Vietnam. Women therefore indicated an increase in their reproductive time, as they are caring for grandchildren. The more grandchildren they have, the more time they need to take care of them.

"I am very happy when he helps me with cooking. Even if it is not good, I still encourage him so that he will do it again next time."

- Female FGD participant -

Finally, because men only do domestic work occasionally, they do not do it as well as their wives. Therefore, where men are helping with household tasks, women need to support them or sometimes re-do the work. However, even if the quality is not so good, women feel happy and show their appreciation of their husbands help. "I am very happy when he helps me with cooking. Even if it is not good, I still

encourage him so that he will do it again next time."

An additional positive result from the household dialogues reported by participants is that women noticed that their husbands reduced their time spent drinking with friends after work. Both men and women from FGDs and interviews feel happy with the current task division and Workload in their house.

### *Men and women spending more time on productive tasks (income generating tasks)*

From the survey, time spent on productive activities for both men and women increased compared to data in 2016. Based on information collected in FGDs and interview, this increase can be traced back to several developments. First, under the programme both male and female farmers were trained on a new way of rice cultivation, called System of Rice Intensification (SRI). This method, where farmers reduce the quantity of seed, fertilizers and chemicals, is very different to conventional methods. Consequently, farmers need to get used to and trust this new way of working. FDG participants shared how at the first crops, they went to field more often to compare their SRI fields with the normal fields and check if their rice grew as well with less input. Therefore, the training on the new cultivation method and the subsequent trust that had to be built that this method works, increased the time spent on their farm.

Second, according to participants, life in Vietnam has become more expensive. This means that people need to work more to be able to cover their daily expenses, increasing their productive time.

As one male participant says: “Before, with around 10 million VND per month (~ \$500/month), our family could live easily. But now, my wife and I have to earn at least 20 million (~\$1,000/month) to spend for daily life activities. Everything now is very costly”. With the SRI technique, people do have more income from rice, but this is not their main income. Most households depend on different farming activities and/or paid work, ranging from raising cattle, pigs and poultry to labour work as builders and masons. Many women do handicraft work such as traditional hat making, bamboo and rattan making, but are simultaneously recreating by watching television or chatting with friends.

“Before, with around 10 million VND per month (~ \$500/month), our family could live easily. But now, my wife and I have to earn at least 20 million (~\$1,000/month) to spend for daily life activities. Everything now is very costly.”

- Male FGD participant -

When asked about changing their daily routine, many men and women would prioritize engaging in more productive tasks to generate a higher income, rather than focusing on a different distribution of reproductive work or resting more.

### Conclusion

The extent to which men are really increasing their time on household tasks is likely limited. Men in both countries seemed to have overstated their regular contribution to the household. FGD participants do think the awareness and appreciation of reproductive tasks has gone up among men. This is a positive development and more in line with what can be expected after 1.5 years of programme implementation. Long-term behavior change starts with increased awareness of how things could be different.

Increases in productive time can be considered a positive development as well, as women are seizing opportunities to diversify or expand their businesses. Many of the businesses that the women had established prior to the EOWE programme were informal and ran without specific strategy or structure. Moving the businesses to become sustainable and even grow, meant that women had to invest time in increasing their skills and operating the business, adding to their daily productive time. As women’s businesses started to run better and take up more time, husbands got involved to help with certain aspects of the enterprises. This led to more joint action undertaken within the household. These are things EOWE is encouraging.

At the same time, these developments do mean that overall Workload is going up. In terms of the a-WEAI calculations, this means that empowerment on this particular domain dropped between 2016 and 2018. However, under the WEAI methodology, a person is considered to be empowered when they spend less than 10.5 hours a day on reproductive and productive tasks combined. One can wonder if this cut-off is realistic, especially for those households that work in agriculture and for couples with young children. The quantitative survey did not provide any indication that the increase in Workload went at the cost of sleep, although some focus group participants in Kenya mentioned that they were resting and recreating less to be able to attend to their businesses.

