



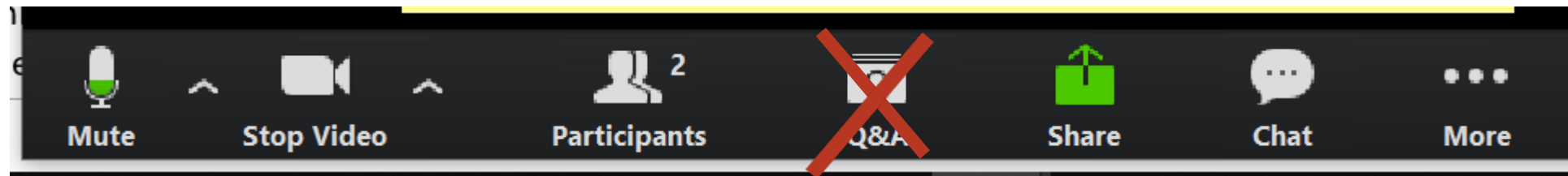
Women's Economic Empowerment

By DEVCO

November 2020

How will the Webinar work?

- Stay active listener! 😊
- If you have logistical questions, please use the Chat Box
- Slides will be shared with participants after the session together with a recorded link



Who are we?

TPSD – MKS

- Marie Dupost, moderator

Trade and Private Sector Unit, C4

- Joanna Kahiluoto, WEE Advisor

Trade and Private Sector Development Facility

- Georgia Taylor, DAI Expert

DEVCO Academy

- Vladiana Apetroaie, Webinar Master

Who are you?

Tell us your name and where you work
in the Chat box

Agenda and Learning objectives

Understanding the WHY, the WHAT and the HOW of women's economic empowerment

- Making the case – the economic, business and human rights case
 - Plus reflecting COVID-19
- Understanding the core concepts and frameworks
- Analysing the barriers
 - Plus an interactive exercise
- Learning about the EU's approach and programmes on WEE
- Supporting the design of programmes
- Q&A



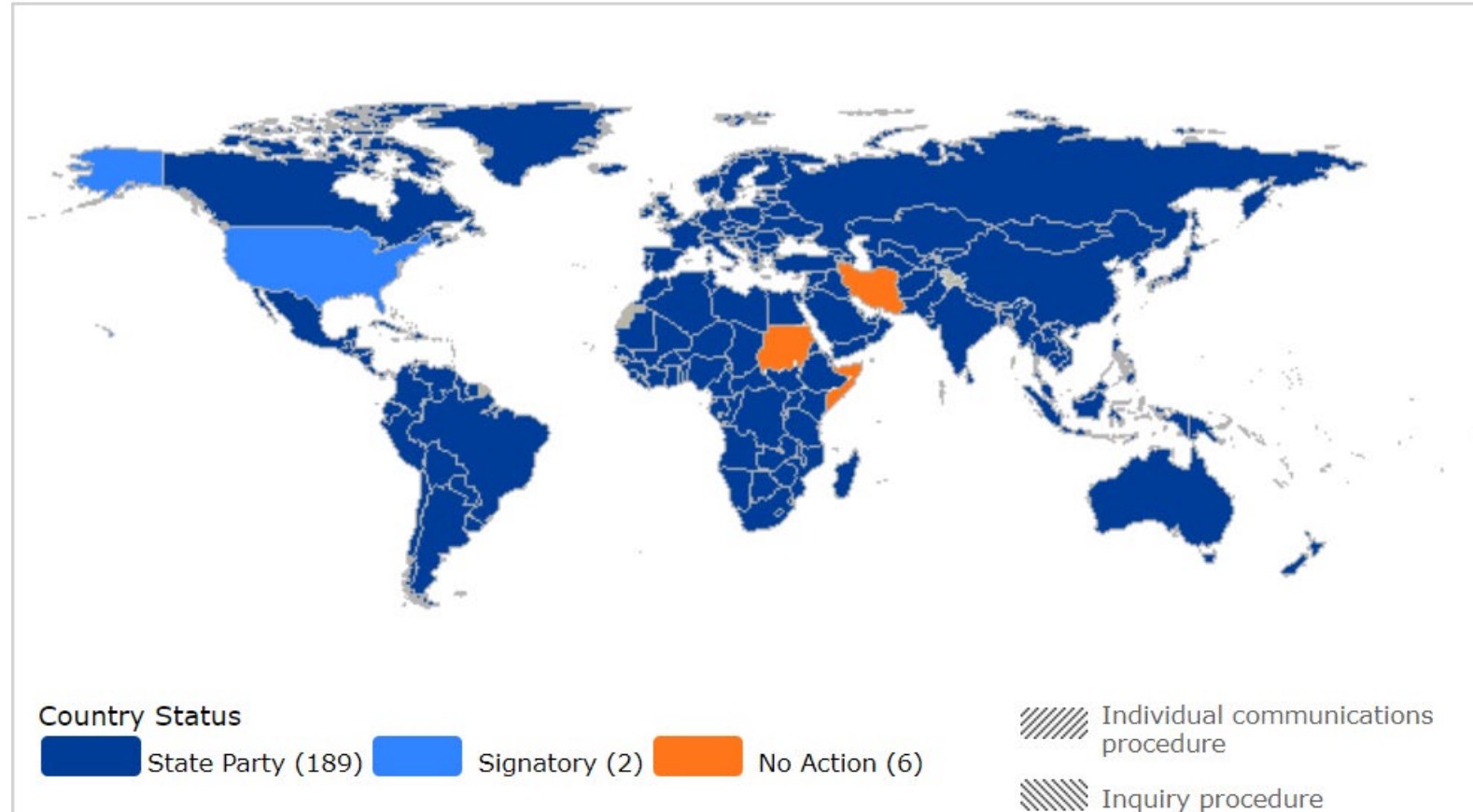
1. Why Women's Economic Empowerment

Why WEE?

- The right thing to do
 - **257 years** to reach economic gender equality globally
 - Women have on average $\frac{3}{4}$ **of the legal economic rights** of men
- Vital for sustainable and inclusive economic development
 - **USD 28 trillion to global GDP** by 2025 by improving gender equality
 - Closing gender gap could **boost GDP in between 4 percent and 32 percent**
- Improves business performance and profitability
 - Decrease absenteeism, staff turnover and increase productivity and retention rates
 - Diverse talent pool

International Commitments

- The UN Commission on the Status of Women (CSW) (1946)
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1981)
- Beijing Declaration and Platform for Action (1995)
- All SDGs and SDG5
- ILO conventions and recommendations



Ratification of the CEDAW

EU Legal and Policy Framework for WEE

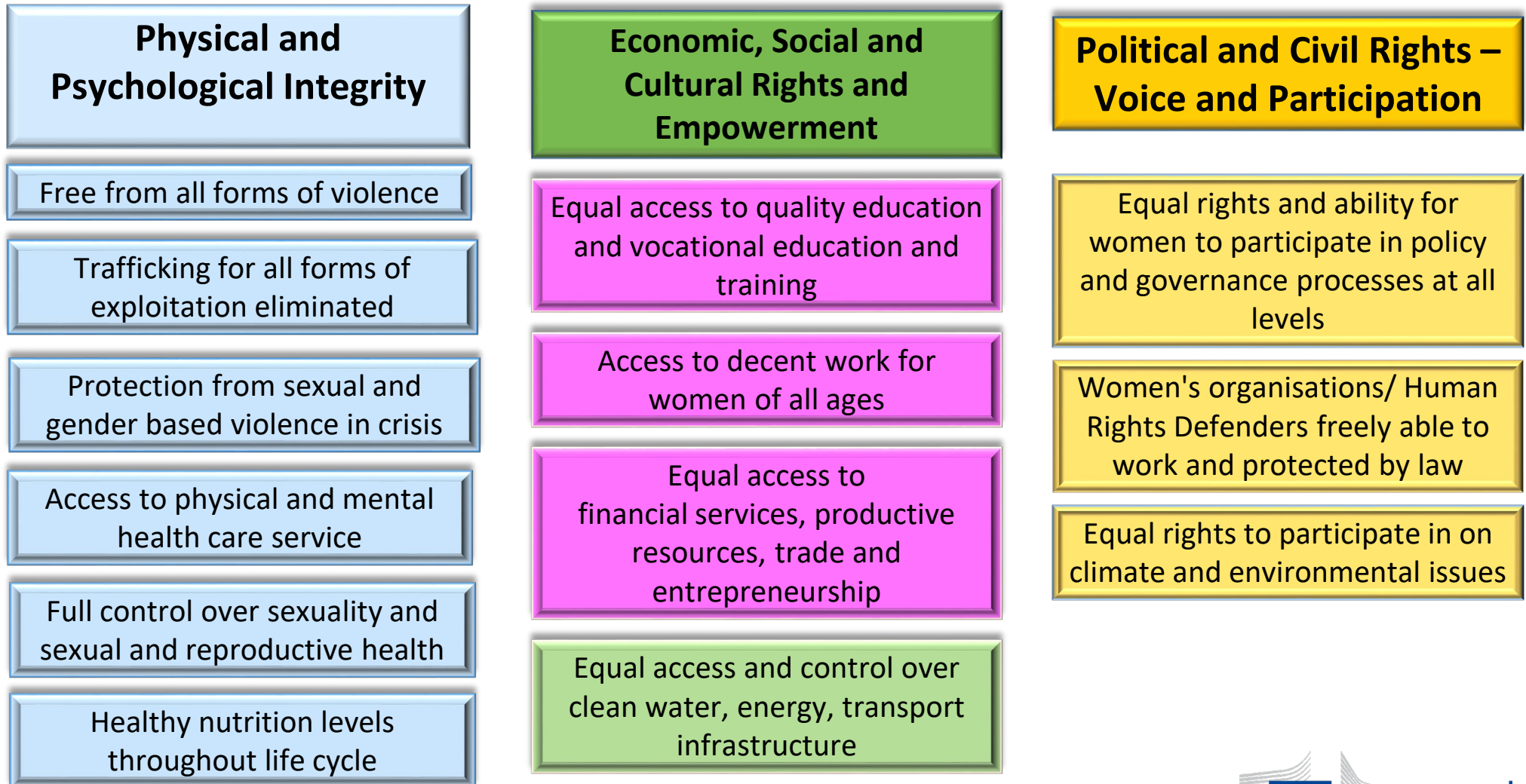
Foundation: The EU Treaties – legal basis for all our action

- *The Union is founded on values of **equality between women and men***
- *One of the EU objectives is to **promote equality between women and men** AND the Union shall uphold and promote its values and interests In its relations with the wider world*
- *External action is guided by **universality and indivisibility of human rights** and fundamental freedoms, respect for human dignity, **the principles of equality** and solidarity, and respect for the principles of the UN charter and international law*

EU Legal and Policy Framework for WEE

- Regulations, such as for financial instruments
- The EU Global Strategy
- The European Consensus on Development
- The EU Gender Equality Strategy 2020
- Gender Action Plan II (2016-2020), GAP III in the making

GAP II – Thematic Priorities and Objectives





2. What is WEE – Theory and concepts



Empowerment is a process of change

"The expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them."

