

NOVEMBER 7, 2017

WOMEN'S ECONOMIC EMPOWERMENT STRATEGY

First foundation-wide strategy for gender equality

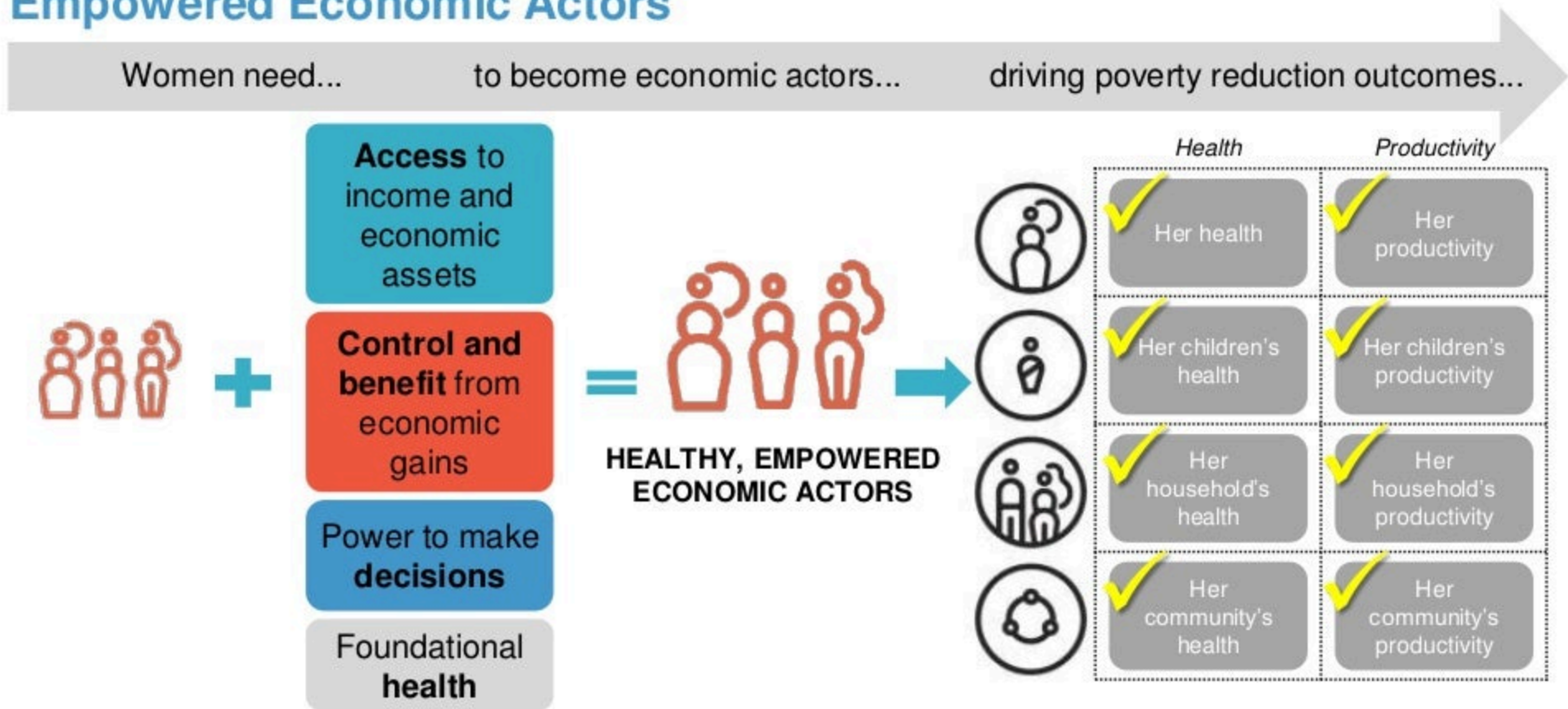
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How we got there