## 4. Changes in decision-making power (income and productive resources) – Kenya

In this chapter two indicators of the WEAI methodology are discussed that seem to be closely linked in practice: Control over use of income and Access to and decision-making power over credit.

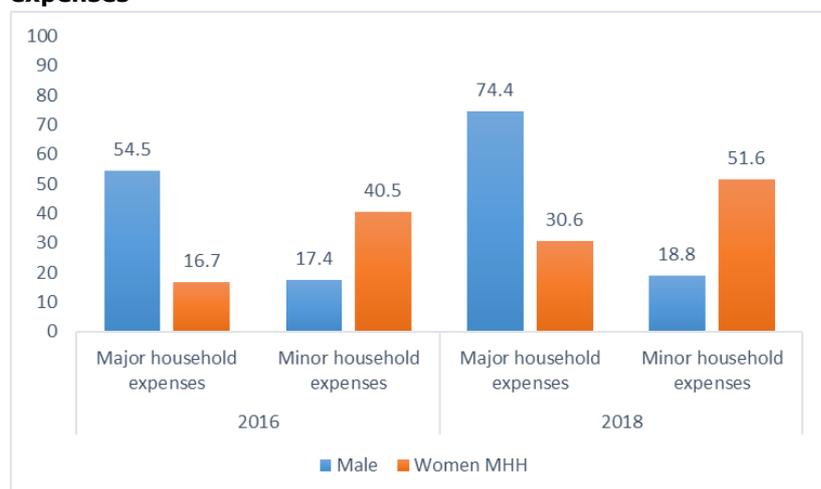
In the WEAI methodology, someone is considered empowered in Control over use of income if there is at least one category of income in which (s)he has some input into income decisions or if (s)he feels that (s)he can make decisions related to income and expenses – if this is not only on minor household decisions. Simultaneously, someone is considered empowered in Access to and decision-making power over credit if (s)he solely or jointly makes decisions regarding at least one source of credit, and (s)he is currently borrowing from at least one source of credit.

### Control over use of income

During the 2016 baseline survey, men and women indicated that decisions on how income is spent predominantly involved women. However, the subsequent qualitative interviews showed this involvement was not always meaningful. For instance, a man would ask for his wife’s opinion, but she would agree with him to avoid a row. Between the baseline in 2016 and the midterm review 2018, empowerment in Control over use of income for Kenyan women increased from 96% to 100%. The rise is especially notable when looking at different types of

expenditure. Graph 4.1 show that in 2016, 16.7% of women in male-headed households had input into decisions over large household purchases, such as a TV or a motor bike. In 2018, that percentage grew to 30.6%. For minor household expenses, an increase was also noted from 40.5% to 51.6% of women inputting into most or all decisions. But does this increase also mean that women’s involvement in such decision-making has become more meaningful and goes beyond involving by informing? From the FDGs there are several indications that this is the case.

**Graph 4.1 – Men and women who input into most or all decisions on major and minor household expenses**



Women MHH = women from male-headed households  
 Male n: 2016= 135; 2018=140; Female Male-headed household n: 2016=135; 2018=140

Firstly, the programme has enabled women to diversify their incomes. Women have ventured into businesses such as poultry keeping, milk selling and yoghurt making, buying and selling of small livestock, growing and selling of hay, vegetables, maize and wheat. With the presence of ready markets for their produce, facilitated by the programme, women’s income has increased.

