



# Adolescent Girls Agency Scale (AGAS): India Adaptation Overview

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Co-Developers of the Adolescent Girls Agency Survey (AGAS)

# Agenda

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Introductions

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What is the AGAS?

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How was the AGAS Developed?

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Process of Validating the AGAs in East Africa

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Proposal for Adapting the AGAS for India

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Opportunities for Collaboration

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QCA and Discussion

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Photo credit:

Girls Livelihood and Mentoring Initiative (GLAMI), Tanzania



What is the AGAS?

# Agency v. Agentic Capacity

The ability of a girl to make change in her own life or community.

taking action = agency.

Context-specific

ability to take action = agentic capacity.

Universal

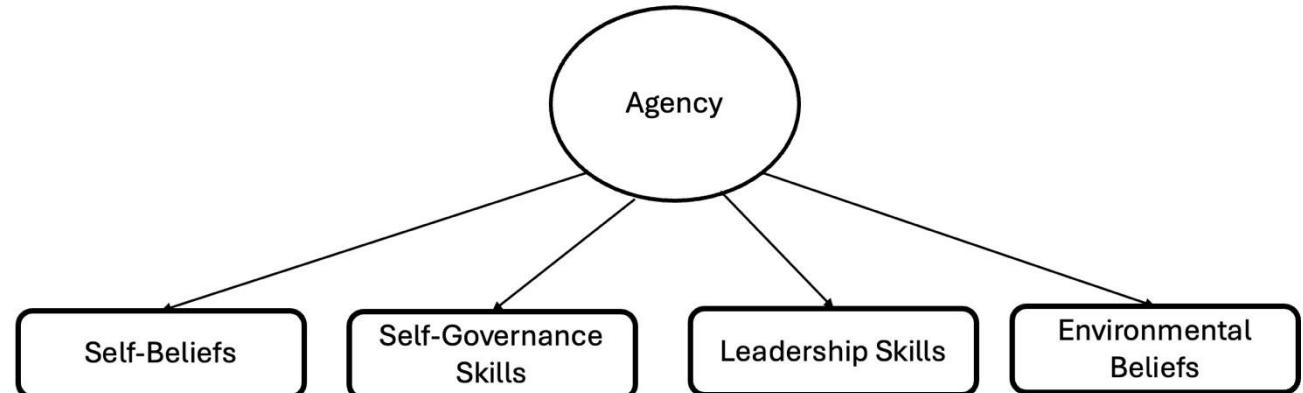


# What is the AGAS?

A psychometric measure of **agentic capacity**.

A **universal construct** measuring the likelihood that a girl will take action (not what form that action takes).

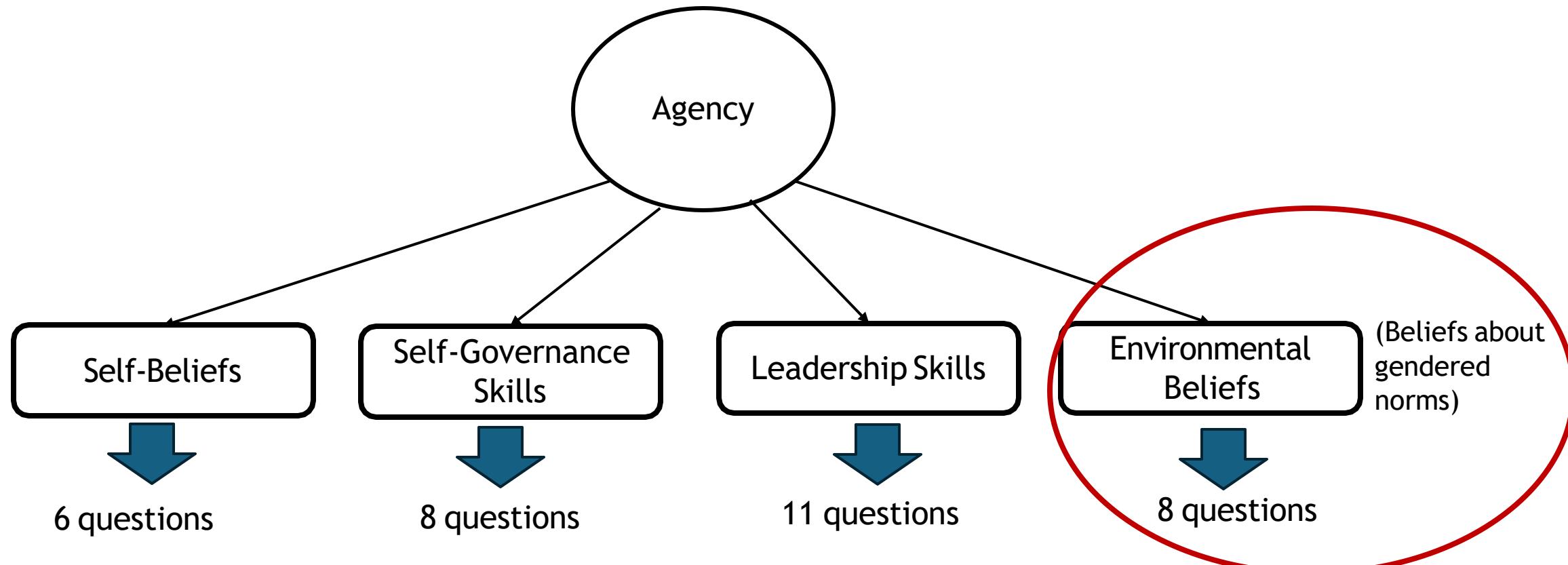
It measures agency as four domains of skills and beliefs.