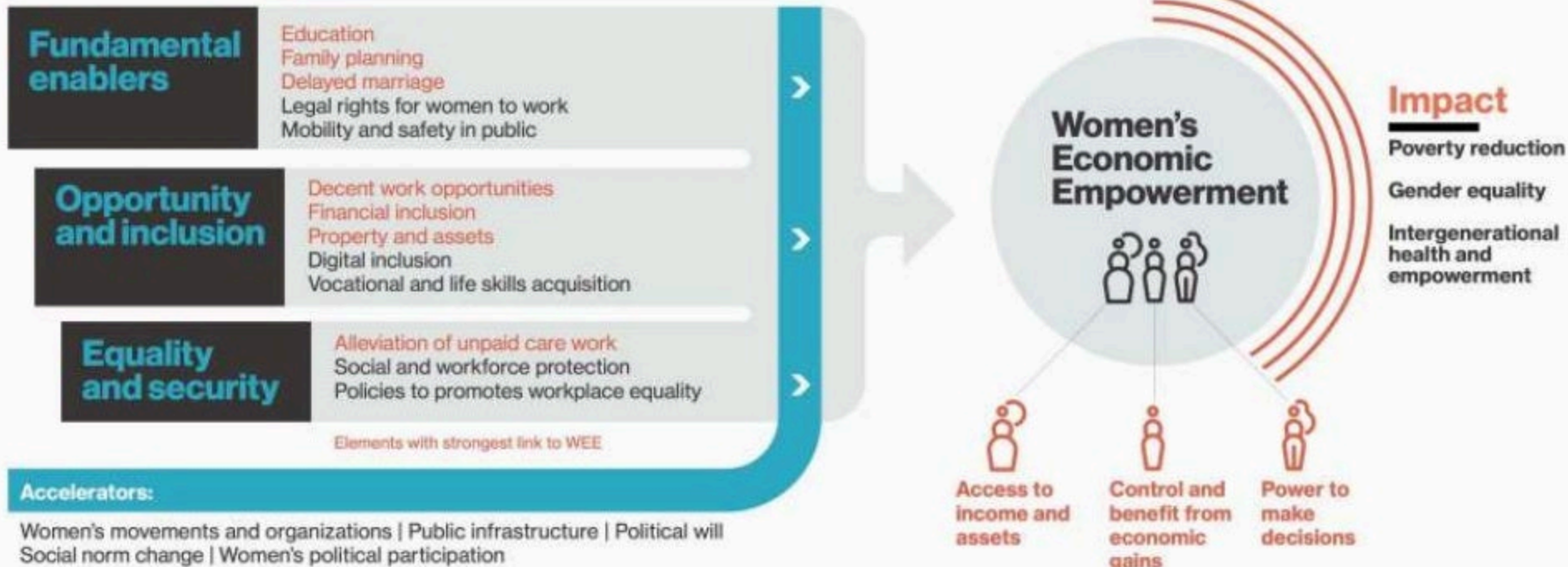
THE BILL & MELINDA GATES FOUNDATION GENDER JOURNEY

<p>Agricultural Development publishes a gender policy and hires first foundation PO focused on gender</p>	<p>London Summit on Family Planning</p>	<p>Women, Girls & Gender Initiative: Baseline survey across all 26 Foundation Program teams and evidence review</p>	<p>Women, Girls & Gender Initiative Evidence and Benchmarking reports developed</p> <p>Initial Data2x grant awarded</p> <p>Commentary in Science</p> <p>Grand Challenge: Women and Girls at the Center of Development RFP launched</p>	<p>Director of Gender Equality hired</p> <p>Social Norms work launched</p> <p>Internal Gender Challenge Fund: 15 internal grants awarded across the foundation</p>	<p>Melinda features time women's unpaid work in Annual Letter</p> <p>India Country Office hosts Gender Week</p> <p>Inaugural convening of WGCD partners in Nairobi</p>	<p>Creation of WGCD Learning Clusters</p> <p>Model of Women and Girls' Empowerment launched at CSW side event</p> <p>Goalkeepers event and Women's Movements Portfolio at UNGA</p> <p>UN Women grant awarded</p>
<p>'08</p>	<p>'12</p>	<p>'13</p>	<p>'14</p>	<p>'15</p>	<p>'16</p>	<p>'17</p>
<p>Avahan expands to build a focus on violence, and collectivization for self-determination</p>		<p>Focused analysis of investments in self-help groups</p> <p>Adolescent+ working group formed</p>	<p>Gender integration primer for onboarding of foundation Program Officers (A+ Working Group)</p> <p>Portfolio analysis of FP, MNCH and Nutrition with aim of deliberately integrate a gender lens across the lifecycle</p> <p>ICO generated data on IPV, social and gender inequities, and reproductive, maternal and child health</p>	<p>22 Grand Challenge: Women and Girls at the Center of Development awarded</p> <p>Multi-sectoral, young adolescent, norm focused A+ Grant made in Ethiopia and Nigeria</p> <p>No Ceilings Report funded</p> <p>Foundation Parental Leave Policy announced</p>	<p>FSP and WSH teams embark on PST Deep Dives</p> <p>Women Deliver: \$80M commitment towards gender data & advocacy</p> <p>Data2x reinvestment</p> <p>Approval to create first BMGF Gender Equality Strategy received</p>	<p>Gender mainstreamed in major data investments</p> <p>Gender Integration Criteria and Tools created</p> <p>Initiatives for What Works to Advance Gender Equality launched in India</p> <p>Internal Gender Challenge Fund culmination event</p> <p>BMGF Gender Equality Strategy Approved</p>

Catalyzing Poor Women to Become Healthy, Empowered Economic Actors



How do Countries Progress Towards Women's Economic Empowerment?



