

REALITY	INDICATORS	EXAMPLE METRICS Note: relevant metrics will vary depending on context and are intended to be adapted to context. Ipsos recommends cognitive testing of metrics in local language.
INDIVIDUAL	Educational attainment Knowledge, skills, and abilities Access to financial services Access to digital technology Time use Legal rights and property ownership	What is the highest formal education level you have achieved? [Answers specific to country] May be intervention specific. Which, if any, trainings have you attended? Have you applied [skills learned in training]? Can you give an example of how you have applied this skill? Do you have a savings account at a bank, a checking account at a bank, an informal group savings account, a mobile money account, a line of credit or a loan, insurance of any kind? If yes, is it in your name, your spouse's name, your names jointly? Do you have a mobile phone? If yes, is it a smartphone or featurephone? If yes, is it shared or your own? On average, how many hours a day do you spend doing... Activities that contribute to household income, Domestic chores, Caring for/playing with children or other family members, Sleeping, Leisure (including visiting family/friends, attending religious services, etc.), Travelling/commuting, Participating in community groups, OTHER...? Do you have legal ownership of your home/land? If yes - full ownership or joint ownership? If no - who owns your home/land?
HOUSEHOLD	Responsibility for household activities Influence over household decisions Ability to move around without permission/chaperone Physical safety/lack of fear	In your household, who is primarily responsible for.... Caring for children, Buying food, Cleaning the house, Playing with children, Paying the bills/administrative tasks? (Me alone, My spouse alone, Me and my spouse jointly, Another male household member, Another female household member, OTHER...?)  In your household, who is primarily responsible for making decisions about.... Major purchases such as property, appliances or livestock, Everyday purchases such as groceries, Selling assets such as property, appliances or livestock, Children's education, Children's healthcare. (Me alone, My spouse alone, Me and my spouse jointly, Another male household member, another female household member, OTHER...?)  There are various ways that serious disagreements are dealt with in the household. When you have a serious disagreement with your spouse, how often do you... Keep your opinion to yourself, Discuss the disagreement calmly, Argue heatedly/shout at each other, Throw things at each other, Hit each other. (Never, Seldom, Sometimes, Often, Always.)  Do you need permission to go to any of the following places? Local market, Friends or family in the neighborhood, Local shrine/church/mosque, Local health center or doctor, Work/Paid employment outside of the house. If yes, are you permitted to go on your own, only if someone accompanies you or not at all? In the past six months have you felt afraid for the physical safety of yourself or your children within your household? Yes/No.
WORK	Participation in economically productive activities Personal income Control over personal income Opportunities for advancement in workplace Treated with dignity and respect in workplace Physical safety/lack of harassment in workplace	On average, how many hours of paid work do you do each week? [For those employed] Do you work for an employer (informal or formal employment) or are you self employed? [For those not employed] Why do you not participate in paid work? (unemployed and looking for work, work as a housewife, not allowed to work, work but not paid, retired, student, other [SPECIFY]) May be intervention specific. What sources of income did you personally contribute to your household in the past XX weeks/months? How much money (or percentage of household income) did you contribute from [SOURCE] in the past XX weeks/months? What happens to the income that you earn? I decide how to allocate it, I give it to my spouse (or someone else) and they decide how to allocate it, It becomes part of household income and we jointly decide how to allocate it. [If employed] To what extent, if at all, do you agree that women have the same opportunities for advancement as men in your workplace? (Strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, strongly disagree) [If employed] To what extent, if at all, do you think that women in your workplace are respected by their colleagues? (Very respected, Fairly respected, Not very respected, Not at all respected) [If employed] To what extent, if at all, do you think that women in your workplace are able to work without verbal or physical harassment? (Very able, somewhat able, not very able, not at all able)
COMMUNITY	Participation in public life Contribution to community decision-making Influence over community decision-making Leadership positions in community Treated with dignity and respect Physical safety/lack of harassment	Are you a member of any groups or associations? If yes, SPECIFY (could be relevant to intervention). How often do you attend? (Yearly, Quarterly, Monthly, Weekly, More often than weekly) How often do you speak? (Yearly, Quarterly, Monthly, Weekly, More often than weekly) How often are your views listened to? (Never, Seldom, Sometimes, Often, Always) How much influence do you have over that are made in that group? (A lot, Some, Little, None) Have you served as a leader in the group? Yes/No. To what extent, if at all, do you think that women in your community are respected by other community members? (Very respected, Fairly respected, Not very respected, Not at all respected) To what extent, if at all, do you think that women in your community are able to move around the community without verbal or physical harassment? (Very able, somewhat able, not very able, not at all able)
SELF-PERCEPTION	INDICATORS	EXAMPLE METRICS Note: relevant metrics will vary depending on context and are intended to be adapted to context. Ipsos recommends cognitive testing of metrics in local language.
