

WOW Helpdesk Evidence Digest

June 2018

About WOW

The Work and Opportunities for Women (WOW) programme is a flagship programme funded by UK's Department for International Development (DFID).

This five year programme aims to enhance the economic empowerment of 300,000 women working in global value chains by September 2022. It will achieve this goal by supporting businesses, organisations and programmes that are ready and willing to act on women's economic empowerment; enabling players across the supply chain ecosystem to drive change; and influencing the UK and global agenda on women's economic empowerment.

The WOW Helpdesk

The WOW Helpdesk provides rapid, flexible, tailored and specialist analysis, guidance and 'know-how' to support UK government staff in addressing WEE in policy and programming, through:

- An 'on-demand' research and technical assistance service for DFID and other UK government staff;
- Targeted guidance on cutting edge WEE issues and themes
- Regular evidence and learning updates from Helpdesk assignments.

If you are interested in WOW Helpdesk support, please contact: enquiry@WOWhelpdesk.org.uk

News & Updates on Women's Economic Empowerment

- **News: GADNet highlights structural barriers for the DFID's Economic Development Strategy to consider** GADNet (May 2018) - <https://bit.ly/2K2ZLDz>
- **News: CDC Launches WEE strategy** CDC (May 2018) - <https://bit.ly/2sqop79>
- **News: OECD hosts Policy Dialogue on Unpaid Care and Women's Economic Empowerment** (ongoing since Jan 2018) - <https://bit.ly/2IGSz1P>
- **News: Gates Foundation announces new investment in WEE (March 2018)** - <https://bit.ly/2yNxtbL>
- **Blog: How to move beyond crude gender targets to genuine empowerment** BEAM Exchange (May 2018) - <https://bit.ly/2MI22Ta>
- **Blog: Cocoa and the global goals: accelerating women's empowerment** Oxfam (May 2018) - <https://bit.ly/2l7pzsT>
- **Blog: The Changing Landscape in Women's Economic Empowerment** Linda Scott (May 2018) - <https://bit.ly/2l3BQ2z>
- **Report: Measuring Unpaid Care Work in Household Surveys** Oxfam (June 2018) - <https://bit.ly/2tIV3GD>
- **Report: Responsible Business Conduct in G7 Countries** UN Empower Women (June 2018) - <https://bit.ly/2yC4BDl>
- **Report: This Is Not Working: Stopping sexual harassment in workplaces across our region** CARE Australia (April 2018) - <https://bit.ly/2K5sJ5E>
- **Report: How Business Can Help Close the Financial Inclusion Gender Gap** BSR (May 2018) - <https://bit.ly/2tivFkW>

Helpdesk Queries & Evidence

1. How is Women's Economic Empowerment affected in an FCAS context?

Many studies have shown that women's participation in economic activities and the labour market increases during conflict.



in post conflict settings, a reversal of trends towards increased women's economic participation is often observed, and a return to traditional gender roles.



However, this overall rise in female employment in FCAS is concentrated in low skilled jobs and the informal sector.



There is mixed evidence of shifts in household dynamics post-conflict, including increased intimate partner violence in some settings, and increased recognition of women's resourcefulness in others.



Examples of economic issues facing women and gender-differentiated consequences in FCAS:

- Security challenges can limit women's mobility, and economic choice, and increase vulnerability to forced marriage and trafficking.
- Increased burden of unpaid care and domestic work as fragility and insecurity increase, and access to justice, resources, or services reduce.
- Conservative social norms that restrict women's entrepreneurial engagement can be exacerbated by security concerns, sexual harassment and intimidation in working environments.

2. Where to Find Time Use Data and How to Use It

Examples of gender analysis of time

- Understanding role of gender in unpaid care and work;
- Informing design of national gender equality and care policies;
- Analysis of time use data in macro-economic modelling to understand the impact of trade and other policies;
- Monitoring the impacts of infrastructure or public services investments

Example: Time use data has been used for monitoring Sustainable Development Goal (SDG) targets (e.g. 5.4 on reducing unpaid care work; 3.4 on improved health and well-being and 9.1 on improved well-being from infrastructure investments).



Key sources of labour force participation data

International Labour Office (ILO), World Bank (<https://bit.ly/1U75L63>) and Organisation for Economic Cooperation and Development (OECD) (<https://bit.ly/2Ksk6LU>), with the ILO having the most comprehensive, cross sectional, comparative and time series dataset.



Key sources of time use

The United Nations (UN) for developing countries (<https://bit.ly/2Fjo9ys>), the OECD for developed countries (<https://bit.ly/2Ksk1hO>), and the Oxford University Centre for Time Use Research.