Kabeer 2001

A woman is economically empowered when...

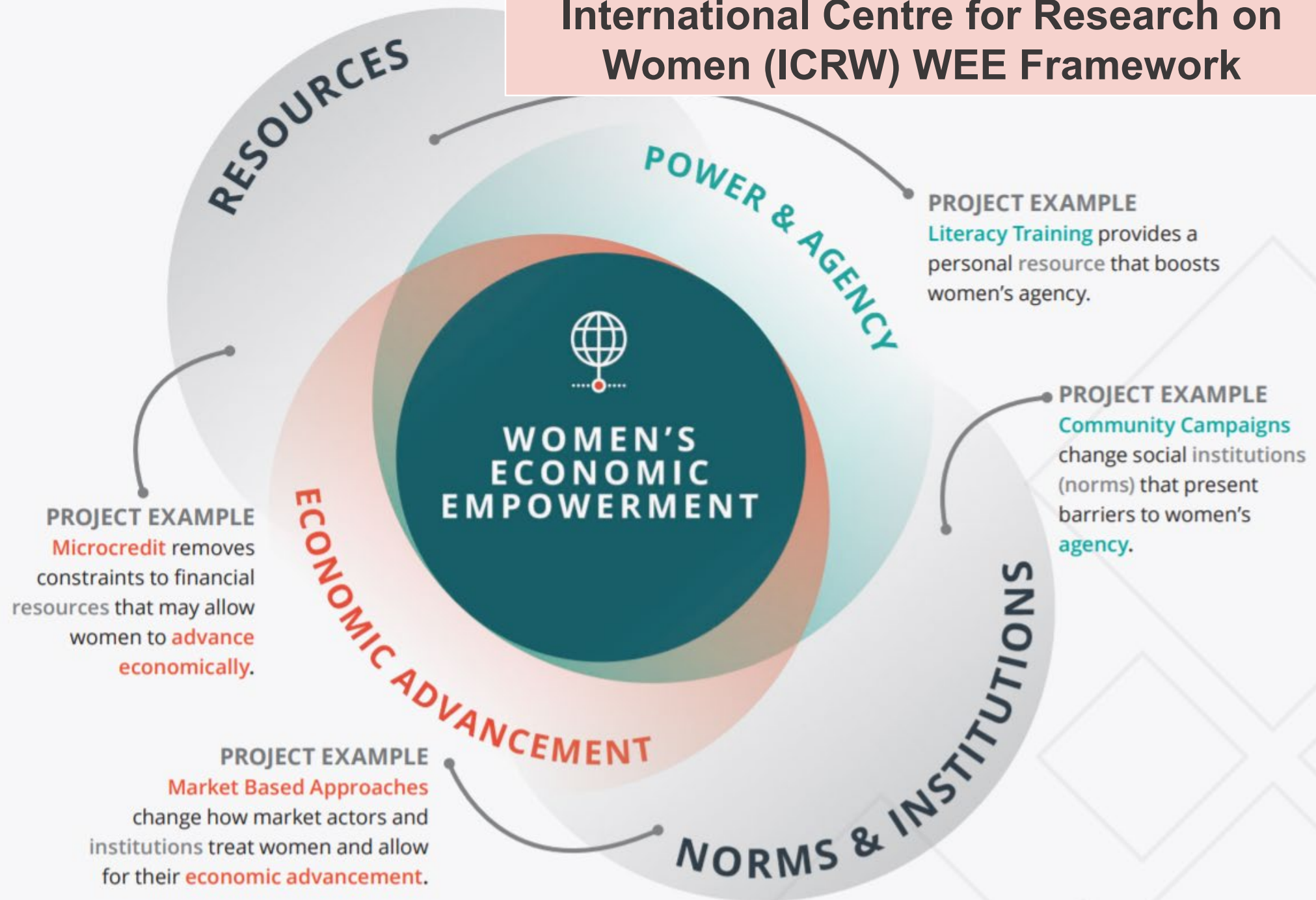
She has both the ability to **succeed** and **advance economically**...



...and **the power and agency** to make and act on economic decisions

2. What is WEE

International Centre for Research on Women (ICRW) WEE Framework



2. What is WEE

UN High Level Panel

Seven Primary Drivers of Women's Economic Empowerment



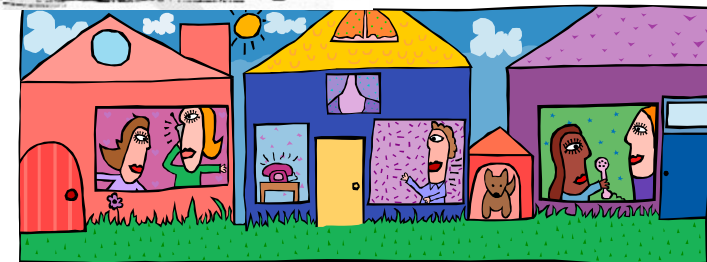
2. What is WEE

Agency - personal and social power to make choices and act – to impact on the world in a way that may be contrary to social norms and structure

