The Gates Foundation Gender Equality Strategy

A Review for the WGCD Learning Agenda

March 22, 2018
Our Presenters

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Director, Gender Equality

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Program Officer, WGCD Learning Agenda
Gender Equality Strategy

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Director of Gender Equality
The Bill & Melinda Gates Foundation
When we address gender inequality and remove the underlying barriers for women and girls, we unlock the potential for all people—men, women, boys, and girls—to be equally valued and to lead healthy and productive lives.
Gender Equality Team

Purpose

Accelerate progress toward the foundation’s goals by working together with program teams to advance gender equality and empower women and girls.
The way the GE team works toward that purpose

Amplify the impact
• Helping teams apply a systemic gender lens to their work
• Targeting specific gender gaps through catalytic investment

Build the gender equality field
• Strengthening data & evidence on what works for gender equality and women’s empowerment
• Driving accountability and impact through institutions, governments, and movements
• Offering the foundation’s voice and technical expertise as a global resource to advance the field

Drive innovation and learning
• Pushing new thinking
• Testing and scaling new approaches
GENDER EQUALITY JOURNEY

LAYING THE GROUNDWORK
2008-2014

BUILDING MOMENTUM
2014-2017

THE GE STRATEGY
2018-
GENDER EQUALITY JOURNEY

- First foundation program officer
- London Summit on Family Planning
- Internal Women, Girls & Gender survey
- Adolescent + working group
- Gender lens portfolio analysis
- Melinda's Science article
Put simply, we cannot achieve our goals unless we systematically address gender inequalities and meet the specific needs of women and girls in the countries where we work.
GENDER EQUALITY JOURNEY

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- Melinda’s Science article
- WGCD Grand Challenge
Women and Girls at the Center of Development Grand Challenge

1742 Letters of Interest

128 Countries

71% Low-to-Middle Income Countries

62% Female Principle Investigators
Women and Girls at the Center of Development Grand Challenge

50+ LOI REVIEWERS
80+ PROPOSAL REVIEWERS
10 TEAMS
22 GRANTS
GENDER EQUALITY JOURNEY

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- WGCD Grand Challenge
- Parental Leave Policy
- Director of Gender Equality
- Launch of Gender Mainstreaming

**LAYING THE GROUNDWORK**
- 2008
- 2012
- 2013
- 2014

**BUILDING MOMENTUM**
- 2015
- 2016
- 2017
- 2018
- 2019

**THE GE STRATEGY**
Gender Intentional Programming

SECTOR INTERVENTIONS

GE INTERVENTIONS

Gender lens

Gender integrated programming

Sector outcomes

GE outcomes

Multisectoral Impact
GENDER EQUALITY JOURNEY

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- $80M commitment at Women Deliver

- 2008
- 2012
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- 2015
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- 2018
- 2019

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Announcement at Women Deliver in May 2016

$80MILLION
SDG 5 ACCOUNTABILITY

$41M Gender data

$39M Advocacy and communications
CURRENT CHALLENGES WITH GENDER DATA:

- Gender data gaps
- Bias in measurement tools
- Fragmentation of data actors
- Capacity constraints
- Low use of gender data

IMPACT
Along the data life-cycle, women and girls’ voices are unheard, and issues that impact their lives are invisible.
GENDER DATA

Five initiatives related to gender data ($41M)

1. Capacity and coordination
2. Building evidence
3. Building global momentum
4. Filling gender data gaps
5. Mainstreaming gender in major data initiatives

GOAL
Reliable, quality, comparable data on women and girls and gender equality influences policy, tracks progress and demands accountability to the SDG agenda.
Gender Advocacy and Communications ($39M)

1. Champions and communications
2. Movements and campaigns
3. SDG accountability
4. Women’s economic empowerment (learning agenda)
Gender Advocacy and Communications ($39M)

1. Champions and communications
2. Movements and campaigns
3. SDG accountability
4. Women’s economic empowerment (learning agenda)

$20M Announcement at Goalkeepers in Sep 2017

• Women’s funds which sub-grant to grassroots women’s groups across the global south and help build strategic alliances

• Grassroots organizations which are running targeted campaigns to advance the SDGs and amplifying local girls’ and women’s voices

• Online and offline platforms designed to incubate champions, strengthen campaigners’ skills, and build their networks

• New academic research to deepen our understanding of movements’ impacts and strengthen the investment case
GENDER EQUALITY JOURNEY

First foundation program officer


LAYING THE GROUNDWORK

BUILDING MOMENTUM

THE GE STRATEGY

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Model of Women and Girls’ Empowerment
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- Director of Gender Equality
- Launch of Gender Mainstreaming
- Initiative for What Works launched in India
- $80M commitment at Women Deliver
- First Gender Equality Strategy approved

Our core beliefs on Women’s Economic Empowerment
Beliefs we share with the field

Gender equality and human development are interrelated. Gains in gender equality are associated with gains in human development and economic growth.