“I used to hide any money I made from my husband. Not only would I hide money from him, but even anything I bought with the money. Would he find out that I bought something, he would ask me where I got the money and why I bought any item I bought. But after we started attending the household dialogue sessions, he no longer controls my income”

- Female FGD participant -

Secondly, through the household dialogue sessions, FDG participants indicated that there is more transparency in their homes. Women said that men have come closer to home. Several participants indicated that before the household dialogue sessions, they might have been strangers with their spouses. Statements about that situation showed mistrust, fear, intimidation and lack of openness when either partner had money. One female participant said: “I used to hide any money I made from my husband. Not only would I hide money from him, but even anything I bought with the money. Would he find out that I

bought something, he would ask me where I got the money and why I bought any item I bought. But after we started attending the household dialogue sessions, he no longer controls my income”. Most husbands do not seem to interfere with the income made by women’s enterprises. However, in one case a husband asked his wife about proceeds after the household had sold a cow. He felt that the cow proceeds are his, but the milk proceeds belong to his wife, as it is her responsibility to take care of the cow. This shows that traditional beliefs persist among some participants after being part of the household dialogue sessions.

### The role of credit in Control over use of income

Being able to access credit and repay loans also seems to have had influence on women’s changing Control over use of income within the household. The programme linked women to financial lenders, increasing their access to credit – a productive resource. Women have been able to repay these loans and access even larger loans. The male participants of the FDGs applauded the success of the women’s enterprises. They indicate it has encouraged men to support their wives and to discuss together how to improve the business, and jointly plan how to utilise the generated income. A male participant indicated: “...I came to the realization that income generation is not about the number of resources we have, but the level of productivity of few resources one may have”. The household dialogue sessions have helped couples initiate and implement effective communication.

Moreover, women have become more confident. By accessing and taking out credit facilities, they have also worked on their independence and business acumen. It takes ability, responsibility and self-confidence to successfully repay loans. Women in the FGDs indicated that their positive experiences with loans for their businesses have helped them to become more vocal about the use of household income.

“...I came to the realization that income generation is not about the number of resources we have, but the level of productivity of few resources one may have”  
- Male FGD participant -

### Conclusion

EOWE activities like the household dialogue sessions have supported husbands and wives to communicate more about their expenditures, their ideas for expenditure and business opportunities. Women who have gone through business training and who have gained experience in accessing credit (not necessarily only through EOWE activities), feel more confident to talk to their husbands about ideas and their abilities. At the same time, men see that women are able, can argue their viewpoints and have good ideas about how to spend money. As participants of the FDGs indicated, earning an income is a top priority.

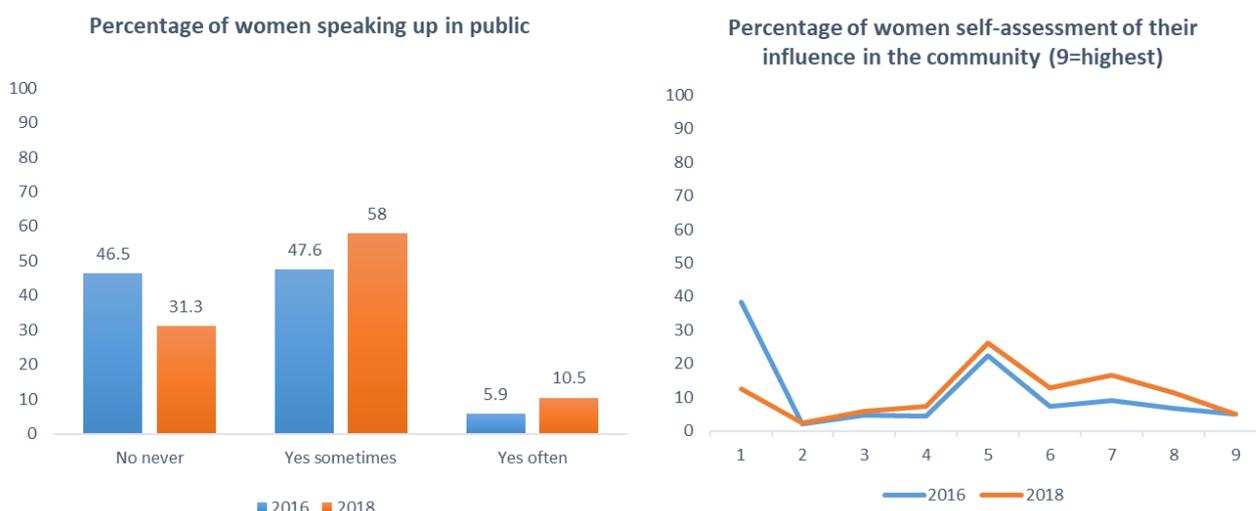
## 5. Changes in Leadership in the community – Vietnam