Methodology:
Elements identified by multi-regression correlation analysis against a composite of 5 WEE indicators. Accelerators were identified through 6 country case studies. Content confirmed by 18 expert interviews.

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Priorities and Bodies of Work for our WEE Strategy

Elements of the Foundation's Women's Economic Empowerment Strategy

*GE / PST lens

Global Elements of WEE

Financial inclusion

Decent work opportunities

Property and assets

Platforms

Foundation Levers

Women's Digital Financial Inclusion

Women's Market Inclusion

Women's Land Tenure Security

Self-Help Groups

Accelerators:

Women's movements and organizations | Public infrastructure | Political will
Social norm change | Women's political participation

Women's Economic Empowerment

Outcomes:

Access to income and assets

- Labor participation
- Diversity of labor opportunity
- Direct social protection payments
- Access to productive assets
- Return on labor

Control and benefit from economic gains

- Ownership of productive assets
- Household resource control
- Bank account ownership

Power to make decisions

- Agency over life choices
- Access to livelihoods and health information
- Social capital and self-confidence

*Three strategic choices drove our down-selection process: **A)** Potential for impact **B)** Clear mechanism for philanthropic capital **C)** GE and PST assets and capacities

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Role of AgDev for WEE

AGDEV4WEE: STRATEGIC CHOICES FOR OUR ROLE

How do we set priorities?

Prioritize work that amplifies ongoing AgDev efforts

Rationale: Most AgDev investments already affect women in multi-faceted and complex ways. Working together is our biggest opportunity to empower at scale.

Implications for Action:

- Increase the gender-responsiveness of AgDev initiative investments, with extra emphasis on:
 - Gender strategies of AGRA and CGIAR
 - Advisory, financial and digital platforms
 - Evidence-based policy advice in country government partnerships
 - Continued partnerships with Food systems and Nutrition

Contribute to the ongoing WEE work led by the Gender Equality team

Rationale: AgDev is the only PST at the foundation that focuses on income generation, and thus has a comparative advantage to contribute to the work on women's economic empowerment.

Implications for Action:

- Increase focus on activities that ladder up to the WEE strategy, including:
 - Women SHF's market integration
 - Women's secure land tenure
 - SHGs
 - Data and Policy

Where should we invest among the possible agricultural system levers?

Support women's off-farm entrepreneurship as a driver of agricultural transformation

Rationale: By 2025, 240M women in India and SSA will transition from on-farm to off-farm work. The majority of rural households already participate in both (McKinsey analysis for BMGF, 2016).

- Implications for Action:** Invest in rural women's opportunities for entrepreneurship, market integration, and off-farm income by supporting:
- Access to capital and financial services
 - Access to transaction platforms and market information
 - Acquisition of business and financial skills

Continue to work on closing gender gaps in access to key on-farm productive resources

Rationale: A wide and pervasive gender gap in agricultural productivity persists, ranging from 23% to 66% in SSA. Productivity gains and savings can spur the off-farm transition (World Bank and ONE 2014).

- Implications for Action:** Gender productivity gaps will be reduced through:
- Innovations to reduce women's labor/time burdens
 - Secure land tenure
 - Equitable access to improved agricultural services and technologies

Focus on assets with the most potential to transform the lives of poor women in agriculture.

Rationale: Evidence shows the distribution and control of key assets is skewed toward men and that addressing the gender gap in property rights is a key pathway towards WEE.

Implications for Action:

- Increase focus on best bets for empowering women in agriculture through productive assets, especially:
 - Land
 - Livestock
 - Financial services

Prioritize standardized metrics for women's empowerment in agriculture across our team

Rationale: To understand the impacts of our investments on women's empowerment we need to consistently measure those impacts, using standardized metrics.

Implications for Action:

- Embed Pro-WEAI in the M&E systems of all investments with a downstream interface



What types of models and tactics do we invest in for impact?

Prioritize 'proven', 'promising' and 'high potential' models and tactics to empower women

- Rationale:** For high fertility, agrarian economies:
- Land rights/land titling is the only 'proven' intervention
 - Collective action and bundled services are 'promising'
 - Farmer field schools are 'high potential'

Implications for Action:

- Build into our interventions the best tactics for empowering women in agriculture:
 - Secure women's land rights
 - Leverage women's platforms of collective action
 - Deliver a suite of services to address agronomic and markets as well as social norms

Be more intentional about engaging men and boys and youth in our WEE investments

- Rationale:** Demographic trends in our focus countries show a 'youth bulge', meaning it is inevitable our interventions reach youth. Adolescence is also a trajectory-setting life stage for women in poor rural economies. Engaging men and boys in health and family planning interventions has had impressive results, but has not yet been widely used in ag programs.

