

WOW Helpdesk Evidence Digest / May 2024

The WOW Helpdesk

The Work and Opportunities for Women (WOW) programme is a flagship programme funded by the UK's Foreign, Commonwealth and Development Office (FCDO). The WOW Helpdesk provides rapid, flexible, tailored and specialist analysis, guidance and 'know-how' to support UK government staff in addressing Women's Economic Empowerment (WEE) in policy and programming, through:

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



You can access published reports from queries completed to date at: <http://bit.ly/2zM3NKu>

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

WOW Helpdesk Feedback



Advisers report that the support they receive from the WOW Helpdesk has increased their awareness of evidence to design and/or implement programmes that improve WEE outcomes.

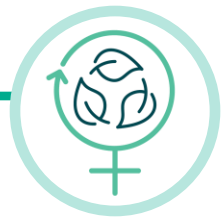


4.7 OUT OF 5

News resources on Women's Economic Empowerment

- [Center on Global Energy Policy \(2024\) Women on Energy Company Boards: Variances between Emerging Markets and Advanced Economies, and Policies to Close the Gap](#). This note reviews women's lower representation on energy company boards in emerging markets and developing economies in comparison to 'advanced' economies, and policy ideas to help close this gap.
- [Maftai, A. \(2024\) Rural women and financial inclusion – Technical Guidance Note](#). This note identifies optimal entry points for increasing rural women's access to and use of financial services; and advises how financial service providers could incorporate a gender lens to better serve rural women customers.
- [Ohja et al \(2024\) Shifting Narratives to Value Unpaid and Informal Work in Kenya](#). A research project that investigates narratives on Unpaid Care and Domestic Work and Paid Domestic Work, and tests potentially transformative narratives that could shift societal attitudes in Kenya.
- [OMFIF \(2024\) Gender Balance Index 2024: Missed opportunities](#). This index tracks the presence of over 6,540 women and men in senior positions across 335 financial institutions, and this year includes a focus on women in senior technology-related roles.
- [United Nations Global Compact \(2024\) Women at Work: Chinese companies taking action on gender equality](#). This guidebook contains a collection of case studies and business guidelines highlighting the good practices and lessons learned when businesses in China work to advance gender equality.
- [World Bank \(2023\) PPP Gender Toolkit](#). This toolkit provides practical tools and guidelines for developing gender responsive Public-Private Partnerships (PPP).
- [World Bank \(2024\) Women, International Trade, and the Law: Breaking Barriers for Gender Equality in Export-Related Activities](#). This brief analyses women's participation in international trade and the impediments to gender equality in national laws measured in the Women, Business and the Law index.

Highlights from recent queries



Pre-reading for the Wilton Park Conference on Building Women's Economic Empowerment into Climate Transitions

This [query](#) summarised the latest evidence on climate transitions and WEE:

- Progress on WEE and green growth are inextricably linked. For example, a study of 159 global companies identified as the largest corporate greenhouse gas (GHG) emitters found that firms with more gender diverse boards perform significantly better in 8 out of 9 climate action indicators, are twice as likely to develop a decarbonisation strategy, and are 25% more likely to have medium- and long-term GHG reduction targets.
- The climate transition could reduce the share of women in total employment. Climate-friendly jobs are most likely to be created in currently male-dominated sectors, such as renewables, manufacturing and construction.
- Inaction will worsen the impact of climate change on women, leading to increased loss of livelihoods and poverty. For example, loss of biodiversity and changes to weather patterns can reduce women's income from non-timber forest products, farming and fishing. In addition, women are more likely to face challenges accessing land and credit, which will exacerbate the impact of climate change on their livelihoods.
- Digital and technological assets can help women manage climate risk, respond to climate variability and access support and information to help with livelihoods during climate shocks. Emerging best practices include the use of e-learning and in-person touch points to reach women farmers with educational content, and facilitating mobile money and bank account opening for women farmers to ensure they can access digital payments. However, women face more challenges accessing digital assets than men.
- 54% of women entrepreneurs view a reduction in their carbon footprint as their top measure of success, compared with 41% of men.

This query was provided as pre-reading to attendees prior to a [Wilton Park conference](#) on Building Women's Economic Empowerment into Climate Transitions in March 2024.