The WEAI methodology considers someone to be empowered in Leadership in the community, if (s)he is an active member of at least 1 community group. Examples of such groups are agricultural groups, water groups that discuss water and sanitation in the community, forest groups that discuss use and conservation of forests near the community, civic groups aimed at community improvements and that organise social events such as weddings and funerals, trade or business groups and religious groups.

In Vietnam, Leadership in the community was one of EOWE’s focal domains. The programme focused on training women in new climate smart agricultural production methodologies, making women trainers in the community and working together with the Women’s Union to increase women’s visibility in cooperatives and community activities. The activities seem to have had a real impact on women’s confidence and engagement in social activities. In 2016, 81% of Vietnamese women were considered empowered, as they were members of at least one community group.

However, at that time, as is shown in Graph 5.1, almost half of women indicated they never spoke up in public (46.5%) and almost three quarters of women felt they had relatively little influence in the community (scoring a 6 or lower<sup>11</sup>). In 2018, this situation improved to over 92% of women being considered empowered according to the WEAI methodology. Simultaneously, there was a drop of about 15% in the number of women that indicated to never speak out in public and a doubling of those who say they do so often (from 5.9 to 10.5%). Moreover, almost half of women said they feel they have (some) influence in the community (scoring a 6 or higher).

**Graph 5.1 – Vietnamese women’s self-assessment of speaking in public and their influence in the community (2016-2018)**



N Females: 2016=651; 2018= 275

<sup>11</sup> Women are asked to assess their influence in the community on a ladder from 1 to 9. The higher the score, the higher the woman believes her influence in the community is.

In the FDGs and the interviews, women and men confirmed that women felt more confident to speak up in public. Several elements helped to stimulate confidence.

First, agricultural training and the promotion of peer support by having women help other farmers to apply new methods, have built women's confidence. By inviting women to all programme activities (at least 30% of participants), the participation of women in trainings and farm group meetings was considerable. The appearance of a large number of women in a certain group, helped female farmers to feel more confident and get accustomed to raising their voice and sharing their opinions. This is easier to do if the group is not predominantly male.

This led to a crowd effect, whereby witnessing female friends and neighbours sharing their ideas, women got motivated to speak in public like others do. *"If they can do it, I also can do it"* – a woman said. Now they don't mind asking questions if any information is unclear – *"If I don't understand something, I will ask again to apply the new technique correctly."*

Second, support from husbands is important in developing women's confidence and leadership skills. Besides involvement in project activities, the women also joined other groups and social activities to enhance knowledge, as well as physical and mental health. Consequently, women are coming with new knowledge that can benefit others, especially their family. *"My wife will know new techniques and good things from outside to apply in our family"* – a male participant said. That is the reason why most of the interviewed men said that they were proud of their wives playing a certain role in their community or leading on certain topics and encourage them to go out for training and social activities. One man even said: *"I see she is now more confident and looks younger than before"*.

**Women and men confirmed that women in Vietnam feel more confident to speak up in public.**

*"If they can do it, I can do it"*

*- Female FGD participant -*

*"If I don't understand something, I will ask again to apply the new technique correctly"*

*- Female FGD participant -*

*"My wife will know new techniques and good things from outside to apply in our family"*

*- Male FGD participant -*

*"I see she is now more confident and looks younger than before"*

*- Male FGD participant -*

Finally, apart from trainings in farmer field schools, many new farmer groups of about 25 members were set up in order to provide peer support on the application of the new technique and share experiences during rice cultivation. Women were encouraged to be group leaders. Starting with being a leader of a small group is a good opportunity for women to try a new role and discover their own capacity. Besides, women leading a group also helps changing communities' point of view that leaders should be male. It provided status to women in the community.