Agency



Structure and social norms



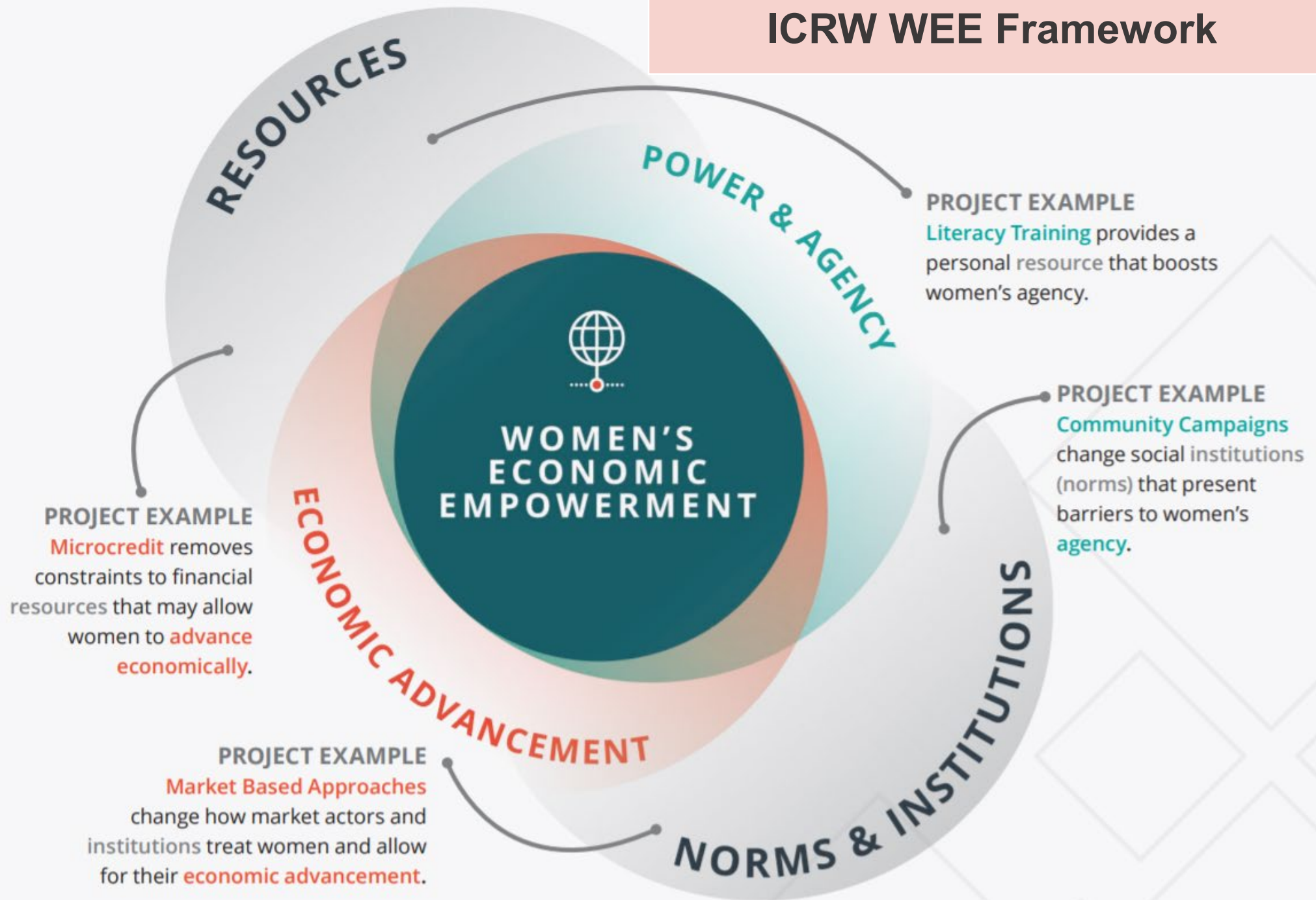
3. Barriers to WEE

Domestic work
is work

workers no
slaves

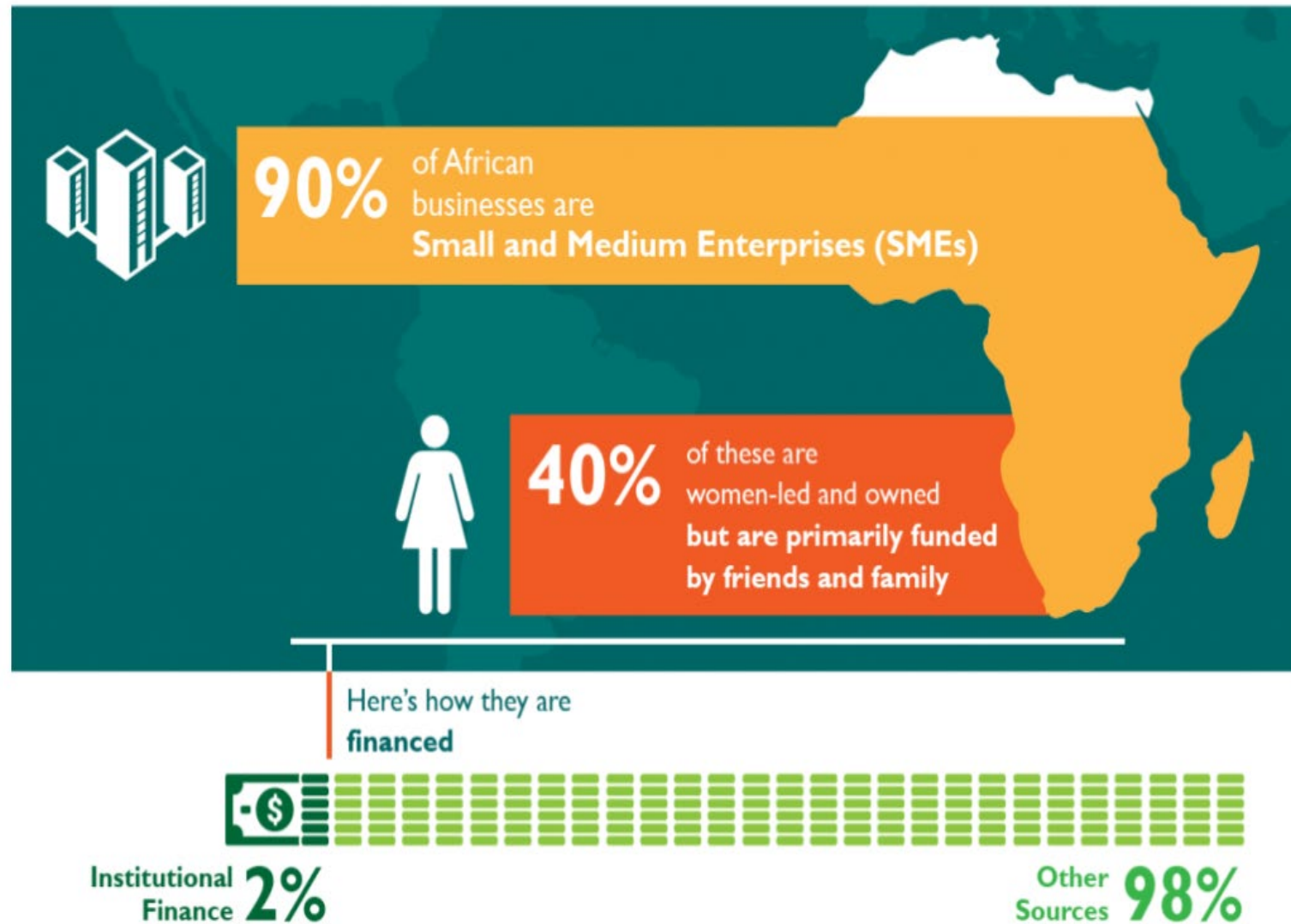
3. Barriers to WEE

ICRW WEE Framework



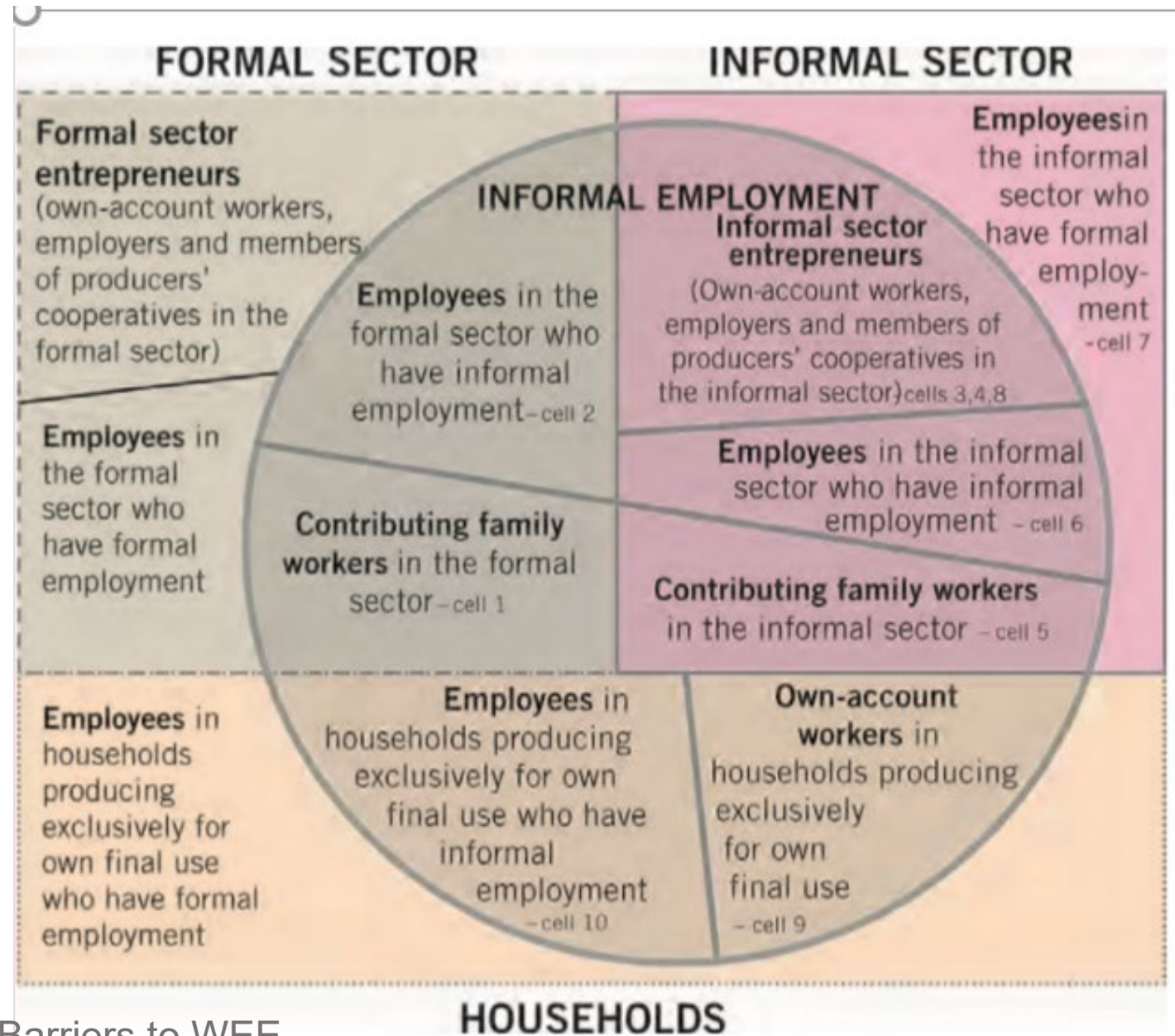
Economic advancement

- Entrepreneurship - MSMEs
- Agriculture
- Employment and other forms of income





Who are informal workers?



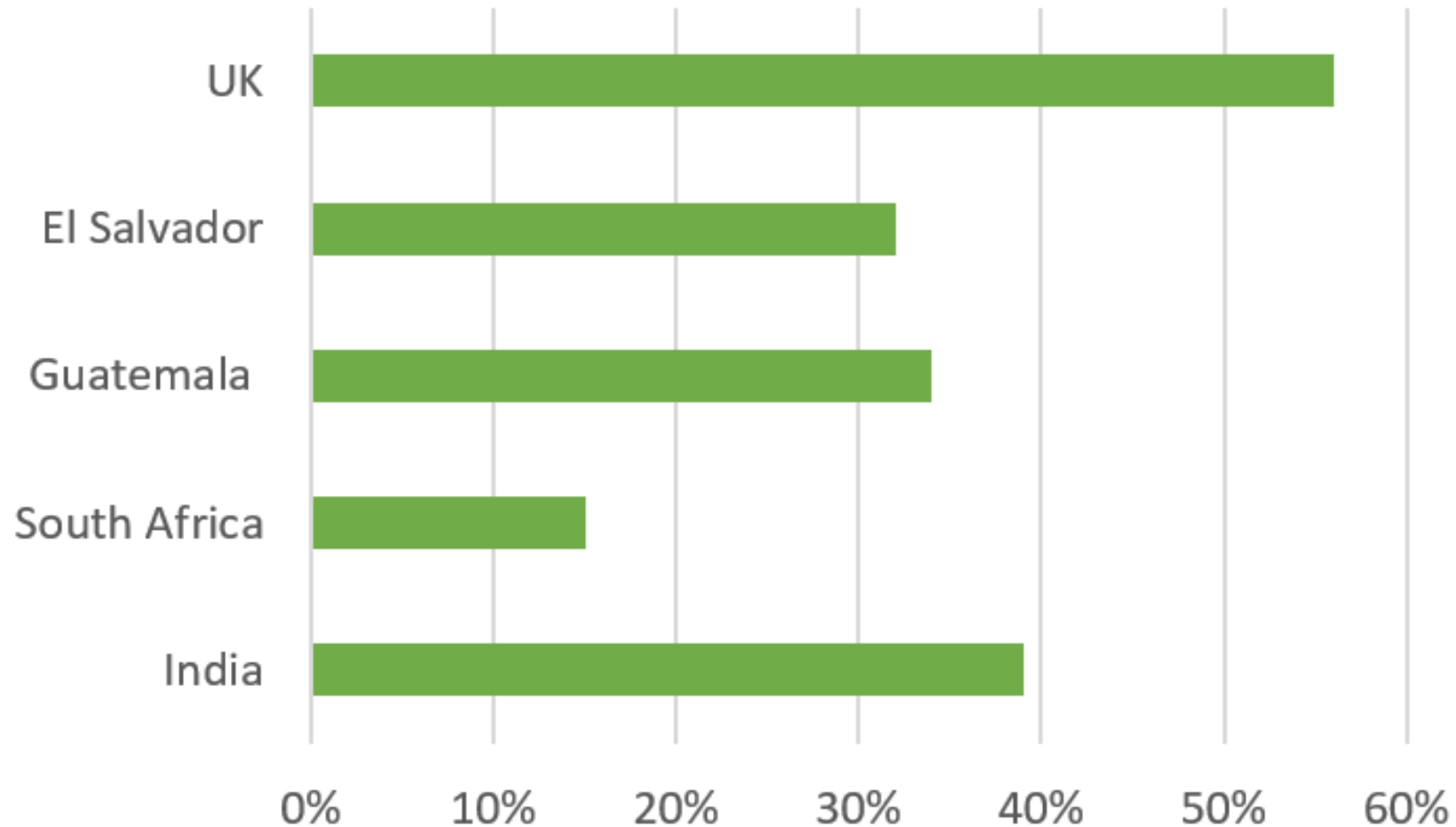
Power and agency

- Self belief
- Power
- Decision making
- Unpaid work



Unpaid care, household and contributing family work

Value of unpaid care work as % of GDP



- Stagnant gender roles limit opportunities and talent
- Unpaid care and HH work subsidises families and countries
- Gender inequality de-values this work
- Governments do not invest – time saving technology, infrastructure

