

Tool	Module	Module name	Indicator name	Variables used in construction	Definition of indicator
Group	A	FPO Composition	FPO gender inclusive mission statement	Module A: A.3 & A.4	=1 if the FPO/collective has a mission statement and gender inclusion is part of the statement. =0 otherwise.
Group			FPO women proportion	Module A: A.5, A.6	=1 if at least 33% of current members of the FPO/collective are women. =0 otherwise.
Group			FPO women board member proportion	Module A: A.7, A.8	=1 if at least 33% of the FPO/collective's board members are women. =0 otherwise.
Group			FPO women as President or VP	Module A: A.9, a and b	=1 if a woman is in the president/CEO or vice-president/vice executive officer role of the FPO/collective. =0 otherwise.
Group			FPO women managers (fulltime)	Module A: A.10	=1 if at least 33% of the FPO/collective's managers are women. =0 otherwise.
Group			FPO women employees (fulltime)	Module A: A.11	=1 if at least 33% of the FPO/collective's full-time non-manager employees are women. =0 otherwise.
Group			FPO women employees (parttime)	Module A: A.12	=1 if at least 33% of the FPO/collective's part-time non-manager employees are women. =0 otherwise.
Group	B	Elections and meetings	Democratic FPO processes	Module B: B.1	=1 if FPO/collective follows democratic processes for selection of board members, i.e., through elections, rotation of members or hiring interviews. =0 otherwise.
Group			Regular FPO board elections	Module B: B.2	=1 if FPO/collective board elections are held at least once every two years. =0 otherwise
Group			Regular general assemblies or meetings	Module B: B.4	=1 if FPO/collective holds general assemblies or meetings at least once every two years.

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					=0 otherwise.
Group			FPO meeting attending support	Module B: B.5	=1 if all three services are provided =0 otherwise.
Group	C	Inclusion	Sex-disaggregated records ¹	Module C: C.1	=1 if the FPO/collective keeps sex disaggregated data on all four measures. =0 otherwise
Group			Plan for gender equity	Module C: C.2	=1 if the FPO/collective has a plan in place to ensure gender equity in input into all 10 scenarios, where applicable. =0 if no or not applicable.
Group			Gender quota	Module C: C.3, C.4 & C.5	=1 if the FPO/collective has a gender quota for membership or leadership or has a budget to finance activities that specifically target female farmers. =0 if no or not applicable.
Group			Provision for equal benefits across gender	Module C: C.6	=1 if the FPO/collective has in place a process or plan to ensure equal benefit for men and women across all nine indicators, where applicable. =0 if no or not applicable.
Group	D	Standard procedures and governance	FPO operations	Module D: D.1 (a-f)	=1 if the FPO/collective has adopted a standard procedure across all applicable items. =0 if no or not applicable
Group			FPO member safety and comfort	Module D: D.1 (g-i)	=1 if the FPO/collective has adopted a standard procedure across all applicable items. =0 if no or not applicable
Group			FPO linkages and business practices	Module D: D.1 (j-o)	=1 if the FPO/collective has adopted a standard procedure across all applicable items. =0 if no or not applicable

¹ For the ANEW project, this was based on data from only one project due to changes in the questionnaire that made it impossible to calculate this indicator for all.

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Group			FPO decisionmaking	Module D: D.2	=1 if decisions on all three items are made by board or FPO members. =0 if no or not applicable.
Group			FPO communications	Module D: D.3	=1 if decisions on all three items are made are communicated to FPO members. =0 otherwise.
Group			FPO implemented satisfaction survey	Module D: D.4, D.5, D.6, D.7	=1 if the FPO/collective implements satisfaction surveys at least annually and shares gender disaggregated results with members. =0 otherwise.
Group	E	Gender Training	FPO leaders received gender training	Module E: E.1, E.2, E.3	=1 if more than half of the leaders of the FPO/collective (E.2 = 3) received gender training at least once a year. =0 otherwise.
Group			FPO members received gender training	Module E: E.4, E.5, E.6	=1 if more than half of the members of the FPO/collective (E.3 = 3) received gender trainings at least once a year. =0 otherwise.
Group	F (optional)	Financial services	Access to financial services	Module F: F.1	=1 if half or more than half of the female farmers of the FPO/collective have received/used at least one of the three financial services. =0 otherwise.
Group	G	Market linkages	Improved sales and negotiation ability	Module G: G.1, G.2, G.3	=1 if the FPO/collective's ability has increased for any one of the three activities and has not decreased for any. =0 otherwise.
Group			Improved linkages	Module G: G.4	=1 if the FPO/collective's linkages with service providers have all either stayed the same or increased, where applicable. =0 if these linkages have decreased.

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Group	H	Decision making within the FPO	Decisions made on FPO policies	Module H: H1 (a, b, c, d)	=1 if decisions made on these items are made either by the FPO/collective's board or all members (H.1=1 or 2). =0 otherwise.
Group			Decisions made on partnerships and linkages	Module H: H1 (e, f, g)	=1 if decisions made on these items are made either by the FPO/collective's board or all members (H.1=1 or 2). =0 otherwise.
Group			Decisions made on training	Module H: H1 (h, i)	=1 if decisions made on these items are made either by the FPO/collective's board or all members (H.1=1 or 2). =0 otherwise.
Group			Decision communicated with members	Module H: H2	=1 if decisions taken on all activities, where applicable, were communicated with the membership (H.2==1). =0 otherwise.