Notwithstanding women's participation in groups, in the FDGs and interviews only a few women showed their willingness to take an official leadership position in the community, such as member of a cooperative management board or a commune official. Two main reasons women gave were either being afraid of not having enough knowledge or not having enough free time. Thus, an increased Workload for women may be a threat for their future leadership engagement in community groups.

## **Conclusion**

EOWE activities have had a positive influence on women's confidence and ability to lead in community activities. For example, giving women the opportunity to participate and play a prominent role in the roll-out of a new rice production methodology. With the positive economic and relational changes in their family, men seem supportive of their wives to take on leadership positions and to keep learning.

## Conclusion

The MTR had three specific objectives:

- 1) Establish if progress was being made against the focal domains determined at baseline;
- 2) Establish if underlying assumptions on how change would be brought about in women's economic empowerment were correct; and
- 3) Suggest ways forward for the programme based on the results.

### Progress made on focal domains

Over the past 1.5 years, EOWE focused on several key domains of empowerment: Time use (specifically Workload) and Control over use of income in both countries, Access to and decision-making power over productive resources (specifically Access to credit) in Kenya, and Leadership in the community in Vietnam. The results from the quantitative and the qualitative data show that women in both countries have been able to strengthen their position in the household when it comes to discussing how income is spent and invested. In part this is due because EOWE trainings and linkages to other market players have helped women diversify incomes, grow their business and increase their business skills. Consequently, women have gained confidence in their own abilities and men have seen that women have good (investment) ideas. Simultaneously, for those taking part in the household dialogue sessions, stressing the importance of communication and joint planning for the household has not only helped women's enterprises and women's empowerment, but has also encouraged husbands and wives to (re)connect.

Growing women's enterprises and taking part in trainings, meetings and other activities has meant an increase in productive time – for both men and women, as men have started helping in the business on top of their normal activities. FDG participants in both Kenya and Vietnam questioned the extent to which men are contributing more time household tasks – a result from the quantitative survey. However, men's awareness and appreciation of the importance of and the time consumed by reproductive tasks has increased. The overall Workload (the combination of productive and reproductive time) for men and women has increased over the past 1.5 years.

### Validation of underlying assumptions



Female trader preparing her maize for the market in Kenya.

The programme assumed that with increased awareness among men of the Workload of women, they would spend more time in the household. This would free up time for women to spend on their businesses, allowing them to increase their productive time without increasing their overall Workload. As mentioned, this has not happened. Men have become involved in women's growing businesses rather than supporting with household tasks. As FDG participants clarified, in rural areas many households are still struggling to make ends meet. Therefore, opportunities to generate income take precedence over a redistribution of housework.

For Control over use of income, the assumption was that by focusing on the importance of joint planning and communication in the household dialogue sessions, women would be involved in a meaningful way in decisions, especially on larger household expenses.

At the same time, the business skills would increase women's confidence in their abilities and help them voice their opinions at home. These assumptions seem to hold true when looking at the data from the quantitative survey and the focus group discussions. The survey showed an increase in the number of women with Control over use of income from 94% to 97.8% and 97.5% to 100% in respectively Vietnam and Kenya. In Kenya, the female FDG participants noted that they gained confidence and felt more able to express their views to their husband. A positive effect of increasing women's Access to credit (under the domain Control over Productive Resources) was that this also helped them overall on Control over use of income at home. The discussions with Kenyan women and men indicated that this has helped men realize that women have good investment ideas and the ability to repay loans. This reinforced the efforts of the household dialogues.



 Farmer couple harvesting their asparagus in Ninh Thuan, Vietnam.