Read each statement and place a tick (✓) in the box that best describes how much you agree or disagree with the statement.

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
3. I am confident of my ability to deal with unexpected events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. When faced with challenges, I remain calm because I know I am adaptable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. When I am faced with a problem, I usually find several solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I can handle whatever life challenges come my way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# Current Structure of the AGAS:



Likert scale - level of agreement, or frequency.



# How did we Develop the AGAS?

For East African Girls

# Collaboration with 17 Organizational Leaders of the Amplify Girls Network...

Who wanted to build a  
measure to document  
collective impact.

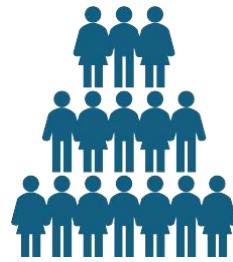


# Group Concept Mapping

*What does success look like for girls in YOUR community?*



120+ answers from 17 organizations in 4 countries

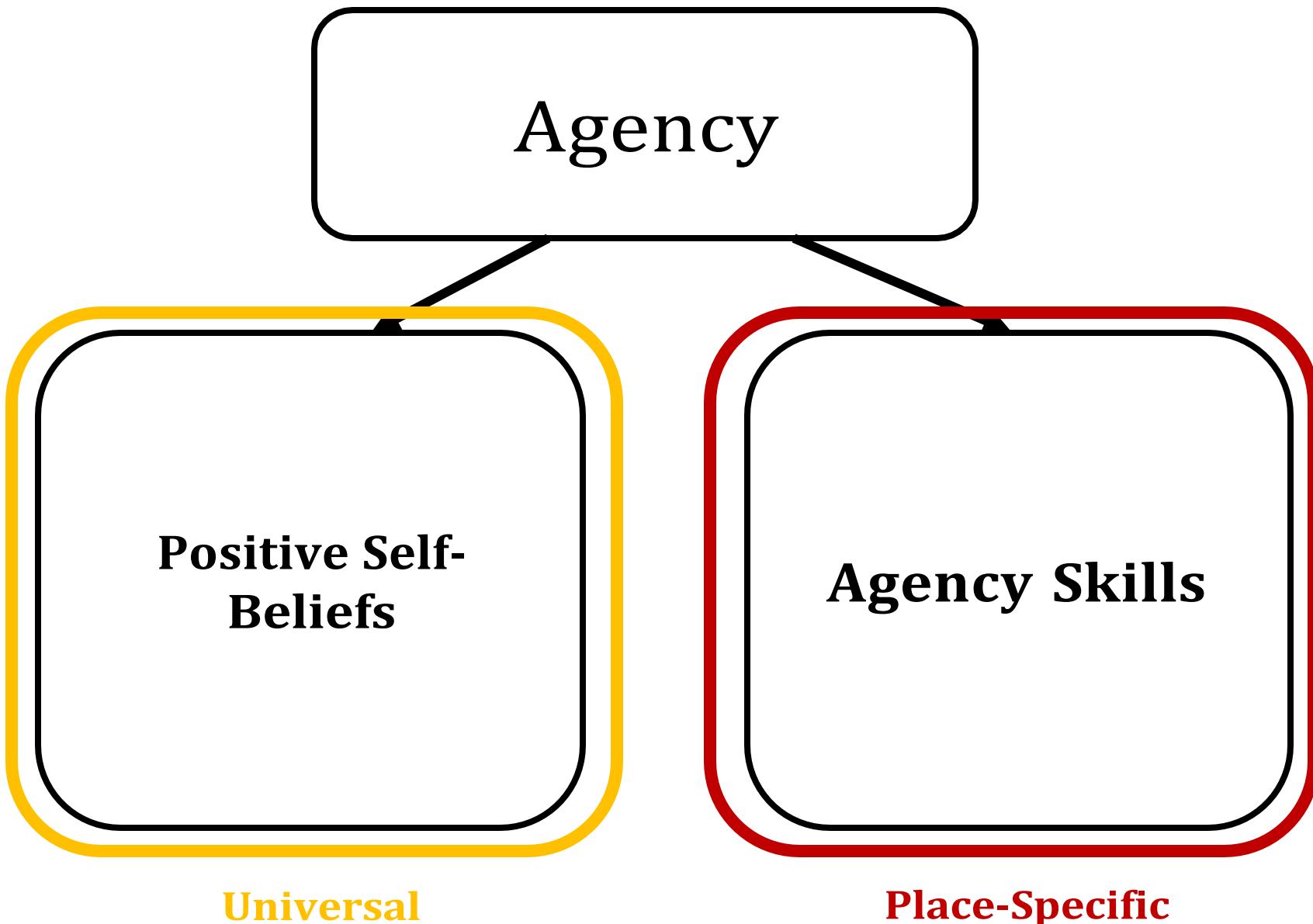


Leaders sorted answers into categories that made sense to them.