Limited access to resources

- Financial services and investment
- Assets and productive resources
- Digital inclusion
- Access to services and infrastructure – public sector investment
- Collective action, mentors and role models

Enabling Environment – Policy and regulatory framework

Legal rights of men 100%, legal rights of women 50% in Africa and MENA

Land ownership women 12%, men 31% (10 countries in Africa)

- Discriminatory laws and practices that limit:
 - land and asset ownership
 - choice of income earning activity
 - protection of women from violence
 - social protection
- Lack of representation of women in politics and government
- Inadequate government policies and investment in infrastructure and public services for women

Enabling Environment – Norms and institutions

Social and cultural norms - gender roles, societal expectations

Attitudes and roles, unpaid care and household work

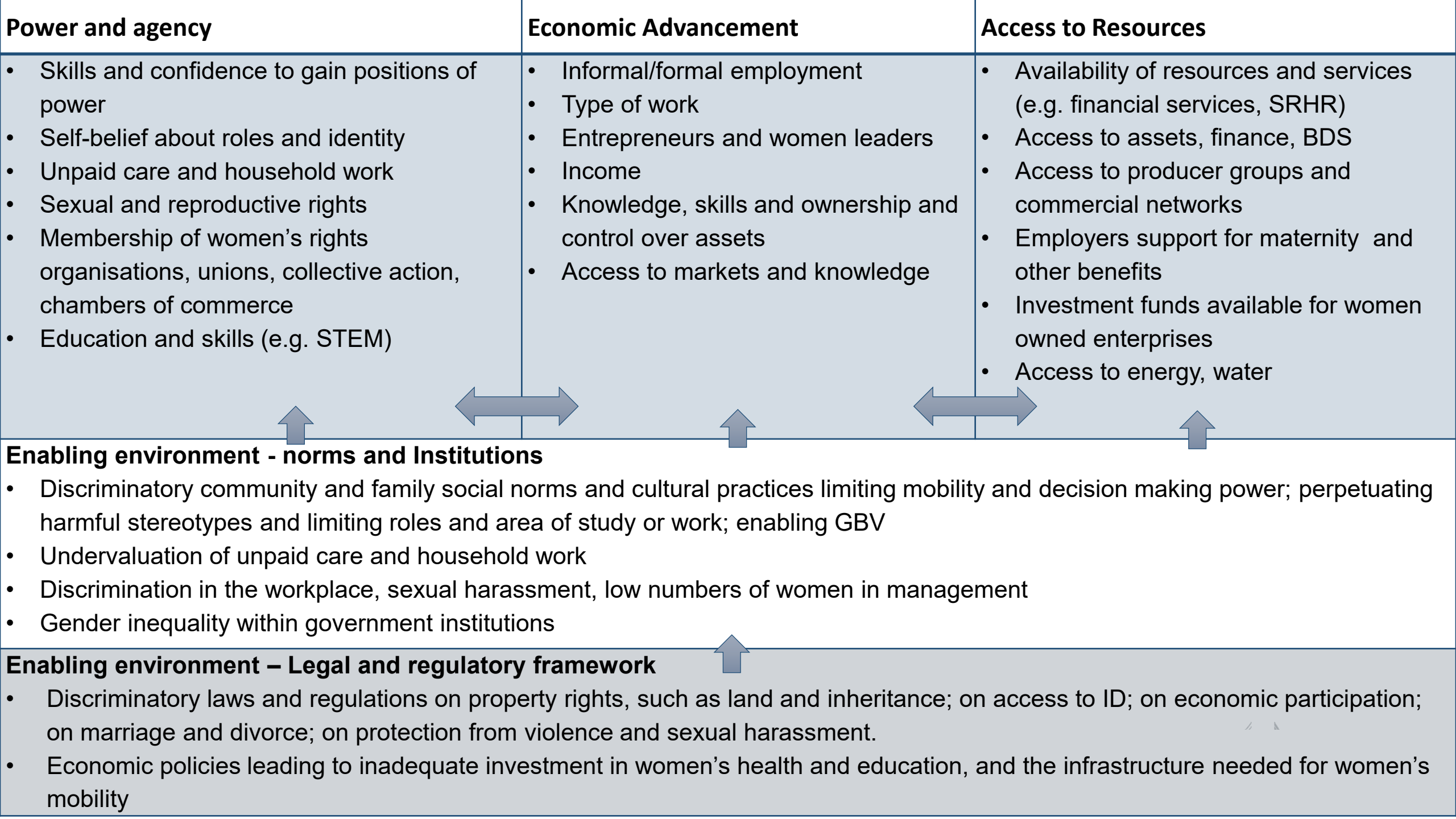
Social norms that allow GBV or sexual harassment in the workplace

**Networking and collective
action:**

Isolation or participation, peer
learning and experience
sharing, role models of women
in power

**Institutions – formal and
informal:**

Social norms and
discrimination in the
workplace, and among policy
makers



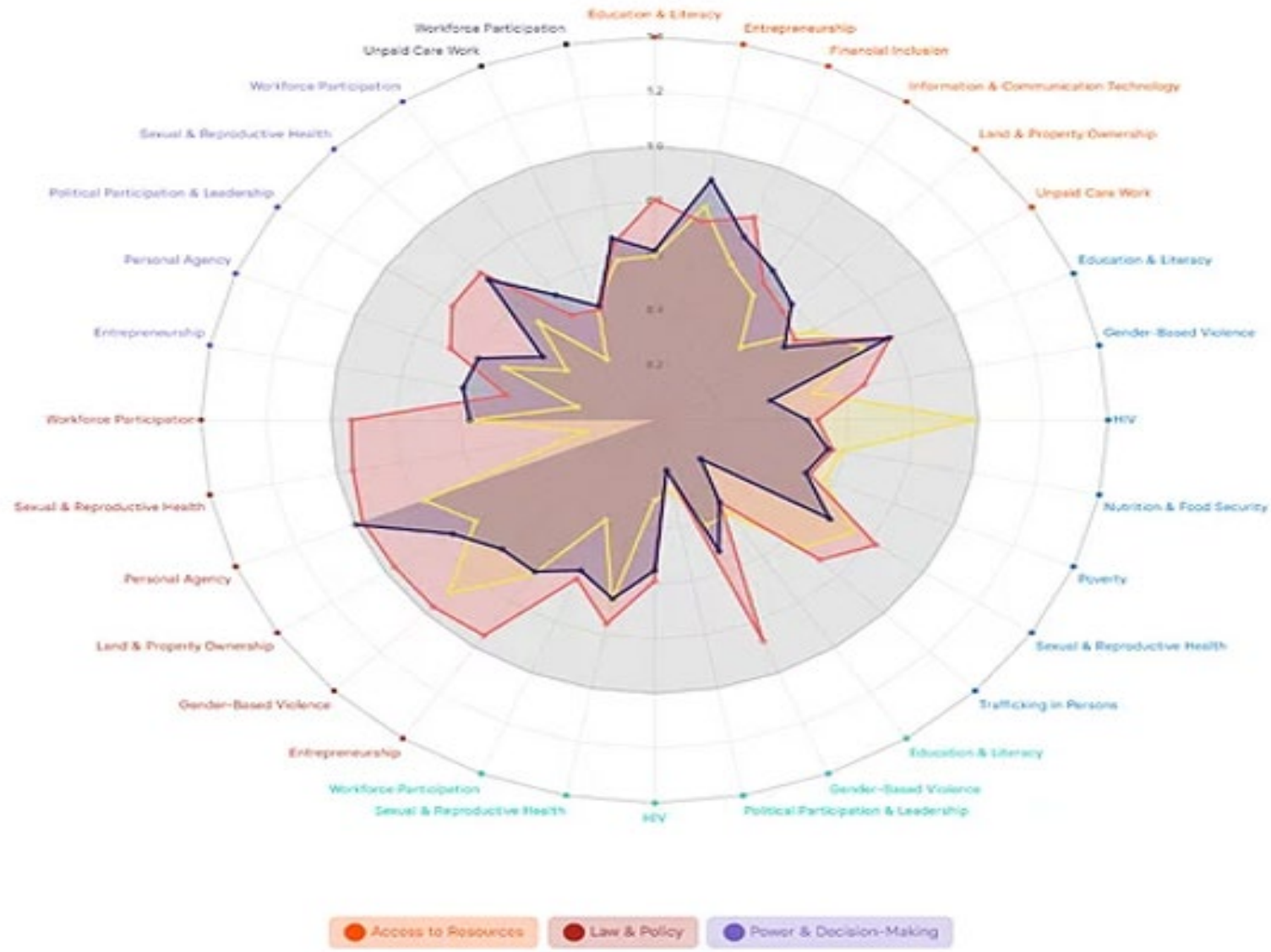
WEE and COVID-19

Why are women particularly vulnerable?

- Forms of women's employment and entrepreneurship
- Access to resources
- Sectors impacted
- Safety nets
- Unpaid work
- Gender-based violence

Q&A and Discussion

4. Let's practice!



<https://www.equilo.io/>



Let's practice – Breakout rooms

Take a moment to reflect the situation for women in the country where you work – or any country of your choice – do they face these barriers?