For Leadership in the community, the programme specifically extended training invitations to women and encouraged them to become group leaders. The assumption was that if more women were present in trainings, this would stimulate women to speak up and ask questions. If women would become group leaders, this was expected to increase women's confidence in their own abilities. These assumptions too seem to hold true when looking at the quantitative and qualitative data. Between 2016 and 2018, the number of women that never spoke up in public decreased from 46% to 31%.

At the same time, almost half of women (46%) rate their community influence a six or higher (out of the maximum score of nine), compared to 28% in 2016. FDG participants confirmed they felt more comfortable to speak up in public when more women are in a group and when they have seen other women do so. Being group leaders has increased their confidence in their own abilities, although taking on official leadership roles in e.g. a cooperative was still regarded as too difficult to attain.

Men's support is vital for the progress made in the focal domains and for women's businesses to grow. This helps women to make use of opportunities to engage in trainings, venture into new activities and take the lead in community settings, and are not hampered in their efforts at home.

### **Ways Forward**

The domain contributing most to women not being considered empowered is still Time use, specifically Workload. The combination of productive and reproductive time is too high according to the WEAI methodology – for women and men. The last 1.5 years the programme tried to relieve women's Workload by encouraging men to support with household tasks. In practice, this means changing existing social norms about what men and women are supposed to do. Increases in men's contribution to reproductive tasks therefore have only happened piecemeal. Developing men's awareness on the value of housework is a good start, and the programme should continue its work on influencing the way men perceive housework and how it is carried out.

However, changing social norms takes time, and is not the main priority for rural households. With growing businesses and a need to increase household income, Workload is increasing in the short-term. If the programme would focus on introducing or promoting easy to use and relatively cheap time-saving technologies, the burden of reproductive tasks could be ameliorated. Examples could be improved cook stoves that save cooking time, fuel and costs, water solutions to save time fetching water, renewable energy solutions to save on fuel costs for lightening and cooking. This could lead to time and cost efficiencies in attending to reproductive tasks. SNV already promotes some of these products in other programmes.

The programme should continue to build on the successes that have been booked on the domains of Control over use of income and Leadership. Women have gained confidence and are meaningfully contributing within the household. However, there is still some way to go for women to consider official leadership roles to be within their ability.

FDG participants appreciate the focus on intra-household communication through the household dialogue sessions, as this not only helps to improve the financial situation of the household, but also the bond between husbands and wives. Providing opportunities for men and women to continue the conversation is important.

# ANNEXES

## ANNEX 1. References

- Alkire et al. (2012). *The Women's Empowerment in Agriculture Index*. IFPRI Discussion Paper 01240.
- Cirera, X. and Qasim, Q. (2014), *Supporting Growth-Oriented Women Entrepreneurs: A Review of the Evidence and Key Challenges*, World Bank.
- FLOW: Funding Leadership and Opportunities for Women, <http://www.flowprogramme.nl/Public/HomePage.aspx> (accessed December 17, 2018).
- SNV Netherlands Development Organisation (2016). *Appendix 1.12A Context, Gender and Actor Analysis in Kenya and Vietnam*.
- SNV Netherlands Development Organisation (2017). Enhancing Opportunities for Women's Enterprises (EOWE) Programme. Baseline report Kenya. [http://www.snv.org/public/cms/sites/default/files/explore/download/kn\\_eowe\\_baseline\\_report.pdf](http://www.snv.org/public/cms/sites/default/files/explore/download/kn_eowe_baseline_report.pdf) (accessed December 17, 2018).
- SNV Netherlands Development Organisation (2017). Enhancing Opportunities for Women's Enterprises (EOWE) Programme. Baseline report Vietnam. [http://www.snv.org/public/cms/sites/default/files/explore/download/snv\\_eowe\\_baseline\\_report\\_vn\\_final.pdf](http://www.snv.org/public/cms/sites/default/files/explore/download/snv_eowe_baseline_report_vn_final.pdf) (accessed December 17, 2018)
- USAID (2016). INTERVENTION GUIDE: FOR THE WOMEN'S EMPOWERMENT IN AGRICULTURE INDEX (WEAI) - Practitioners' Guide to Selecting and Designing WEAI Interventions.