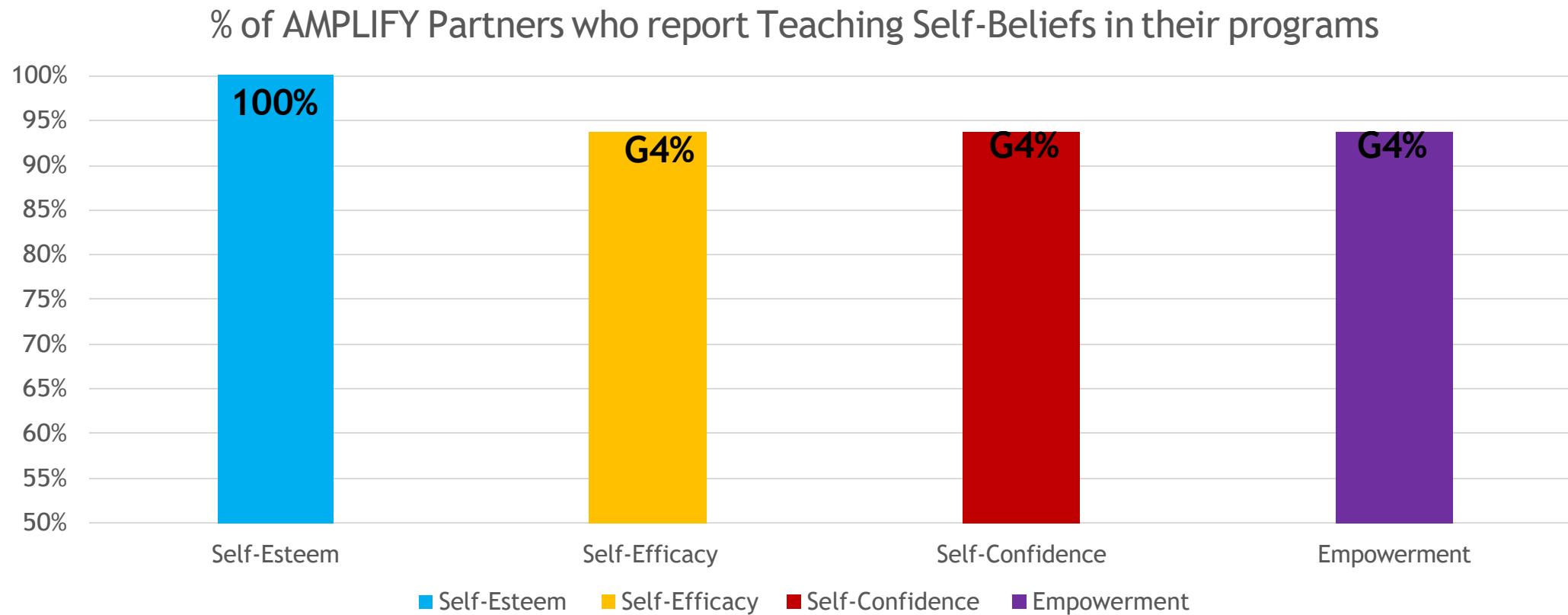
Used multi-dimensional scaling to map responses.

*...Agency identified as the top priority*

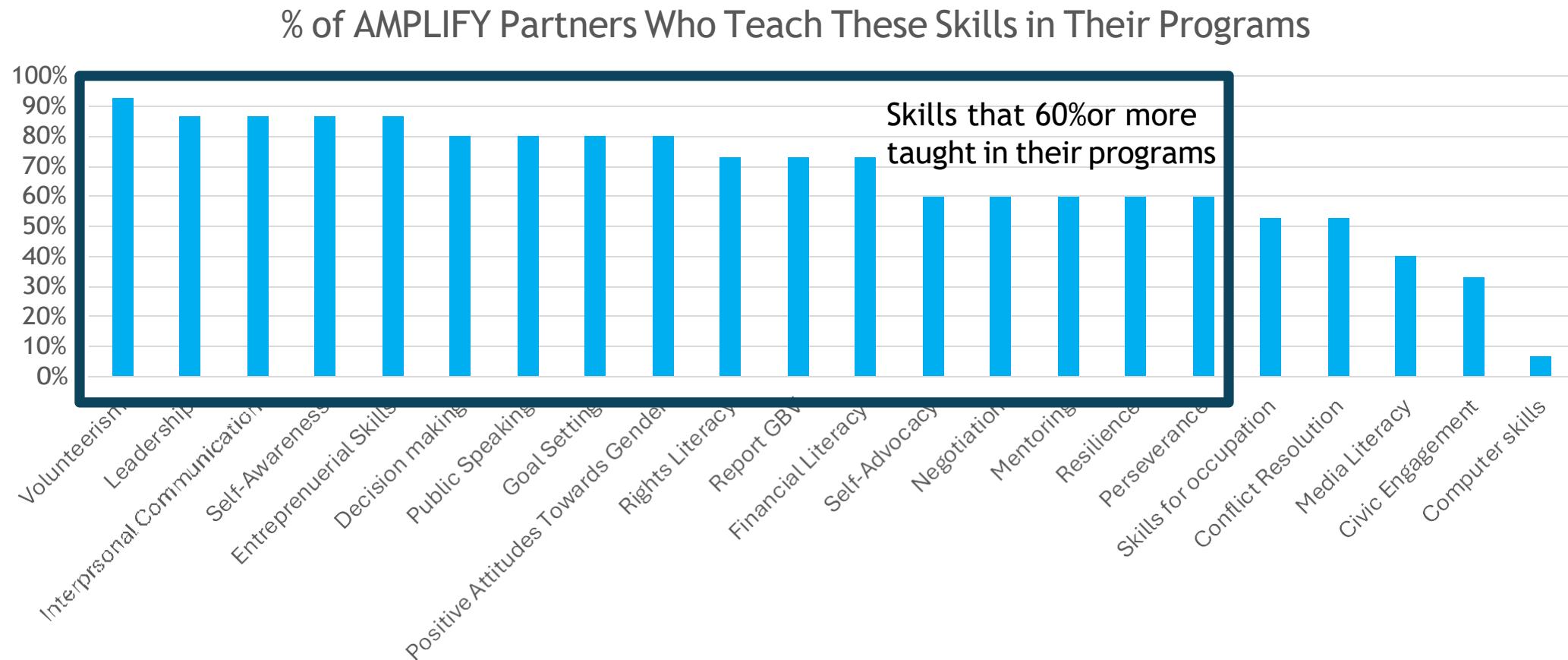


Defining Agency  
from across  
disciplinary  
literature.

