



A Women's Economic Empowerment Framework

Can M4P make markets work for poor women and for poor men?

Linda Jones, Coady International Institute



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

**Swiss Agency for Development
and Cooperation SDC**



THE SPRINGFIELD CENTRE
FOR BUSINESS IN DEVELOPMENT

COADY
INTERNATIONAL INSTITUTE
ST. FRANCIS XAVIER UNIVERSITY
Igniting Leadership

Outline of Presentation

- Background to the study
- Women's economic empowerment definition and principles
- M4P and WEE definitions and principles
- An M4P WEE intervention life cycle framework
- MWP approach and framework language and economic growth

Background to the Study

- Study undertaken on behalf of Springfield and funded by SDC
- Request from field programmes for greater support in women's economic empowerment
- Potential to contribute to the larger dialogue
- Part of a multi-step process and this study represents the conceptual phase



Common Elements Defining Women's Economic Empowerment

- Economic advancement – increased income and return on labour
- Access to opportunities and life chances such as skills development or job openings
- Access to assets, services and needed supports to advance economically
- Decision-making authority in different spheres including household finances

Principles of Women's Economic Empowerment Frameworks

Women's Situation:

- Context / Intersectionality
- Spheres of Engagement
- Barriers / Opportunities
- Women's Workload



Principles of Women's Economic Empowerment Frameworks



Programming Approaches:

- A Systems Approach
- Gender Mainstreaming
- Theory of Change
- Project Life Cycle

Comparing WEE and M4P - Definitions

- Economic advancement – increased income and return on labour
 - Access to opportunities and life chances such as skills development or job openings
 - Access to assets, services and needed supports to advance economically
 - Decision-making authority in different spheres including household finances
- “M4P is an approach to develop market systems so that they function more effectively, sustainably and beneficially for poor women and men, building their capacities and offering them the opportunity to enhance their lives.” In economic development terms, these systems encompass production, consumption and labour markets.

M4P Approach and WEE FWs – Women's Situation

- Context / Intersectionality
 - Spheres of Engagement
 - Barriers / Opportunities
 - Women's Workload
- Tick
 - Tick
 - Tick
 - No

Challenge for M4P: Taking into consideration women's unpaid workload, and offering specific guidance to programmes on women's situation.



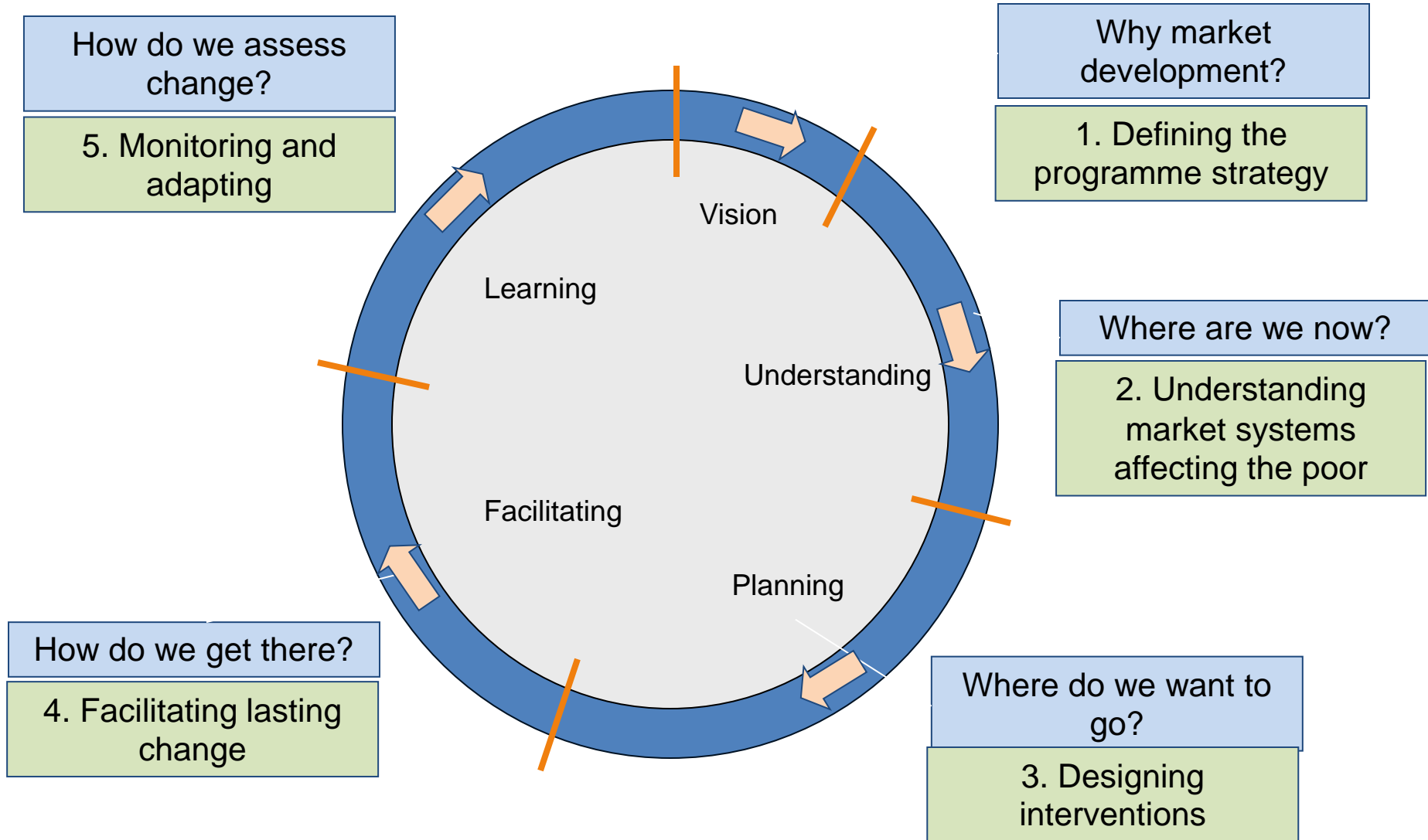
M4P Approach and WEE FWs – Programming Approach