## ANNEX 2. Sampling and data collection in Kenya and Vietnam

### Sampling frame and strategy

#### Kenya - sampling

In Kenya, the EOWE programme is implemented in the counties of Baringo, Laikipia, Isiolo, Kitui, Makueni, Marsabit, Narok and Samburu. Marsabit and Kitui counties were not involved in the mid-term review (MTR). This choice was made, because Marsabit is socio-demographically similar to Isiolo, and Kitui resembles Makueni.

For the sampling, a Probability Proportionate to Size (PPS) strategy was applied. PPS uses cumulative population figures to select regions, districts and PSUs (primary sampling units – usually a village or smaller). Clusters that have larger populations have a larger probability of being selected. The probability of being selected as an individual is therefore influenced by cluster size at regional and district levels, e.g. you have a higher probability of being selected if you live in a highly populated region/district compared to people living in less populated regions/districts. Because probability of selection takes place at these higher cluster levels, the number of respondents per PSU needs to be exactly the same – usually set to 10. Otherwise cluster size would be accounted for twice. For Kenya, this led to the distribution of the sample as given in table A2.1.

Local partners that support the implementation of the EOWE programme were asked to send a full list of women that participated in one or more EOWE activities over the past 18 months. This led to a list of 776 women from these counties. The sample size was set to 322 women. With an alpha of 95%, results would have a confidence interval of 4.18%. Of the women, 37% was expected to be from a Female Headed Household, based on the 2016 baseline results. This meant that for 205 women, the husband would be interviewed as well as part of the WEAI methodology. The overall expected sample size was therefore 530, of which 325 women and 205 men. Men were sampled on site, based on their wives' inclusion in the survey.

**Table A2.1 – Overview of PPS sampling for women in Kenya<sup>12</sup>**

County	No. of groups	No. of women per group	Total sample	% of total	No. of women interviewed	% response rate
Baringo	4	7	28	9%	27	96.4%
Isiolo	9	7	63	20%	59	95.2%
Laikipia	4	7	28	9%	26	92.9%
Makueni	19	7	133	41%	128	96.2%
Narok	6	7	42	13%	41	93.2%
Samburu	4	7	28	9%	22	81.5%
<b>Total</b>	<b>46</b>		<b>322</b>	<b>100%</b>	<b>303</b>	<b>94%</b>

There were difficulties with sampling the men. Men felt this data collection exercise was predominantly aimed at their wives (as is the programme), and not of interest to them. A second round of data collection was organised specifically aimed at men, via the local implementing partners. In total 165 men were interviewed.

- Out of the 303 women interviewed, 278 interviews could be used for data analysis.
- Out of the 165 men interviewed, 140 could be used for data analysis.
- Out of those successfully participations, data from 119 men and 119 women (238) could be used for the creation of the a-WEAI index score.

#### Vietnam - Sampling

In Vietnam, the EOWE programme is implemented in four provinces: Quang Binh, Binh Dinh, Binh Thuan and Ninh Thuan. The MTR survey took place in the two largest provinces: Quang Binh and Binh Dinh. This because the eventual sample sizes for Binh Thuan and Ninh Thuan would be too small to deliver meaningful results.