# Which Self-Beliefs Do Organizations Teach?



# Which Skills Do Organizations Teach?



# Adolescent Girls Agency Survey version 0

## Agency

### Positive Self-Beliefs:

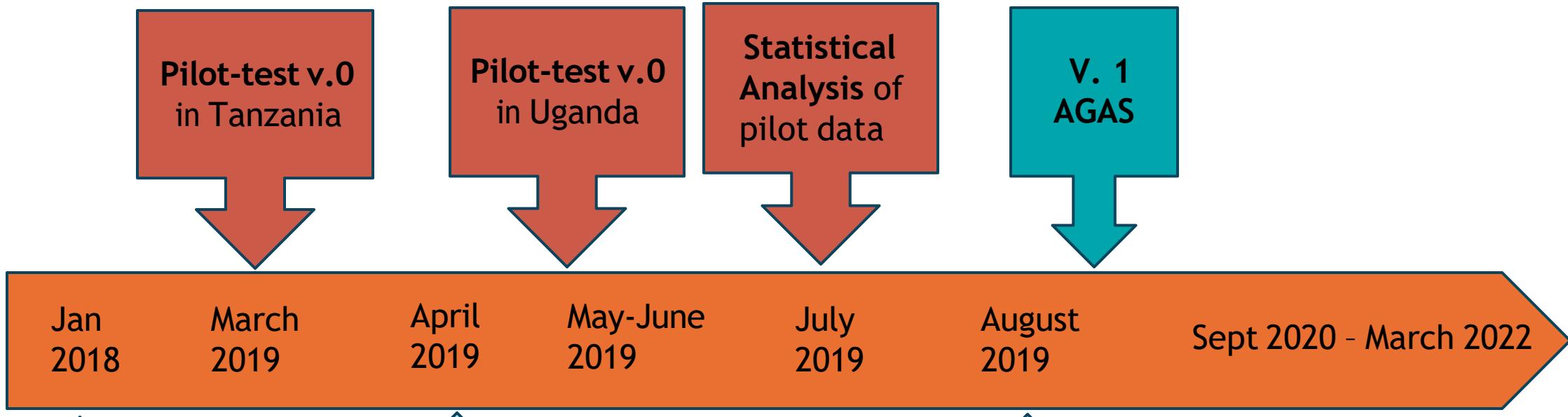
1. Self-Esteem
2. Self-Efficacy
3. Empowerment

### Skills:

1. Leadership Propensity
2. Goal setting
3. Self-Awareness\*
4. Public Speaking
5. Problem Solving\*\*
6. Volunteerism
7. Interpersonal Comm.\*
8. Decision Making
9. Perseverance
10. Conflict Resolution\*\*
11. Positive Gender Beliefs\*

# Survey Development Process:

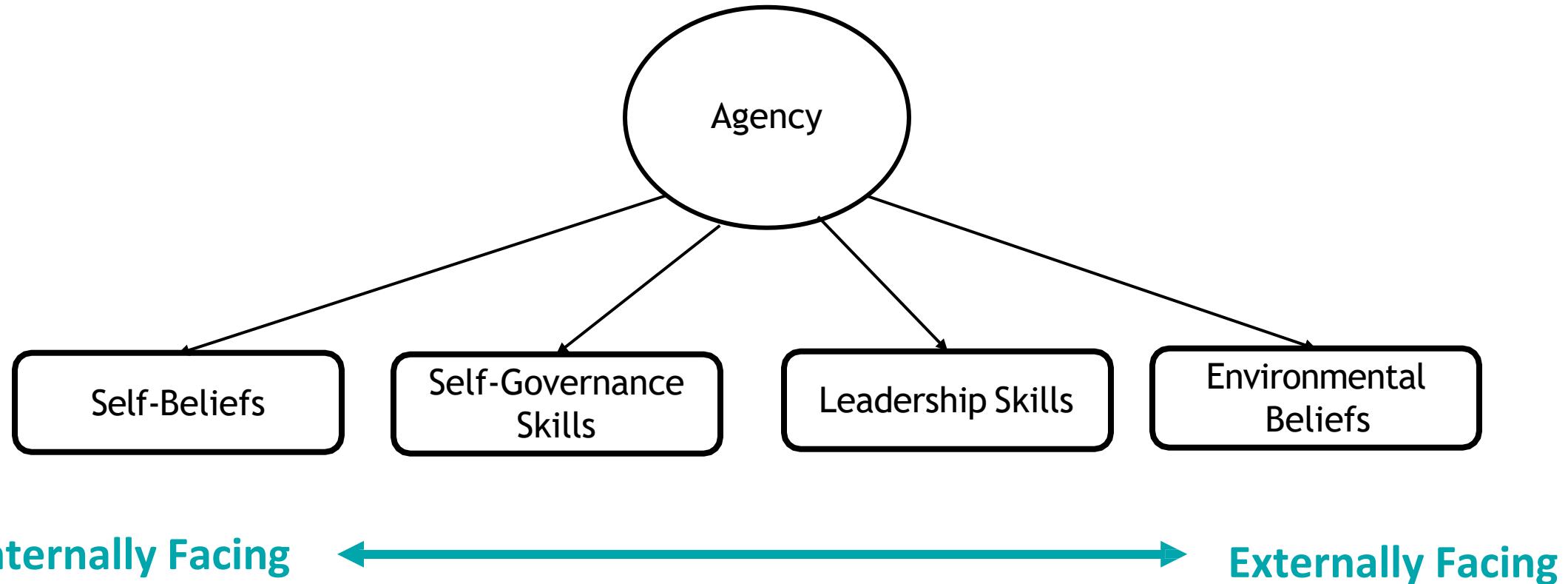
Quantitative:



Qualitative:



# The AGAS V.1 captures Agency Like this:





# Process of Validity Testing the AGAS

What does it mean to be  
an 'industry standard  
measure?'

# Critical Aspects of Validity

- **Validity of Interpretation:** Is it actually a measure of 'agency'?
  - Does the structure hold across diverse populations? (statistically speaking) (Oulo et al. forthcoming)
  - Are the domains/sub-domains consistent and reliable? (statistically speaking) (Sidle C Oulo 2023)
- **Validity of Use:** can it be used as intended?
  - As a pre/post measure
  - Is it sensitive to change overtime, in different populations?
  - Can measures be compared across different populations?

# Validation Process (2016-2024): 40 Organizations, 5 Countries

**Construct Validity:**  
Does the AGAS Measure Agency?

Aug 2019 - July 2020

≈ 2,000 girl participants  
Cross sectional Data  
17 Organizations  
Kenya, Tanzania, Rwanda and Uganda  
(Sidle & Oulo 2023)

**Validity of Use:**  
Can the AGAS be used as a pre/post measure

Aug 2020 - July 2022

≈ 1,200 girl participants  
Longitudinal Data  
17 Organizations  
Kenya, Tanzania, Rwanda and Uganda  
(Sidle, Oulo & Osano 2022)

**Full Validity Testing:**  
Is the AGAS valid for use across Eastern Africa?

August 2022 -- May 2024

= 8,197 girl participants  
Cross sectional & longitudinal  
34 Organizations  
15 Technical Experts  
Kenya, Tanzania, Rwanda, Uganda & Malawi  
(Oulo, Thomas & Sidle, Forthcoming.)

**Dissemination:**  
Building momentum for AGAS

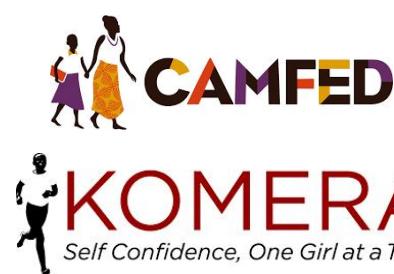
June 2024 - 2025

≈ 50 Organizations using AGAS in 8 Countries in SSA.

- Detailed user manual.
- Endorsed by ICRW.
- Co-Validation Study underway with Room to Read's ALSA.
- Launch @ CSW