A Systems Approach	• Tick
Gender Mainstreaming	• No
Theory of Change	• Tick
Project Life Cycle	• Tick

Challenge for M4P: the programming framework is compatible with WEE FWs but there is no specific guidance on how to mainstream women into M4P programs.

The M4P Intervention Life Cycle



Setting the Programme Strategy

- Four elements: poverty reduction, access and growth, objectives, intervention strategy
- Questions must include women explicitly:
 - What is the profile of the target group (women and men)?
 - What is the nature of women's and men's exclusion, inequality or deprivation?
 - Will market access improve for women and men?
 - Will delivery be improved for women and men?

Understanding market systems affecting poor women and men

- Understand the system through use of a range of analytical tools that incorporate gender:
 - Household economic analysis can feature women's workload questions
 - Value chain analysis can be gendered (available tools)
 - What are the main reasons why poor women's and/or men's participation is currently weak?
 - What are the primary challenges to increase poor women's and/or men's level of participation?

Defining interventions with sustainable outcomes for women and men

- Who does, who pays?
 - What is the historical context of the market? (Have women been involved? If not, are there any women who can provide insights to what might work and act as role models?)
 - What relevant innovations might inform realignment of functions and players? (Can women realize greater benefit from innovations in the system such as skills programmes that target women?)
 - What are the underlying incentives for change? (Are there areas in which employers would be motivated to hire women?)

Facilitating systemic change – implementation

- Facilitation is an approach of market system programming that alters a market system without direct involvement
- Applicable to women as well as to men
 - If a service is to work for women, this means that both the facilitator (programme staff) and the service provider (public or private sector) must understand the situation for women, and what will and will not be appropriate.

Assessing change – monitoring and evaluation

- Intervention logics
 - What is the logic model for the intervention? Are there separate logic models (or branching logic models) for women and men?
 - What are the key indicators at each level? Are they appropriate for women's mainstreaming (not just disaggregated)?
 - Does the choice of indicator provide the right targets for interventions? Have indicators for women's advancement been differentiated from men's?

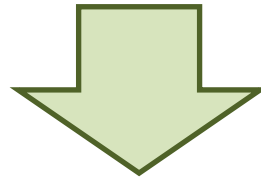
Gender Neutrality



- M4P language is gender neutral
- This has resulted in gender bias in some programs
- Explicit language in M4P documents would provide regular reminders of women as a significant target groups

Example of Gendered Language

The central challenge for development agencies and governments is to learn from this disparate experience and create an environment that allows more people to build their capacities and assets, earn higher incomes and take advantage of opportunities to escape from poverty. Such an environment has to deliver two critical features: *growth* and *access*.



The central challenge for development agencies and governments is to learn from this disparate experience and create an environment that allows more women and men to build their capacities and assets, earn higher incomes and take advantage of opportunities to escape from poverty. Such an environment has to deliver two critical features: *growth* and *access for women and men*.

Gender Bias and Economic Growth

- Gender bias in selection of industries
- Gender neutral has resulted in bias against women
- Not all growth is equal
- With new statement “Such an environment has to deliver two critical features: *growth* and *access for women and men.*”
- May change selection of industries or how industries are developed

Next Steps

Dialogue

- ✓ A multi-pronged process building consensus on the priority issues in the paper and structure for an assessment framework

Assessment

- Application of the assessment framework to examine the implementation experience and lessons of at least two projects

Recommendations

- Building on the project assessments, refine recommendations for M4P projects in enhancing women's economic empowerment

Dissemination

- ✓ Dissemination and promotion of recommendations

Refinement

- Adaptation and refinement of recommendations into agency-specific practice notes / guidelines by project and agency teams

Thank you!