In Vietnam, a similar PPS strategy was followed as in Kenya. This led to the distribution of the sample as in table A2.2. Eligible cooperatives (implementing partners in the programme) were asked to send a full list of women that participated in one or more EOWE activities over the past 18 months. This led to a list of 4,617 women from the

<sup>12</sup> Women in Kenya are organized in groups and that is the first way of selecting participants for the programme. As each woman within a group does her own cultivation and sales these individual women are considered enterprises. Subsequently it was determined to interview 7 women from those selected groups.

selected provinces. The sample size was set to 275 women. With an alpha of 95%, results would have a confidence interval of 5.79%. Of the women, 13% was expected to be from a Female Headed Household, based on the 2016 baseline results. This meant that for 240 women, the husband would be interviewed as well as part of the WEAI methodology. The overall expected sample size was therefore 510, of which 275 women and 240 men. Men were sampled on site, based on their wives' inclusion in the survey. By the end of the data collection, 200 men had been successfully interviewed (83%). In total 475 men and women participated (200 men, 275 women). 400 were used for the creation of the a-WEAI index (200 women, 200 men).

- Out of the 275 women interviewed, 275 interviews could be used for data analysis.
- Out of the 200 men interviewed, 200 could be used for data analysis.
- Out of those successful participations, data from 200 men and 200 women (400) could be used for the creation of the a-WEAI index score.

**Table A2.2 – Overview of PPS sampling for women in Vietnam**

County	No. of cooperatives	No. of women per cooperatives	Total sample	% of total	No. of women interviewed	Response rate
Binh Dinh	5	25	115	42%	125	108.6%
Quang Binh	6	25	160	58%	150	93.7%
<b>Total</b>	<b>11</b>		<b>275</b>	<b>100%</b>	<b>275</b>	<b>100%</b>

During fieldwork, women that were not at home or otherwise unavailable to be interviewed were randomly replaced from the list of eligible women. In total 66 women had to be replaced.

**Table A2.3 – Overview of 2018 sample sizes used in Tables in this report**

	Kenya			Vietnam		
	Male	Female	Total	Male	Female	Total
Total sampled	205	322	527	240	275	515
Total interviewed	165	303	468	200	275	475
Total used for analysis	140	278	418	200	275	475
Total used for a-WEAI score	119	119	238	200	200	400

#### Training of research assistants, data collection and entry

In both countries, enumerators and supervisors were trained in a three-day workshop on data collection and entry. In Kenya, this took place from 2<sup>nd</sup> to 4<sup>th</sup> July 2018 with 18 enumerators. In Vietnam, this took place from 28<sup>th</sup> to 30<sup>th</sup> of June with 13 enumerators.

Training involved review of the questionnaire and revising the Kiswahili and Vietnamese version, role plays and how to key in responses on the Akvo application. The last part of the training involved pre-testing of the instrument and review of the issues that had been identified. SNV staff participated in the research in a supervisory and advisory role. After the training, research assistants dispersed to commence data collection.

Enumerators were closely supervised by field supervisors. Data collection via the Akvo Flow app ensured that real-time monitoring of data by SNV staff was possible. After the first 50 cases were collected in both countries, a field stop was put in place for the SNV team to check the data on consistency, reliability and completeness. Minor adjustments and additional instructions to enumerators were made, but there were no reported cases of failure to follow the laid down procedures during this exercise. Beyond administering questionnaires, focus group discussions were conducted to generate more information on collective views and the meanings of results that were observed with the quantitative data. The discussions generated rich understanding of participants' experiences and beliefs on the issues investigated by the MTR.



Founded in The Netherlands in 1965, SNV has built a long-term, local presence in many of the poorest countries in Asia, Africa and Latin America. Our global team of local and international advisors work with local partners to equip communities, businesses and organisations with the tools, knowledge and connections they need to increase their incomes and gain access to basic services – empowering them to break the cycle of poverty and guide their own development.

This report is based on research for the 'Enhancing Opportunities for Women's Enterprises' (EOWE) programme funded by the Ministry of Foreign Affairs of The Netherlands (DGIS) under the 'Funding Leadership and Opportunities for Women' (FLOW) framework. Any part of this publication may be reproduced or transmitted in any form and by any means with proper referencing © 2019, SNV, Enhancing Opportunities for Women's Enterprises Programme.

For more information on the EOWE programme, please visit:  
<http://www.snv.org/project/enhancing-opportunities-womens-enterprises-eowe>