Issues and constraints to consider in collecting and using these data

Availability	Only 88 countries worldwide (see: https://bit.ly/2Fjo9ys) have implemented detailed time use surveys and relatively few of these are recent.
Comparability	Much data is not comparable across countries, due to different methods, e.g. classification systems, timing, & reference periods.
Measurement	Including measurement of parallel or simultaneous activities is particularly important to ensure that time use data on childcare is adequately captured as this most often combined with other activities.
Gaps	Absence of data on children's & elderly people's caring work; most often not included in labour or time use surveys.
Regularity	Very few countries implement regular time use surveys that would enable monitoring of trends, or of how policies or changes to the national and international environment impact the (gendered) use of time.

Read more: <https://bit.ly/2I5S6iP>

3. Women's Economic Empowerment in the DFID Commercial Agriculture Portfolio

WOW reviewed DFID's commercial agriculture portfolio, to consider the gender responsiveness of its programmes.

The WOW Helpdesk review of DFID's Commercial Agriculture portfolio found that many programmes are delivering on DFID's commitments to mainstream gender. Of the programmes reviewed, 52% were rated as 'gender responsive' and a further 23% as 'gender responsive +'.

Many programme activities at the field level go beyond merely ensuring women's inclusion and access to services and resources, and push the boundaries for women's economic empowerment (WEE) through transformative strategies and building agency.



The review argues that all commercial agriculture programmes have the potential to have a WEE focus, either within the main programme activities or through the way in which they deliver services.

Factors contributing to programmes' strong performance on gender, inclusion and WEE



Innovative strategies in value chain programmes at the field level supported by a gender strategy;



Setting ambitious targets for gender inclusion, relevant to context;



M&E captures qualitative changes in gender inequalities;



Engagement with private sector partners on establishing the business case for WEE; and



Including gender expertise in the programme management team.

Actions to improve gender responsiveness of portfolio



For programmes with targets for gender inclusion, where the targets are being met, consider whether the targets are sufficiently ambitious.



For programmes that are not meeting their gender targets, these targets need to be backed by clear gender strategies, and learning from best practice;



Programmes that have a gender inclusion focus but have not set targets should pay special attention to target-setting;



Annual reviews are a key entry point for bringing in a WEE focus by strengthening the gender reporting.

Elsewhere in the WOW programme:

Report summary: Modern Slavery and Women's Economic Empowerment

How increasing the economic empowerment of women in your value chain can reduce the risk of modern slavery

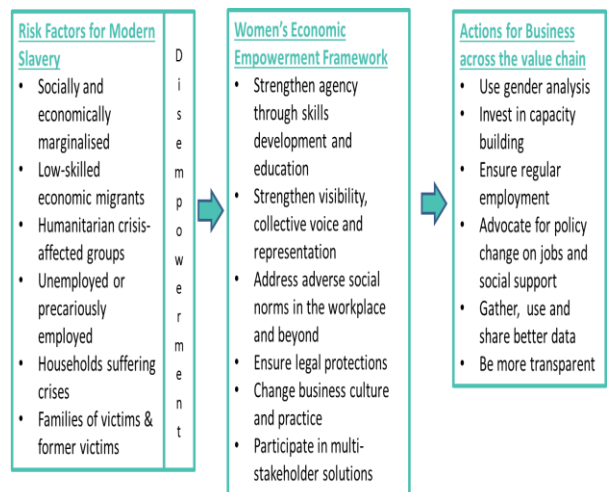
At any given time, nearly 9.5 million women are victims of forced labour exploitation in the private sector (not including sexual exploitation). Legislation, international instruments and public attention have placed modern slavery in supply chains on the business agenda.

As part of the WOW programme's strategy to engage business in empowering women, this new report positions women's economic empowerment as a valuable frame for addressing modern slavery, and identifies key actions for business.

An analysis by DFID of the key risk factors for Modern Slavery highlights why there is such a prevalence of women as victims of forced labour exploitation: marginalisation, concentration in informal and precarious work, and lack of education and skills, mark women out as being more likely to suffer modern slavery.

The DFID Work and Opportunities for Women programme is set up to address many of these key factors which expose women to modern

slavery, but through the prism of women's economic empowerment, and in particular dignified, equal, and economically empowering work for women in global value chains. The programme is therefore supporting the identification of where women are in global value chains, what they are doing, and what is their status. Further, we are developing ten corporate partnerships to economically empower 300,000 women and provide learnings to broader business on what works.



Read the full discussion paper here: <https://bit.ly/2zPUH1b>

Increasing global evidence on women workers in global value chains

This document provides an overview of WOW research which looks at data and information available on women workers in global value chains and the research WOW aims to achieve through the programme.

Global value chains depend on hundreds of millions of workers for sourcing from developing countries. Women represent a significant proportion of workers in many sectors, including agri-food, garments and personal care.

At present there is very limited data and information on the number of women workers

and roles they play. Research, as part of the Work and Opportunities for Women (WOW) programme, aims to increase global evidence on women workers in global value chains.

Leading international companies are now promoting gender equality within their supply chains. For example Marks & Spencer aims to increase the percentage of women in management positions amongst their first tier suppliers.

Read the full research brief here: <https://bit.ly/2Ljmb3L>