Rank the prevalence of the different types of barriers from 1-10

- *Which type of barriers you think limit women's economic participation in your country?*
- *What concrete barriers you see in your country under each category?*
- *Are you aware of these barriers? Are they taken into account in program design? Do you have programs to address these barriers?*
- *Where do you find this information?*

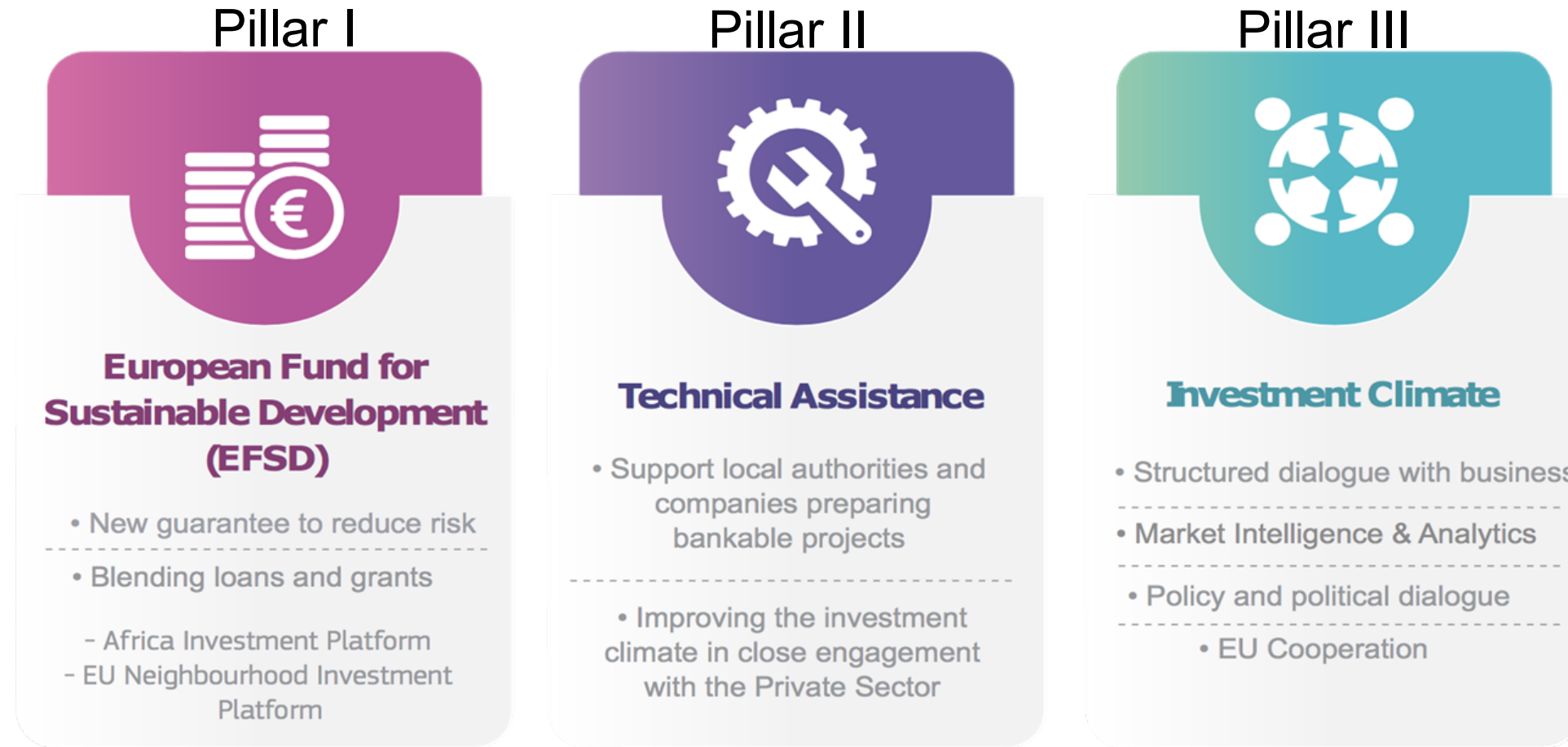
5. WEE in DEVCO



WEE Approach

1. **Creating an enabling environment** for women in the economy
2. **Supporting increased investment** targeting women's economic empowerment
3. **Targeted actions in sectors** with a focus on sectors with high numbers of women and with high potential for opportunities

The EU External Investment Plan (EIP)



A one-stop-shop for public and private investors

Examples - Creating an enabling environment for women in the economy

Regulatory and policy reforms for women's economic empowerment, e.g. through the EIP Pillar III

- Economic Empowerment of Afghan Women through Vocational Education and Training
- Part of EU budget support in Ivory Coast aiming to tackle the customary laws undermining women's access to land
- The 'Right to Land in the Cunene Province' (DITERCU) initiative in Angola addresses gender-based discrimination in access to land

Examples – Increased investment on WEE, E.g. EFSD Guarantees and Blending, combined with Technical Assistance

NASIRA Guarantee – Set to create and support up to 800,000 jobs and benefit small and medium-sized enterprises.

- The local financial institutions will provide access to (affordable) funding to the part of the society now perceived as too risky, such as women.

+In the making.... **AFAWA** (Affirmative Finance Action for Women in Africa)

Women's Financial Inclusion Facility – Blending (Women's World Banking and KfW)

- Building gender diverse financial institutions in Sub-Saharan Africa and incorporating low-income women in their client base.
 - Supporting creation of financial products and services targeted to women clients.
 - Creating and supporting implementation of Gender Action Plans for the local financial institutions.

Examples – Targeted programmes on WEE

**High
potential**

Digital

- E.g. Digital2Equal

**High
numbers**

Garment (Decent work)

- E.g. Better Work Programme, Track and Trace Platform

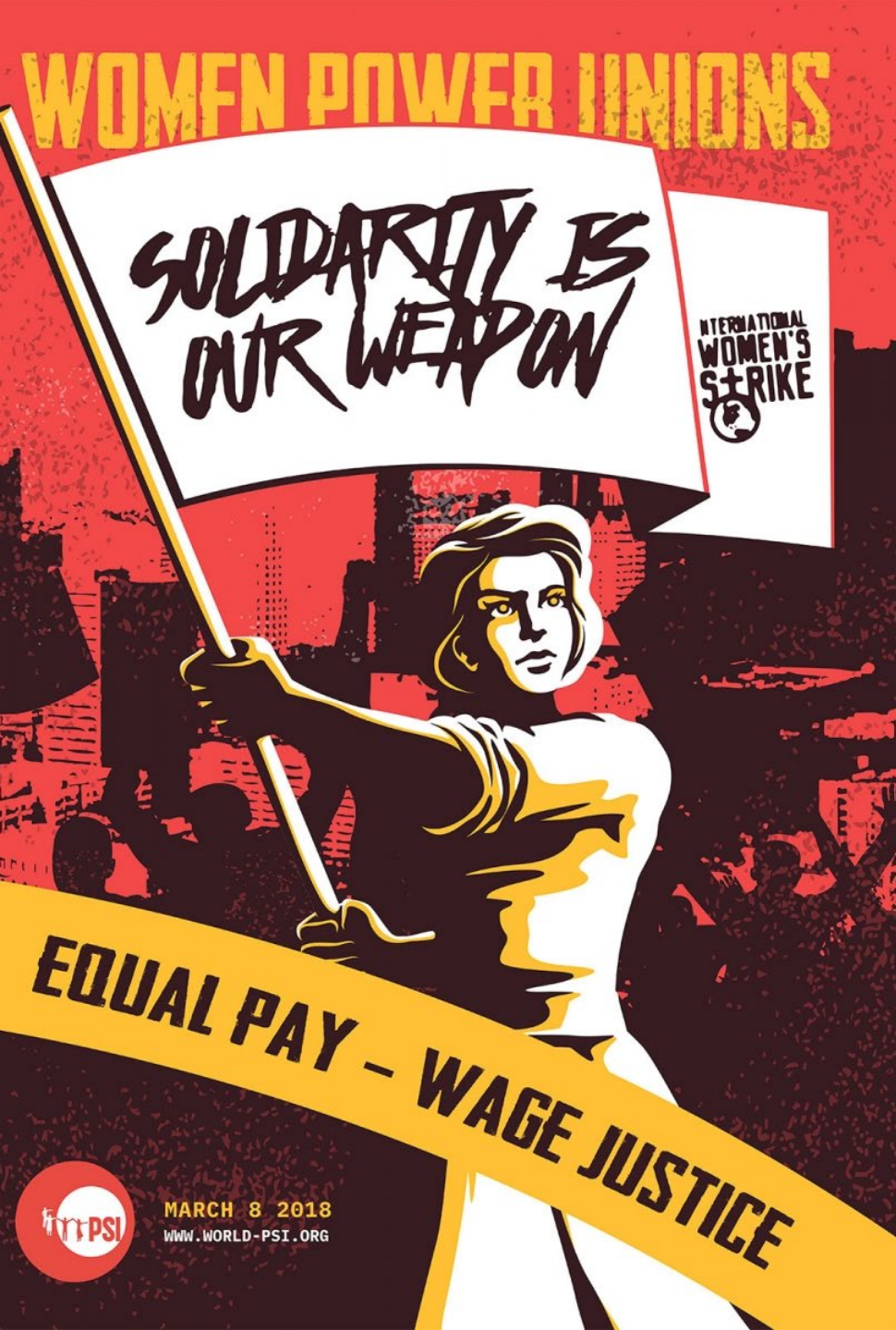
Agriculture

- Women and Agriculture – support to the RBA to integrate gender

High risk

Extractive industry

- Development Minerals ACP – gender mainstreaming and support to women in development minerals sector