INDIVIDUAL	Feelings of confidence/self-worth/value Self-efficacy Life satisfaction/happiness Future orientation	To what extent do you agree or disagree with the following statements (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) I feel I am able to do things as well as most other people I feel that I am a person of worth, at least on an equal plane with others I rarely count on good things happening to me I am always optimistic about my future It is important for me to do whatever I'm doing as well as I can, even if it isn't popular with people around me
HOUSEHOLD	Role/contribution to the family is valued/respected Feel heard and treated with dignity in household Confidence in making financial decisions within family Confidence in making non-financial decisions within family	To what extent do you agree or disagree with the following statements (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) I am confident that I can influence decisions in my household I feel that my role the family is valued/respected I feel confident expressing my opinion even if my spouse disagrees with me I feel that my opinion is listened to by my family
WORK	Feel respected in the workplace Feel heard within the organization Confident in ability to participate in the organization	To what extent do you agree or disagree with the following statements? (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) I feel respected by my colleagues I have doubts about my ability to progress in my organization I am able to express my opinion in the workplace I feel like the leaders in my organization listen to people like me
COMMUNITY	Feel respected outside of the home Feel heard within the community Confident in ability to participate in the community Believe can influence community decision-making	To what extent do you agree or disagree with the following statements? (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) I feel respected by people in my community I am able to express my opinion with people in my community I feel like the leaders in my community listen to people like me I am able to influence decisions made in my community
NORMS	INDICATORS	EXAMPLE METRICS Note: relevant metrics will vary depending on context and are intended to be adapted to context. Ipsos recommends cognitive testing of metrics in local language. These metrics in particular are targeted to be asked of whole communities (rather than just women or program beneficiaries).
INDIVIDUAL	Women should have equal access to education and training Women should be able to generate their own income Women should be able to move freely without permission/chaperone Women should be able to access financial services Women should be able to access digital technology Women should be able to own property	To what extent do you agree or disagree with the following statements? (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) It is just as important to educate girls as it is to educate boys There is no point in women getting higher education Women should focus only on household tasks and raising children Women should not be allowed to work outside the home Women should be allowed to have their own phone Women should be allowed to have their own bank accounts Only men should be able to own property Women should be free to go wherever they like whenever they like
HOUSEHOLD	A women's role in the family should be... A women's rights in the household should be... Household difficulties are dealt with by...	To what extent do you agree or disagree with the following statements? (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) The important decisions in the family should be made only by the men of the family It is not the role of men to take care of children Women should be allowed to work outside the home if she wants to. A wife has a right to express her opinion even if she disagrees with what her husband is saying. A wife should tolerate being beaten by her husband in order to keep the family together It is shameful for men to do domestic chores Are any of the following actions typical when people in your community experience financial difficulties? Does this apply to men only, women only, both men and women? Restrict food consumption Withdraw children from school Arrange marriage for children Accept unusual/high-risk/socially degrading jobs
WORK	Women's role in the workplace should be... Women's rights in the workplace should be...	Now I would like to get your opinion on some aspects of your workplace. To what extent you agree or disagree with the following statements? (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) There are jobs that men are more suited to Women should serve in support roles in the workplace only Men and women should get paid the same for the same work Parental leave should be for women only Male leaders are better than female leaders Women and men should have the same opportunities for advancement
COMMUNITY	Women's role in the community should be... Women's rights should be...	Now I would like to get your opinion on some aspects of your community. To what extent you agree or disagree with the following statements? (Strongly agree, Agree, Disagree, Strongly Disagree, Don't know) Important decisions in the community should be made only by the men Women should be allowed to run for/hold elected office Women's community participation should be limited to traditional roles (like hosting/entertaining) It is better if community leaders are men Women should be supervised by men when they are outside of the household