# Organizations Involved in AGAS Development's Testing



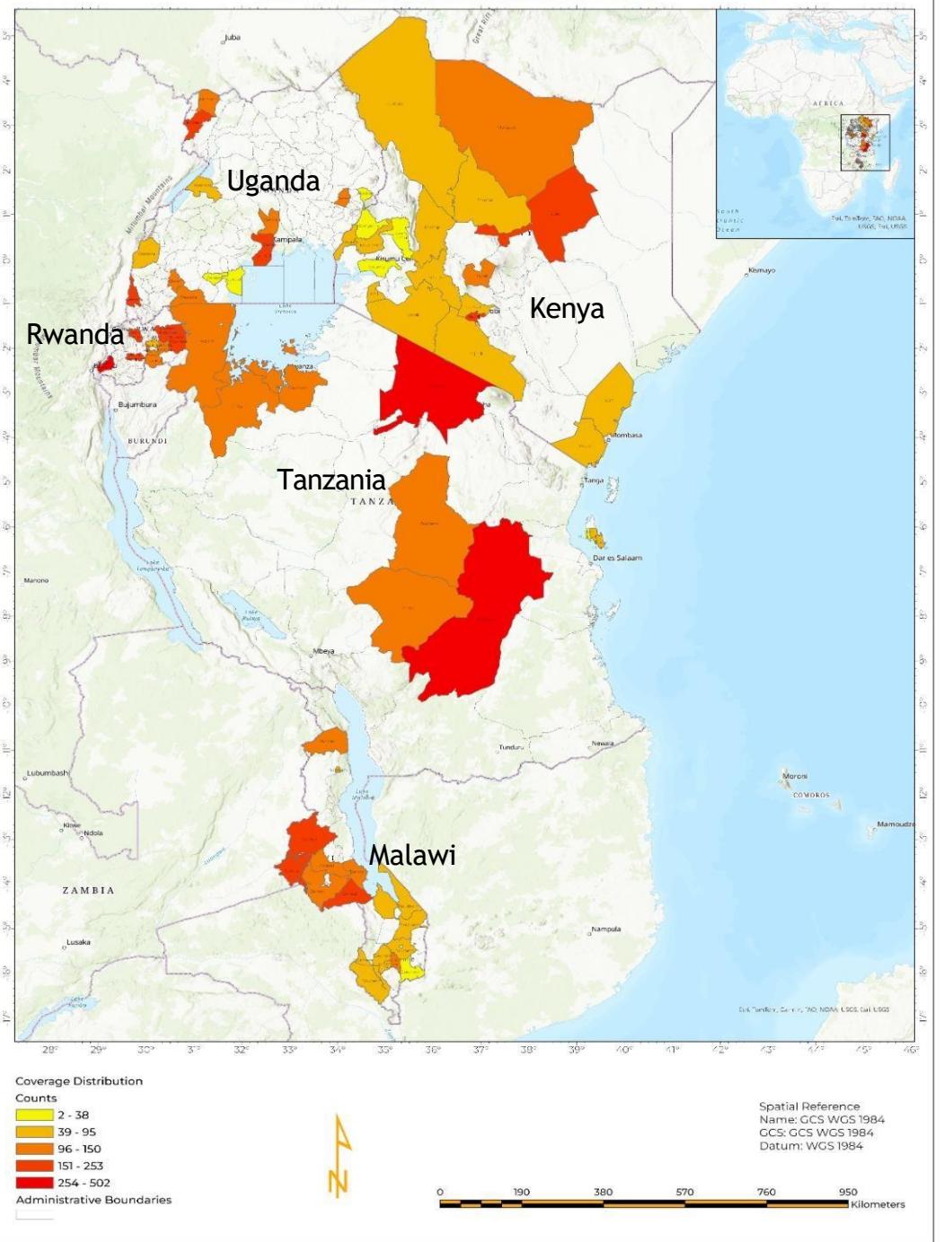
THE Girls Foundation of TANZANIA



KAKENYA'S DREAM



## PARTICIPANTS DISTRIBUTION



# Geographic Regions Sampled for Validity Testing in East Africa

- Balanced, geographically heterogeneous sample.
- 8,000 girls (baseline C endline)
- 22 cognitive interviews (4-5 from each country)
- Agency Symposium Workshop
  - 21 FGDs with practitioners, girls and technical experts.
  - 4 FGDs with Girls with disabilities

# Validation Technical Experts



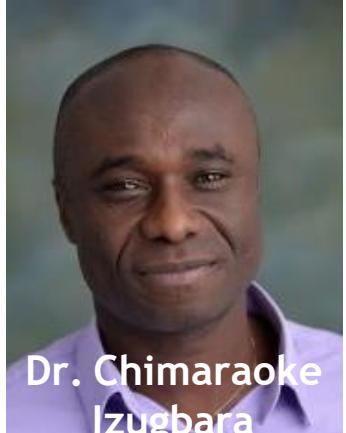
**Nicole  
Haberland**  
Population  
Council



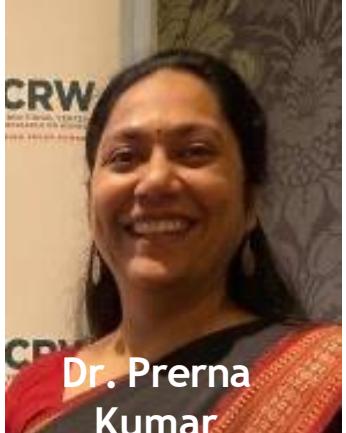
**Dr. Nikhit D'Sa**  
Notre Dame  
University



**Dr. Esme  
Kadzamira**  
University of  
Malawi



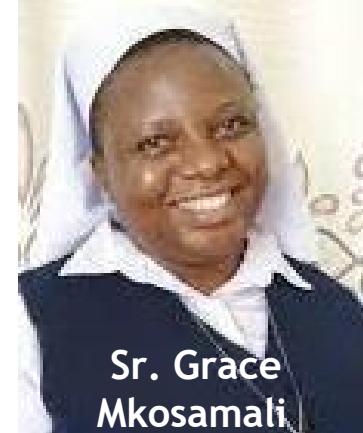
**Dr. Chimaraoke  
Izugbara**  
ICRW Africa



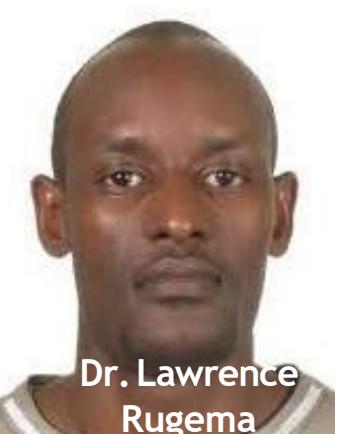
**Dr. Prerna  
Kumar**  
ICRW Asia



**Dr. Laura  
Hinson**  
ICRW US



**Sr. Grace  
Mkosamali**  
University  
College of Tabora



**Dr. Lawrence  
Rugema**  
University of  
Rwanda



**Dr. Fernanda  
Gandara**  
Room to Read



**Priya Nair**  
JPAL



**Dr. Mary Otieno**  
Kenyatta  
University



**Dr. Joyce  
Malombe**  
Collective Rising  
Leadership  
Institute



**Dr. Adefunke  
Ekine**  
Tai Solarin  
University of  
Education



**Catherine  
Shimmin**  
Camfed

# AGAS Validation: Summary of Stakeholders

Stakeholder	Engagement	Geography
17 Executive Directors of East African Community Based Organizations	Survey co-Creation	Ke, Tz, Rw, Ug,
11,000+ Adolescent Girls,	Quantitative Survey Data	Ke, Tz, Rw, Ug, Mw
40 Adolescent Girls	Cognitive Interviewing Data, Focus Group Discussions	Ke, Tz, Rw, Ug, Mw
10 Girl Experts	Findings Validation Workshop, Implementation guidance	Ke, Tz, Rw, Ug, Mw
70 CBO practitioners	Survey revision and implementation guidance	Ke, Tz, Rw, Ug, Mw, UK, US

14 Technical Experts

Content Review, Findings Validation  
Workshop

Ke, India, US, Tz,  
Mw, Nigeria, UK,  
Rw.