International Climate Finance and Gender Equality: Integrating gender in the design of scaled-up or new British High Commission Tanzania programmes

This [concept note review](#) identifies entry points for integrating gender equality into the design of four programmes managed by the British High Commission in Tanzania focused on climate change mitigation and response, and one focused on infrastructure investment, listed below:

- Dar es Salaam Urban Resilience programme
- Modern Energy Cooking Services in Tanzania programme
- Transforming Energy Access in Tanzania programme
- Enhancing Seasonal Climate Forecasts and Early Warning Systems in Tanzania programme
- Corridors for Growth programme

None of these programmes explicitly integrated gender in their concept notes. They could improve this by:

- Conducting GEDSI (gender equality, disability and social inclusion) analysis of the differentiated impact of climate change on men and women and of the role women can play as agents of change across the programmes' various themes (waste management, cooking fuel, deforestation/renewable energy, climate information, and transport/infrastructure).

- Ensuring programmes' commercial and procurement processes include GEDSI (e.g. adding GEDSI objectives to terms of reference, tender documentation, and scoring and evaluation criteria).
- Exploring the capacity of programme implementing partners to deliver gender-responsive climate action (e.g. utilising existing gender mainstreaming guidance).
- Including gender objectives in the design of programmes' pilot initiatives (e.g. an objective to free up time and resources spent by women and girls on collecting and procuring biomass fuels).
- Incorporating gender indicators into programme logframes; disaggregating monitoring data by sex and other factors (e.g. disability, age and geography); and, ensuring timely reporting of data and actioning of recommendations.

The query also found that integrating GEDSI into the British High Commission's Climate and Environment Strategy could be used to drive increased ambition across these programmes. This would set the standard for other programmes and could support the capacity building of implementing partners, as well as increase coherence in the implementation of UK commitments on gender-responsive international climate finance across programmes.

HIDDEN GEM – A throwback from the WOW Helpdesk Library

Targeted Guidance No. 1: Promoting economic empowerment for women in the informal economy (2019)

In this final year of the WOW Helpdesk, we are highlighting previous research from the past five years.

This [Targeted Guidance](#) provides an analysis of the gender dynamics of informal work and offers a set of corresponding recommendations. Noting that up to 2 billion workers worldwide are informal and that women make up the majority of informal workers in low-income countries and are concentrated in precarious forms of work with less choice than men over what work they do, the Guidance provides the following recommendations for donors to promote better jobs for women in informal economies:

- ✓ Conduct context-specific, gendered analysis of informal work and labour markets, as well as dialogue with stakeholders at country, sector or programme level to ensure strategies are adapted to the wider context.
- ✓ Work with governments to remove discriminatory laws, promote legal recognition of informal workers and widen coverage of social protection systems.
- ✓ Partner with private sector companies to improve the visibility of and outcomes for informal workers participating in their supply chains.
- ✓ Monitor gender-related outcomes in terms of quality as well as quantity of jobs.
- ✓ Increase coverage, quality and accessibility of sex-disaggregated data on informal work.



Elsewhere in the WOW Programme

Gender and Carbon Credits Research

WOW is creating a technical guidance document that will help key carbon credit developers and project partners implement standards requiring action on gender, including the [Core Carbon Principles](#) of the [Integrity Council for the Voluntary Carbon Markets](#). The aim is to improve the quality of their carbon credits from a gender perspective and give buyers confidence that their credits are making a difference. WOW recently organised a dissemination event with USAID in Malawi to showcase its research on gender and carbon credits. This was an opportunity for key stakeholders from Government, the private sector, civil society and donors to explore the current state of the carbon market in Malawi's agricultural sector, focusing on tree-crops. The aim was to discuss ways in which Malawian farmers can enter and benefit from carbon markets, including opportunities for women.

Working with the Ethical Tea Partnership (ETP)

WOW is also working with ETP in Malawi to ensure gender considerations are prioritised as part of a Payment for Ecosystem Services (PES) project in the tea sector. Over 1,400 farmers have been onboarded into the PES programme and are being encouraged to plant and protect trees amongst their tea crops. WOW is supporting the design and delivery of a Family Business Management training with onboarded couples to enhance the ability of women to have more decision-making power over resources, including the carbon credits received from tree planting.



Coming Soon - The WOW Helpdesk is currently working on:

TITLE	DEPARTMENT	TYPE OF SUPPORT
Workshops on gender equality and social inclusion for private sector partners	British Embassy Venezuela	Workshop
Strengthening gender in investment policy reforms in Tanzania	FCDO Tanzania	Evidence review