6. Programme Design and Implementation

Using the GAP II to design a WEE programme

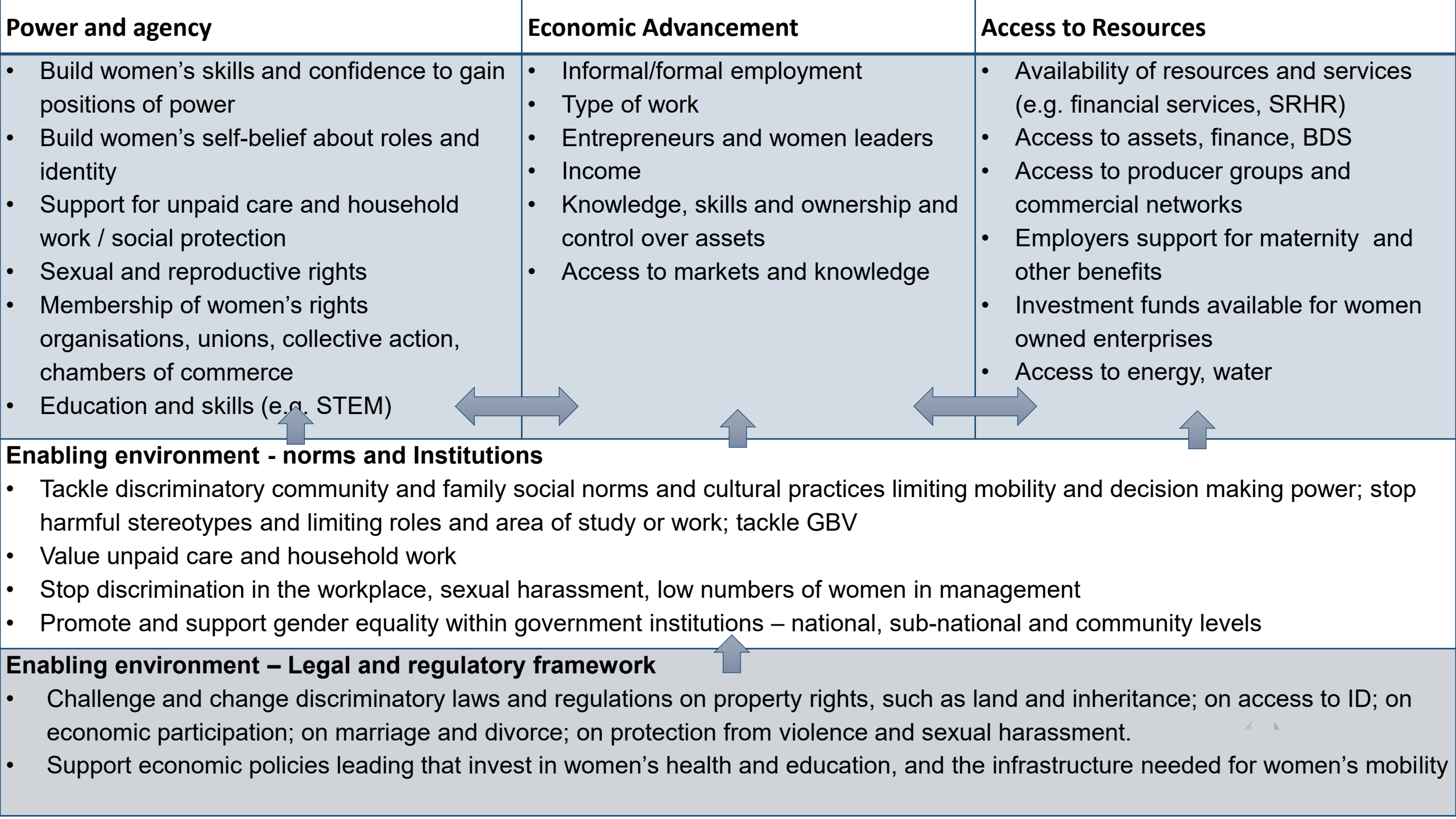
1. Use resources
2. Engage sufficient WEE expertise
3. Robust gender analysis – with emphasis on WEE
4. WEE mainstreamed or WEE focused interventions

Remember there will be a GAP III by the end of 2020

Gender / WEE analysis

Use the WEE framework to organise concepts and areas of analysis

- Statistics and evidence – secondary and primary data
- Identify and understand barriers to WEE
- Map key actors – especially women's rights organisations and gender equality architecture
- Recommendations:
 - Objectives and opportunities for policy and political dialogue
 - Clear, tangible suggestions for interventions (addressing barriers)
 - Mainstreaming WEE or targeting WEE



WEE and COVID-19 response

Power and Agency

- Voice and participation
- Knowledge and capacity
- Decision making

Economic advancement and access to resources

- Access to social protection
- Women and employment – formal, informal, sectors
- Access to digital solutions and communications
- Access to finance and markets

Enabling Environment

- Focus on policies and regulations to disable barriers that limit women's access to COVID-19 response
- Consider response policies to enable women's access

Start up, team and partners

- Mainstreaming WEE or women targeted
- Expertise and team culture
- Safeguarding and preventing sexual harassment
- Partners and gender equality
- Monitoring and evaluation

Q&A and Discussion

Take home messages

“Ensure that gender equality and the empowerment of women and girls continues to be a top priority in our international cooperation and development”

President Ursula Von der Leyen to Jutta Urpilainen

Take home messages

- Use the GAP
- Use gender expertise and ensure team commitment to gender equality and WEE
- Be mindful of the multiple barriers limiting women in the economy
...And keep them in mind in the program design!
 - Gender equality mainstreaming and/or
 - Women focused
- Remember, often gender neutral = gender blind!

Resources

- GAP II Guidance Note, Gender HelpDesk for GAP II Implementation
- Resource Package on Gender Mainstreaming in EU Development Cooperation. <http://eugender.itcilo.org/>
- Resource Package – online DEVCO Academy <https://webgate.ec.europa.eu/devco-academy/course/view.php?id=185>
- Because Women Matter https://ec.europa.eu/europeaid/sites/devco/files/because-women-matter-brochure-20190412_en.pdf
- Facts and Figures WEE <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>
- Business Briefing on unpaid Care and Domestic Work
<https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620764/bp-unpaid-care-domestic-work-business-040619-en.pdf;jsessionid=17D9625A60E75C211B0B0D9F5F71A328?sequence=3>
- Women Business and the Law, World Bank <https://wbl.worldbank.org/>
- Gender Action Learning System (GALS) <http://www.gamechangenetwork.info/GAMEchangeNetwork/GALSatScale.html>
- Global Gender Gap Report 2020 - The World Economic Forum <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>
- McKinsey Global Institute – Power of Parity Report 2015 (USD 28trillion to GDP) <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

Resources continued...

- Women's Income Generation in North East Nigeria: Economic Empowerment and Justice in Rural Markets – WISE and Propcom Mai-Karfi <http://www.propcommaikarfi.org/wp-content/uploads/2018/06/Womens-Income-Increase-in-NE-Nigeria-WEE-in-Rural-Markets-June2018.pdf>
- Review of evaluation approaches and methods used by interventions on women and girls' economic empowerment - ODI and SDD <https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/8843.pdf>
- Measuring WEE – Oxfam:
<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620271/gt-measuring-womens-empowerment-250517-en.pdf?sequence=4>
- DCED resource library on WEE <https://www.enterprise-development.org/implementing-psd/womens-economic-empowerment/>
- Measuring WEE - DCED https://www.enterprise-development.org/wp-content/uploads/Measuring_Womens_Economic_Empowerment_Guidance.pdf
- Measuring WEE – ICRW <https://www.icrw.org/publications/understanding-and-measuring-womens-economic-empowerment/>

Resources continued...

- Ethical Trading Initiative. Base Code Guidance Gender Equality.
<https://www.ethicaltrade.org/resources/base-code-guidance-gender-equality>
- Women's Empowerment Principles
https://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/WEP_EMB_Booklet.pdf
- Gender Lens Investing <https://thegiin.org/gender-lens-investing-initiative>
- Business Briefing on Unpaid Care and Domestic work
<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620764/bp-unpaid-care-domestic-work-business-040619-en.pdf;jsessionid=17D9625A60E75C211B0B0D9F5F71A328?sequence=3>

Thank you



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**AND
REMEMBER THE TREES,
CLIMATE, ENVIRONMENT, BIODIVERSITY**



Examples of frameworks, theories of change and socio ecological models

February 2020

M&E: Sample indicators – economic advancement

- Increase in income or profit (individual or MSME)
- Preferences for self-employment, by sex
- Percentage of firms owned by women, by men and joint, by size
- Proportion of adult population owning land, by sex, and jointly
- Earning gap in self-employment
- Share of women who had access to leadership training in the past year
- Percentage of women who received business development training in the past year
- Number of women's business organisations or chambers of commerce
- Investments in women and men-owned businesses
- % of STEM students who are women / number of women in tech jobs

M&E: Sample indicators – power and agency

- Women's decision making power in the household – spending decisions
- Percentage of women who have bank accounts
- Women's self confidence and self esteem
- Contraceptive prevalence rate and unmet need for family planning
- Prevalence of intimate partner violence and sexual harassment in the workplace
- Percentage of women union members
- Social norms around women's roles
- Percentage of men involved in unpaid care and household roles / time use

GENDER EQUALITY CONTINUUM TOOL

Ignores:

- the set of economic/social/political roles, rights, entitlements, responsibilities, obligations and associated with being female & male
- power dynamics between and among men & women, boys & girls

Gender Blind

Gender Aware

- Examines and addresses these gender considerations and adopts an approach along the continuum

Exploitative

Reinforces or takes advantage of gender inequalities and stereotypes

Accommodating

Works around existing gender differences and inequalities

Transformative

- Fosters critical examination of gender norms* and dynamics
- Strengthens or creates systems* that support gender equality
- Strengthens or creates equitable gender norms and dynamics
- Changes inequitable gender norms and dynamics