# Scoring & Use of AGAS



**AGAS yields 5 scores:** one global score for Agency and four component scores for each sub-domain (self-beliefs, environmental beliefs, leadership skills, and self-governance skills).



**Scoring is complex:** Scoring of each sub-domain is based on item difficulty and relative contribution of each item to the sub-domain.

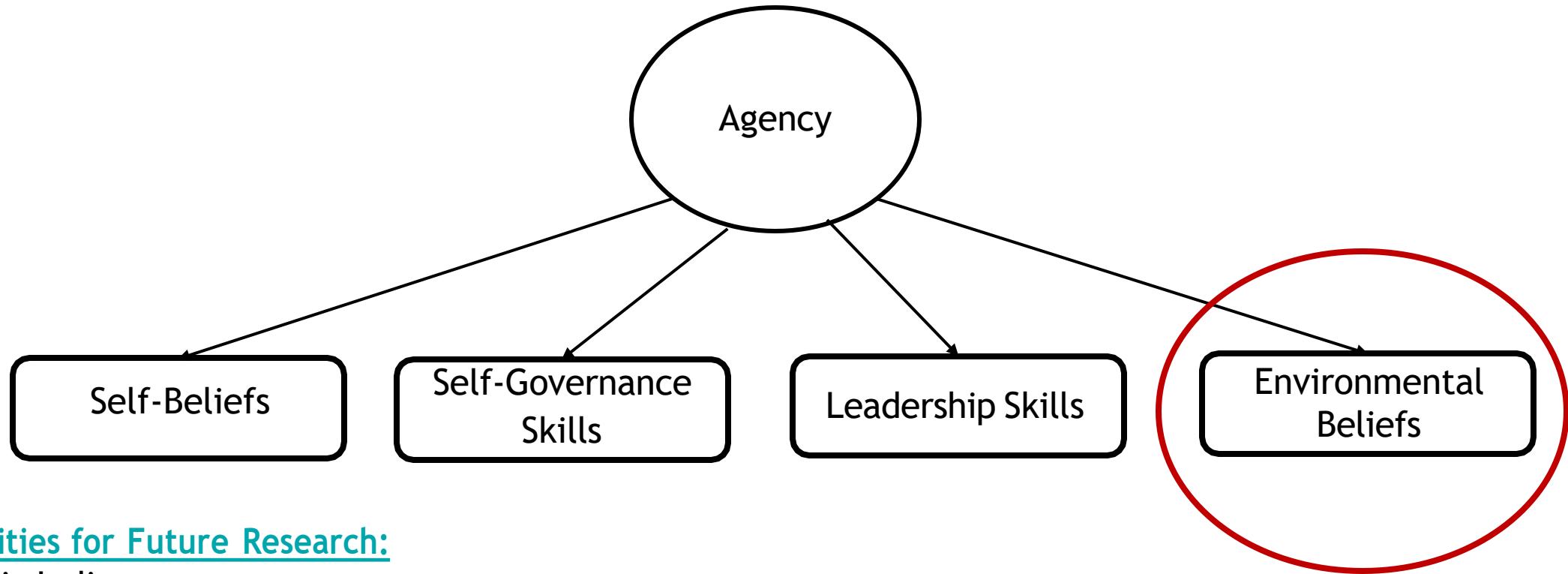


**AGAS is free:** AGAS is available to any organization who would like to use it. Email GAL for survey versions and detailed user manual and implementation guidance for disability accommodation.



**Portal:** Scoring for EA version will soon be automated via web-portal.

# Future of AGAS: Testing the AGAS limits



## Priorities for Future Research:

Girls in India

Girls with Disabilities

Youth (boys and girls)



# Adapting the AGAS for Indian Context

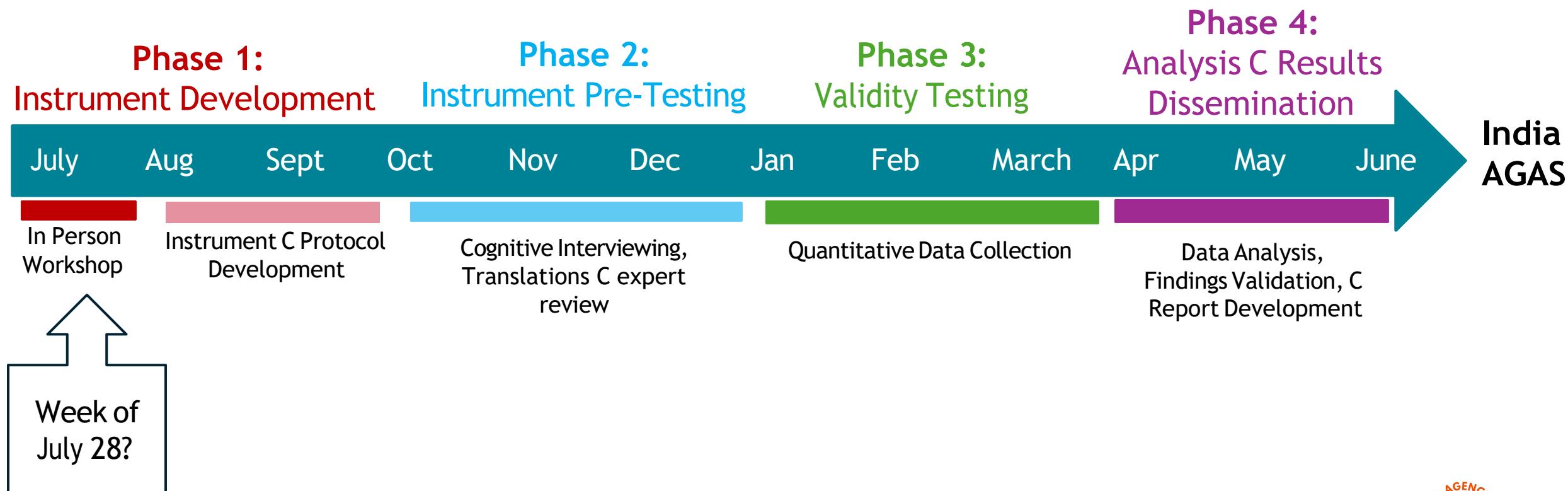
Proposed process of  
adaptation C validation