Economic losses are not distributed gender equitably. Women and girls disproportionately absorb economic shocks and fragility, with long-term impact on their lives.

Women and girls are economic actors. Despite perceptions, women in developing countries are active as economic producers, consumers, employees, business owners, and more.

Women’s agency is as essential as economic advancement. Decision-making over her and her household’s income and assets enables durable gains for herself and her children.

Women’s economic empowerment (WEE) holds transformative potential. WEE drives gender equality as well as intergenerational impact to her children’s health and productivity.
Economic growth does not always “lift all boats.” Poor women and girls do not always benefit from the rising tide of human and economic development.

Entry points to WEE can be prioritized. Women progress toward WEE in varied ways; however, global patterns suggest certain elements are higher impact than others.
We believe “poverty is sexist.”

Women and girls are more likely to have lower health and economic outcomes.
Leaders of 193 nations have pledged to end gender inequality in all forms by 2030.
What if... women had the same access to economic assets as men?
women and girls had the same opportunity to build social networks and thrive?
What if... the world’s poorest women and girls could be fully included in markets and economic activity?
Our Vision of Women’s Economic Empowerment

- Access to income and assets
- Control and benefit from economic gains
- Power to make decisions

Healthy, empowered economic actors

- Increased equality
- Reduced poverty
- Intergenerational effects

Foundational health
Evidence of impact of women’s economic empowerment

**Reduced poverty**

Access to savings account increased spending in education, meat and fish, health

**Increased equality**

Increased average household income by 60%

Levels of respect by participants’ husbands increased by 15%

**Intergenerational effects**

Young women less likely to get married or give birth

5-15 y/o girls had substantial health gains and were significantly more likely to be in school

Sources: Prina, 2013; UN women 2015; Jensen, 2012
How have countries progressed towards women’s economic empowerment?
Thirteen elements with strong links to Women’s Economic Empowerment

- Alleviation of unpaid care work
- Social and workforce protection
- Policies to promote workplace equality
- Decent work opportunities
- Financial inclusion
- Property and assets
- Digital inclusion
- Vocational and life skills acquisition
- Education
- Family planning
- Delayed marriage
- Legal rights for women to work
- Mobility and safety in public
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Six Case Studies Revealed Varied Pathways

Thailand
Bangladesh
Bolivia
Brazil
Ethiopia
India—Himachal Pradesh

Equality and security
- Alleviation of unpaid care work
- Social and workforce protection
- Policies to promote workplace equality

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- Alleviation of unpaid care work
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### Financial inclusion
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### Fundamental enablers
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### Equality and security
- Mobility and safety in public
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Equality and security

Opportunity and inclusion

Fundamental enablers

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**Six Case Studies Revealed Varied Pathways**

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**Accelerators**
- Women's movements and organizations
- Social norm change
- Public-private partnerships
- Private sector job creation
- Public investment in infrastructure
- Women's political participation
Global Theory of Change

Alleviation of unpaid care work
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Accelerators

Women's movements and organizations
Social norm change
Public-private partnerships
Private sector job creation
Public investment in infrastructure
Women's political participation

Women's Economic Empowerment

Access to income and assets
Control and benefit from economic gains
Power to make decisions

- Accelerators
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Elements of the Foundation’s Women’s Economic Empowerment Strategy

Decent work opportunities
Financial inclusion
Property and assets
Self help groups
Accelerators

Women’s movements and organizations
Social norm change
Public-private partnerships

Women’s Economic Empowerment

Access to income and assets
Control and benefit from economic gains
Power to make decisions
### Thalland (50 years, 1960-2010)
Globalization, infrastructure investments, and family planning improved WEE

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### Bangladesh (33 years, 1980-2013)
Garment industry and government programs expanded women’s opportunities

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### Himachal Pradesh (25 years, 1990-2015)
Public sector hiring and land reform for women expanded WEE outcomes

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### Bolivia (17 years, 1993-2010)
Women’s movements pursued gender policies that expanded female labor force

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### Ethiopia (10 years, 1995-2005)
Model cities established gender-focused laws which later disseminated throughout the country

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### Brazil (10 years, 2001-2011)
Economic growth & political will for GE improved broad set of WEE outcomes

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Discussion
Thank You!