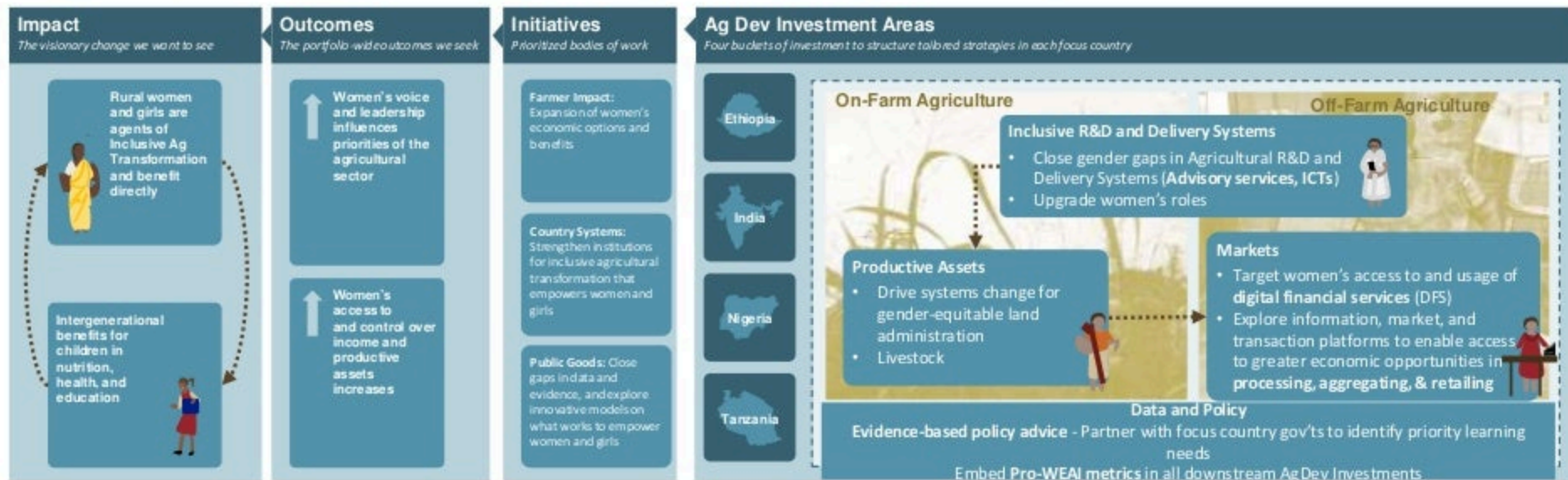
Implications for Action:

- Track sex- and age-disaggregated data of project beneficiaries
- Consider more nuanced, gender- and age-appropriate approaches in advisory systems and ICTs
- Engage men and boys as allies for women's empowerment



AGDEV4WEE: THEORY OF ACTION

AgDev's chosen role focuses on our strengths, opportunities for leverage across PSTs, and evidence-based interventions



Enabling Context

Country-level indicators linked to potential for change

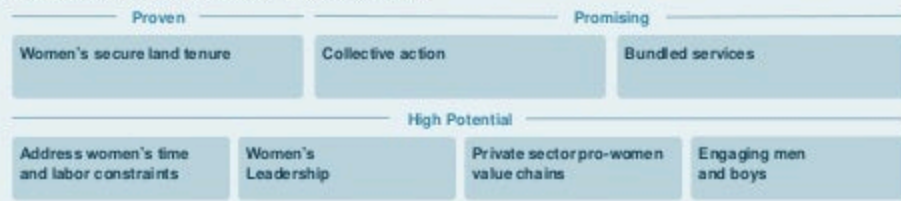
WEE Enablers



Inclusive Ag Transformation Enablers

Investment Accelerators

Models and tactics that will drive faster and more effective change



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BMGF, the CGIAR and Gender

Investments include:

- **AWARD**
- **IFPRI GAAP and GAAP2 for Pro-WEAI**
- **GENNOVATE**
- **GREAT (Cornell/Makerere for gender-responsive breeding)**
- **Landesa (women's land titles in India)**
- **CARE Pathways (empowerment and market inclusion of women farmers x 6 countries)**
- **Aga Khan Foundation (women's goat productivity and income in Bihar)**
- **Techno-Serve (women's market inclusion in Bihar)**
- **ASI (women's poultry productivity and nutrition in Burkina Faso)**
- **APMI (women's empowerment in large-scale poultry businesses in Tanzania and Nigeria)**

A few questions:

1. How has the gender platform influenced the CGIAR system and CRPs; are there commonalities in goals and how impacts are documented? What are the top cross-cutting gender hypotheses?
2. How does this gender platform influence the platforms for Excellence in Breeding and Big Data, and vice versa?
3. Could this platform serve as a global clearing-house for the science of gender in agriculture? What would you need?
4. Together, what is your impact respectively for (a) empowering women in agriculture; (b) closing gender data and evidence gaps; and (c) strengthening CRP and Center outcomes?