# Planning Overview

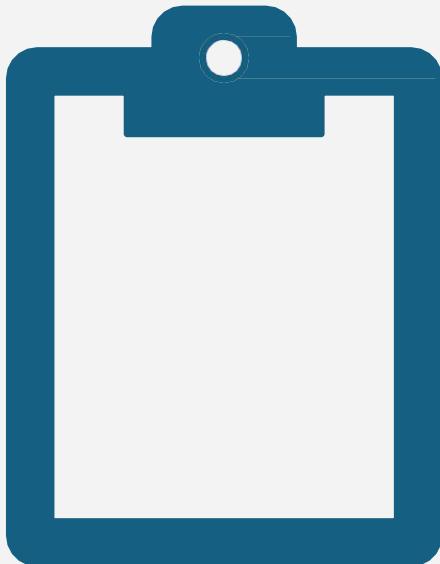
- One year (13 month) timeline.
- Focus on adapting environmental beliefs domain.
- Build on learning from East Africa on both process and methods.
- **7 Collaborating Organizations:** Work with a core team of collaborating organizations for adaptation and pre-testing.
- **1G-20 Data Collection Organizations:** Build momentum and validity by widening the circle of collaborating organizations for quantitative validity testing.

# Proposed Timeline for India Adaptation of AGAS





# Phase 1 s 2: Creating a Testable Instrument



- **Phase 1: Instrument Development**
  - Domain Mapping Workshop - 4 Days, 7 partner organizations and Girls. (ALL)
  - Instrument Development. ([GAL](#))
  - Content Review of instrument. ([expert panel](#))
  - Protocol Development. ([GAL](#) C ICRW Asia)
- **Phase 2: Qualitative Testing**
  - Local Language Translations. ([GAL](#) C [Collaborators](#))
  - Collect qualitative interview data from girls in multiple states on instrument in local languages. ([GAL](#) s [Collaborators](#))
  - Revise Instrument. ([GAL](#))



# Phase 3 & 4: Validating the India AGAS

- Phase 3: Validity Testing
  - 1-2 staff train in Human Subjects Protection (CITI) and data collection (provided by GAL/ICRW)
  - 250 observations/org - some baseline, some endline
  - Test retest over 2-4 weeks
- Phase 4: Analysis and Dissemination



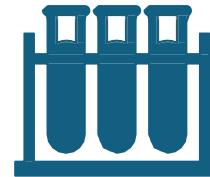
## Critical Moments: July-Aug Domain Mapping Workshop

- Review and confirmation of leadership, self-governance skills and self-beliefs domain definitions.
- Participatory mapping of Gendered Norms in Indian Context.
- Geographical/demographic mapping of proposed validity sample.
- Identification of primary language needs (translations)
- Potential: mapping of environmental beliefs for boys.

# Critical Moments: Jan-March Quantitative Testing



Each organization collects 250 sample, specified according to the collectively developed sampling frame.



Sample includes test/retest observations.



Technical support and coordination from ICRW



Identification of primary language needs (translations)

# Roles and Responsibilities of Collaborators:

## 1. Collaborating Organization

- Workshop attendance- 1 representative, and 1 girl expert (plus chaperone if needed)
- Monthly coordination meetings (as needed)
- Data collection:
  - Quant - 250/obs at baseline and endline + follow up test/retest (with support from ICRW Asia)
  - Qual - coordination of 2-4 interviews with girls (with support from GAL team)

## 2. Lead Collaborator

- Workshop Host - location, venue C travel logistics for participants
- Support identifying local language translators.
- Support coordinating qualitative data collection.

## 3. Data Collection Partner - Only (wider group)



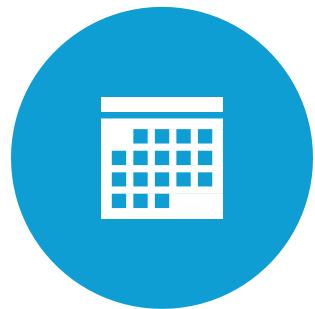
# For Discussion:



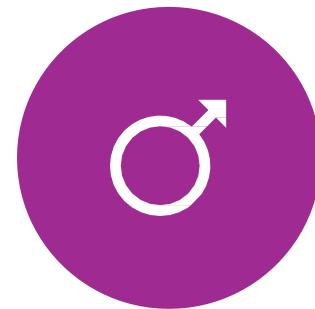
FEEDBACK



INTEREST TO  
PARTICIPATE



DATE FOR DOMAIN  
MAPPING WORKSHOP



INTEREST IN A BOY-  
VERSION OF THE  
INSTRUMENT?