GOAL

Gender Equality and better development outcomes

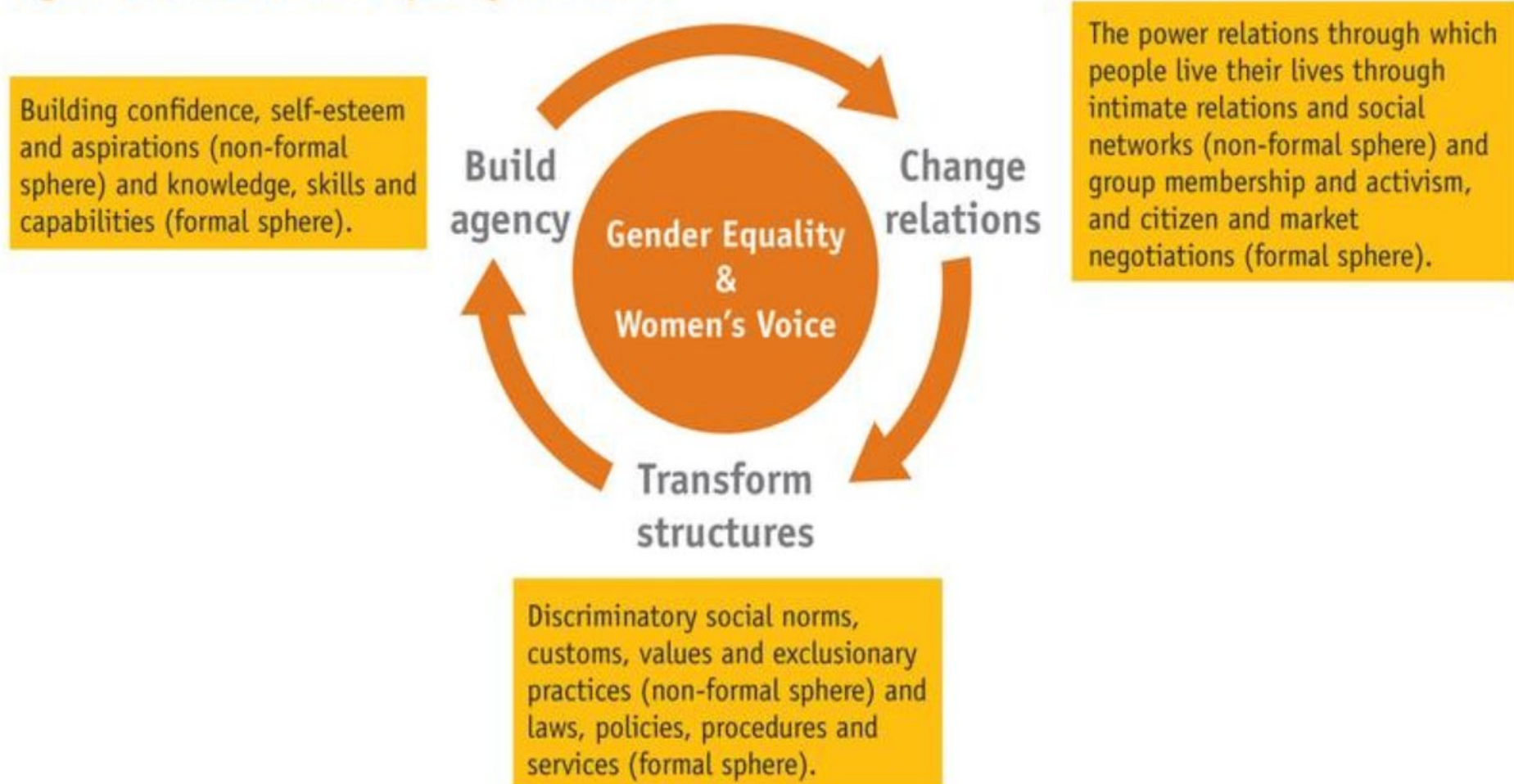


* Norms encompass attitudes and practices

* A system consists of a set of interacting structures, practices, and relations

Fig. 3 CARE's Gender Equality Framework

Figure 1: CARE's Gender Equality Framework



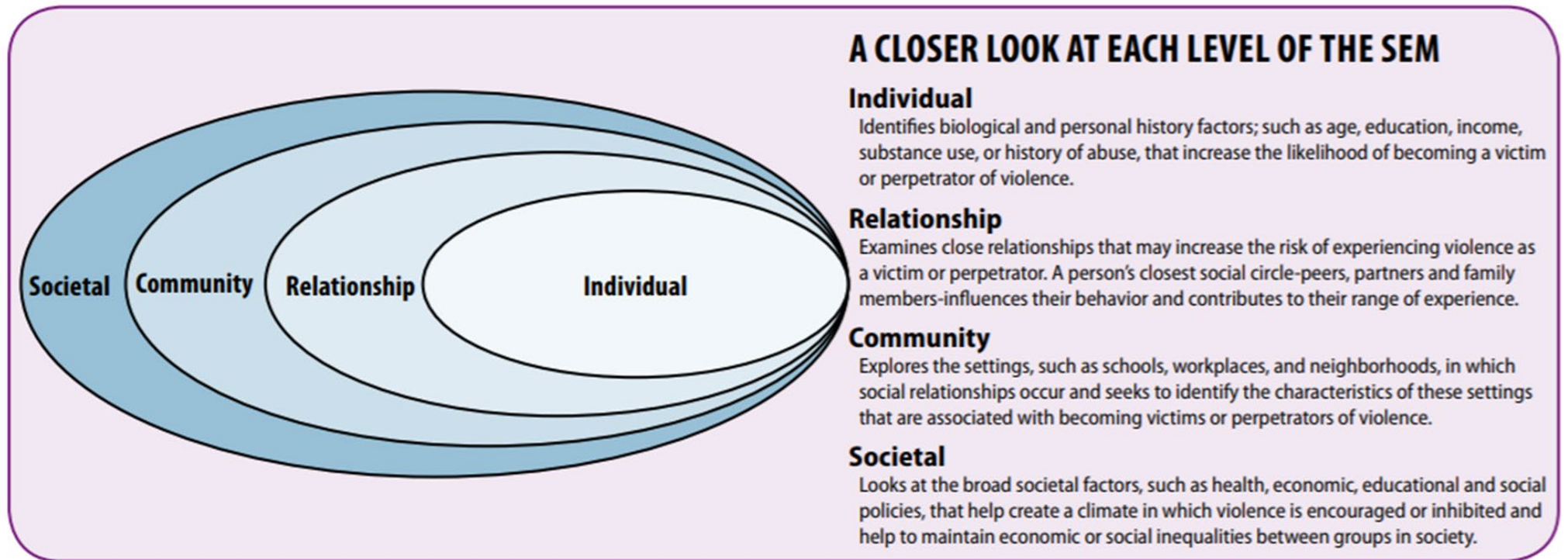
CARE's Gender Equality and Empowerment Framework

CARE defines women's empowerment as the sum total of changes needed for a woman to realise her full human rights – the interplay of changes in:

- ❖ Agency: her own aspirations and capabilities,
- ❖ Structure: the environment that surrounds and conditions her choices,
- ❖ Relations: the power relations through which she negotiates her path.

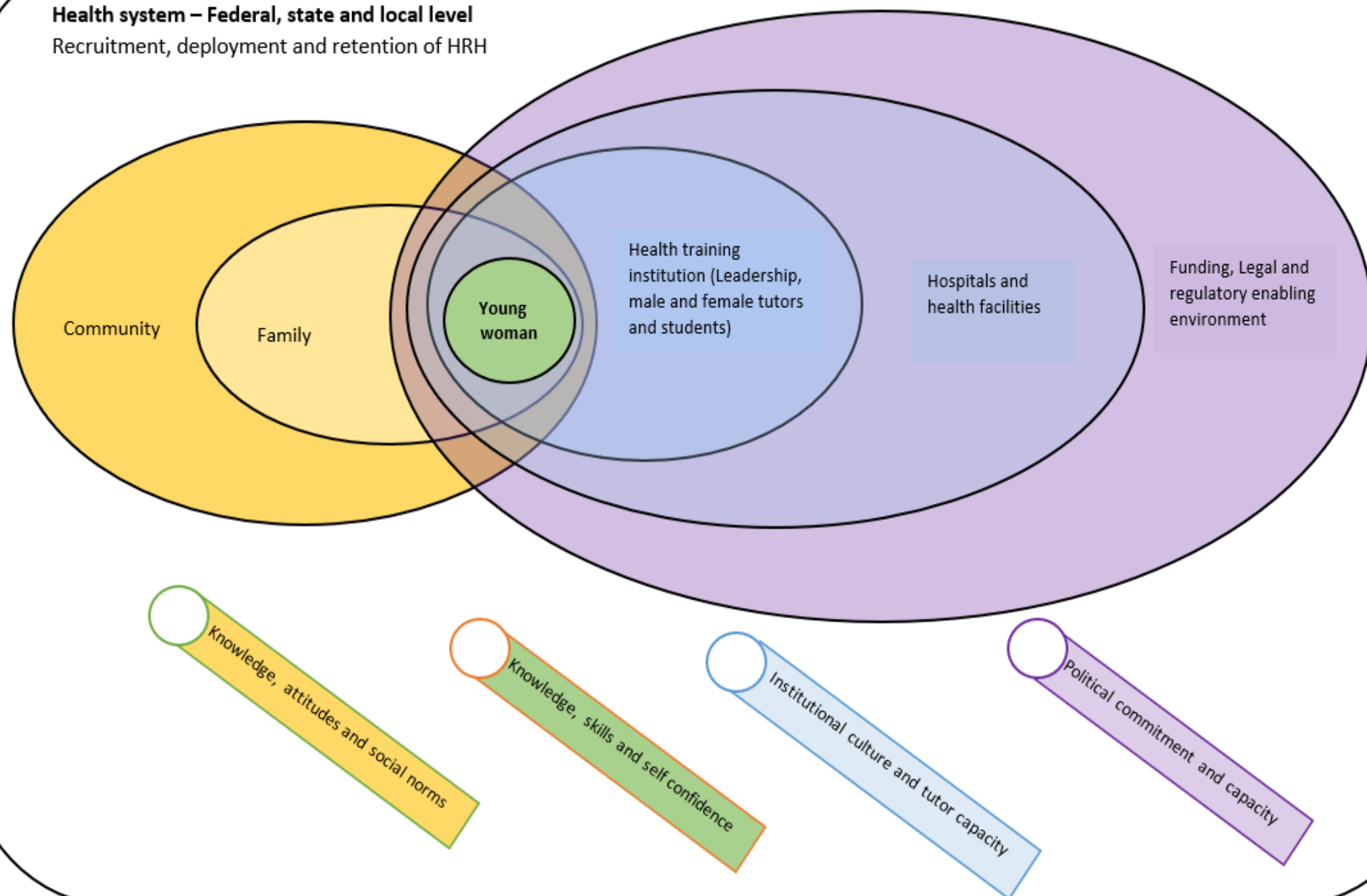
Socio-ecological Frameworks

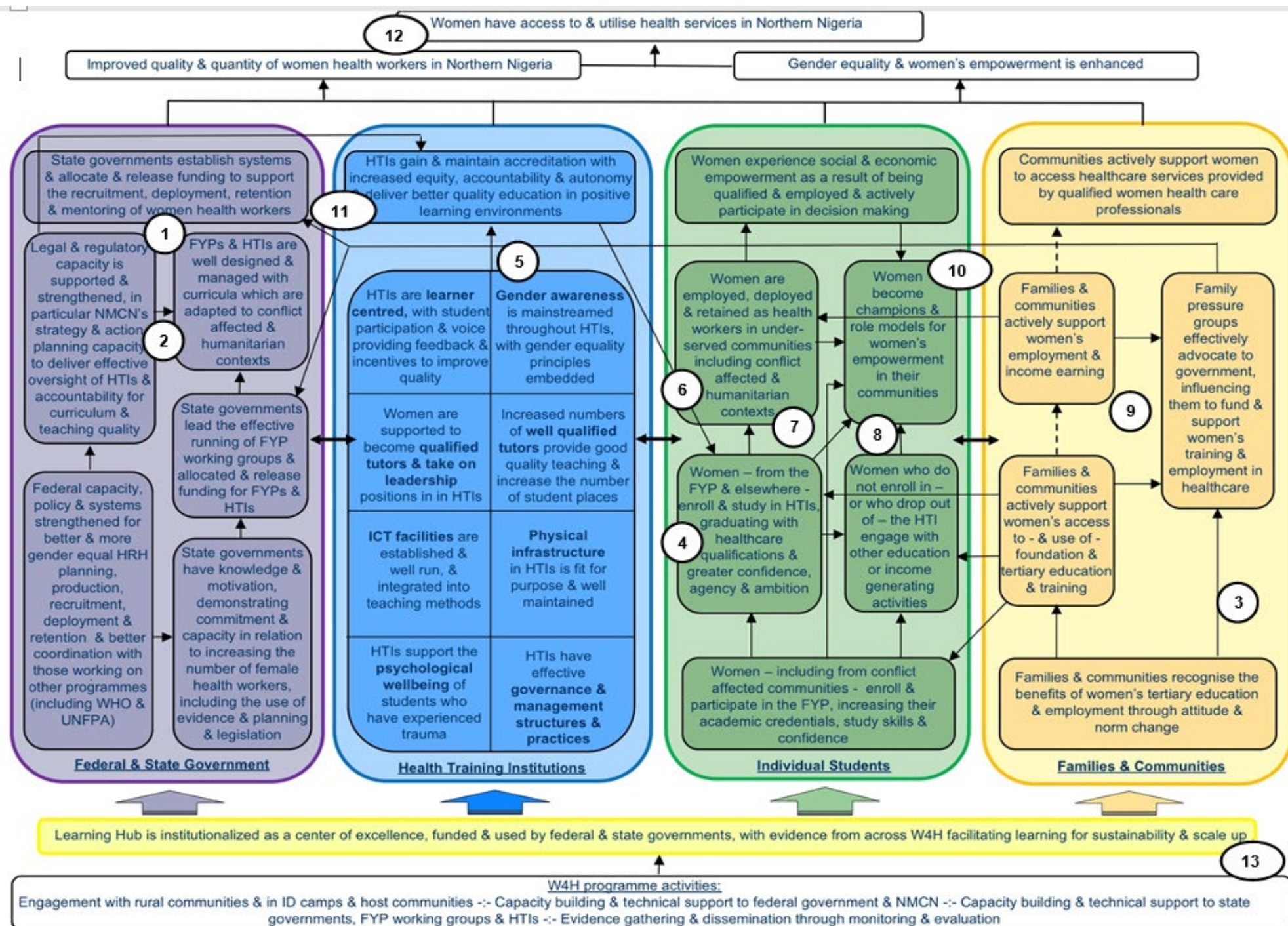
The Social Ecological Model (SEM) is a theory-based framework for understanding the multifaceted and interactive effects of personal and environmental factors that determine behaviours.

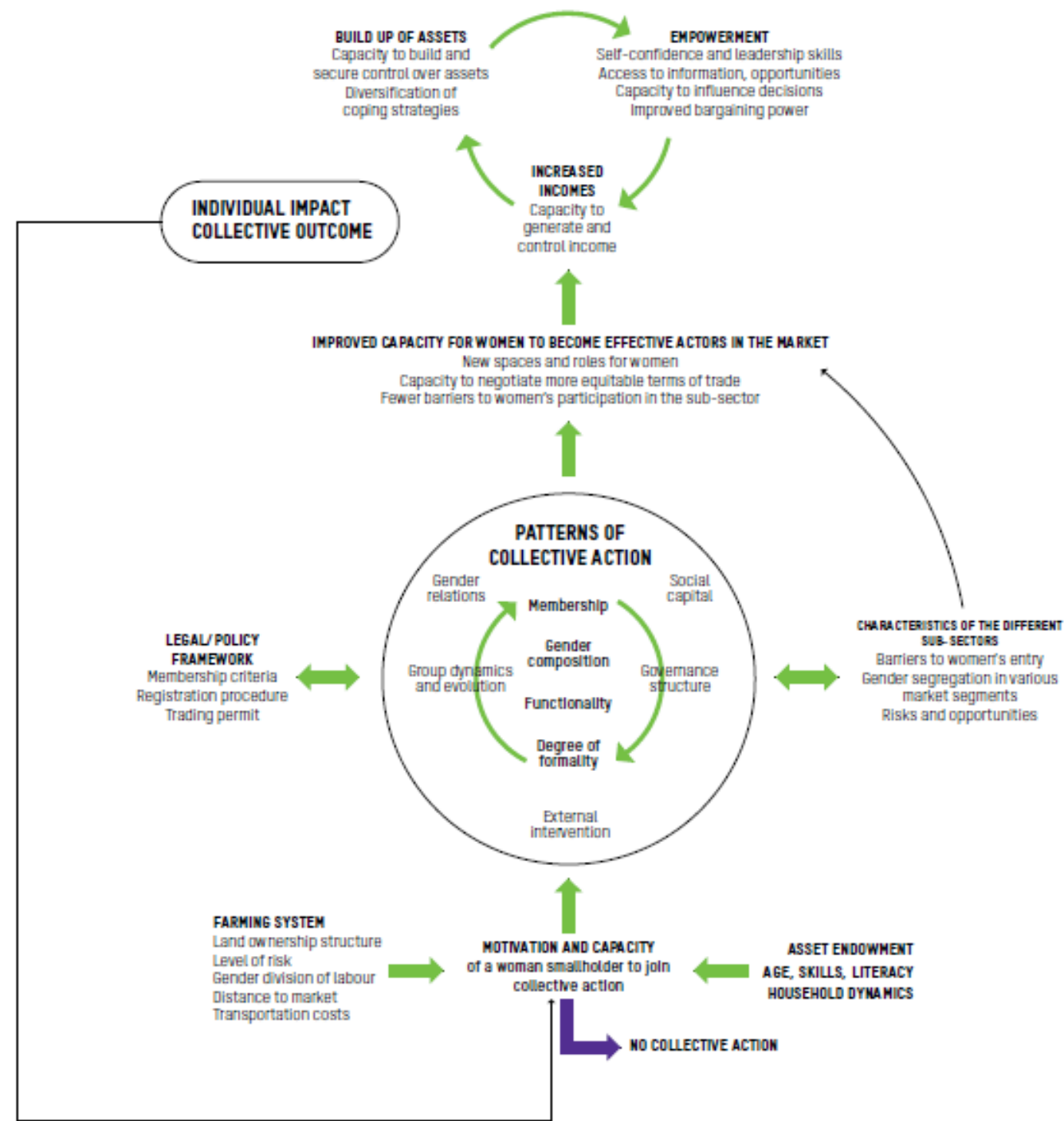


Health system – Federal, state and local level

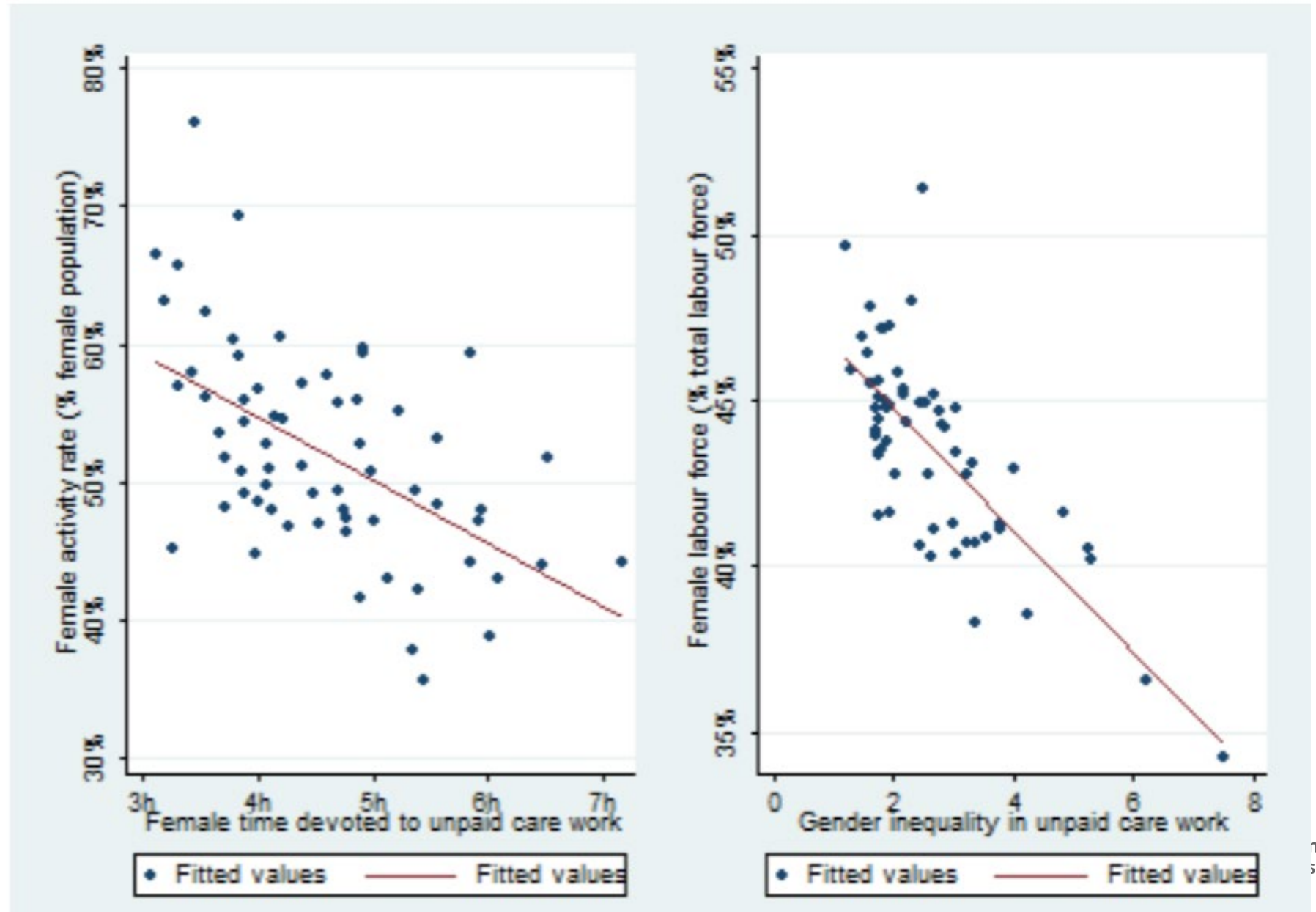
Recruitment, deployment and retention of HRH







Inequality in care and HH work is linked with inequality in the workforce



Legal and regulatory reform - impacting on MSMEs

ILO Recommendation 204 – Formalisation

- Women's Voice
- Women's needs
- Collective action
- Tripartite consultations
- Rights and decent work
- Social protection
- Accountability
- Compliance
- Incentives
- Digitalisation and use of technology



The EIP Empowering Women

Pillar I – Blending and EFSD Guarantees

- De-risking the perceived risk of investing in women
 - Leveraging additional funds to benefit women
- Going where funds would not otherwise go

The EIP Empowering Women

Pillar II – Technical Assistance

- Provision of know-how to support the implementation of Actions
 - Bankable projects by women entrepreneurs
 - Investment climate analysis on constraints faced by women
 - Investment climate reforms, including gender policy

The EIP Empowering Women

Pillar III – Improving investment climate

- Investment climate analysis and public-private dialogue
- Consider and analyse the gender context and constraints faced by women in their economic participation
- Priority actions for investment climate reforms