

The Gates Foundation Gender Equality Strategy

A Review for the WGCD Learning Agenda

March 22, 2018



Our Presenters




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Gender Equality Strategy

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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**.



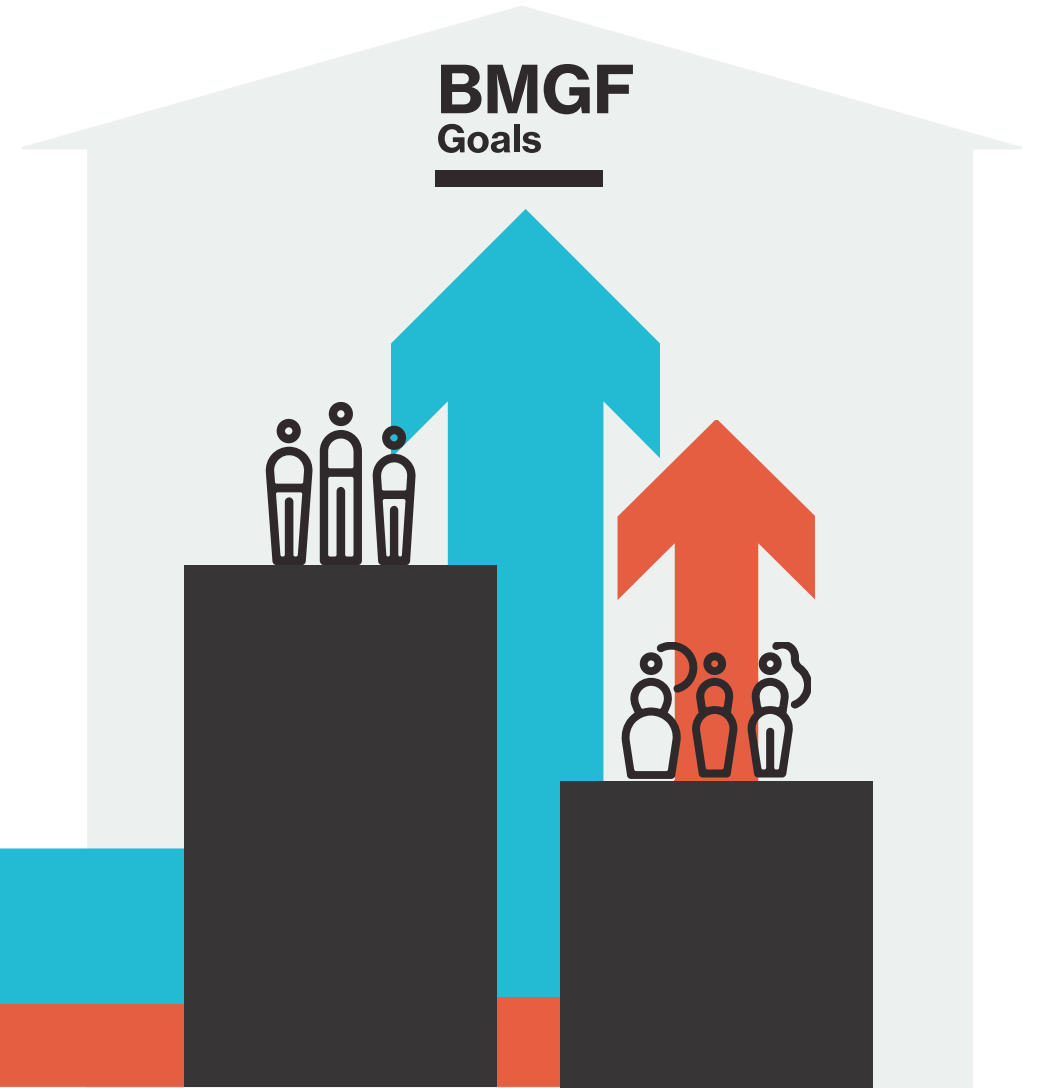
Amplify the impact



Build the gender equality field



Drive innovation and learning



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

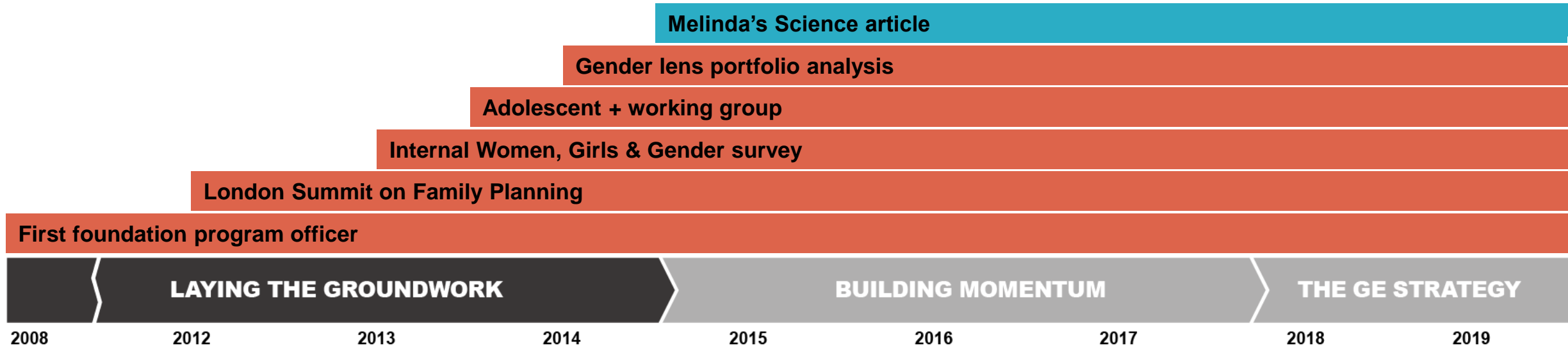
BUILDING MOMENTUM

2014-2017

THE GE STRATEGY

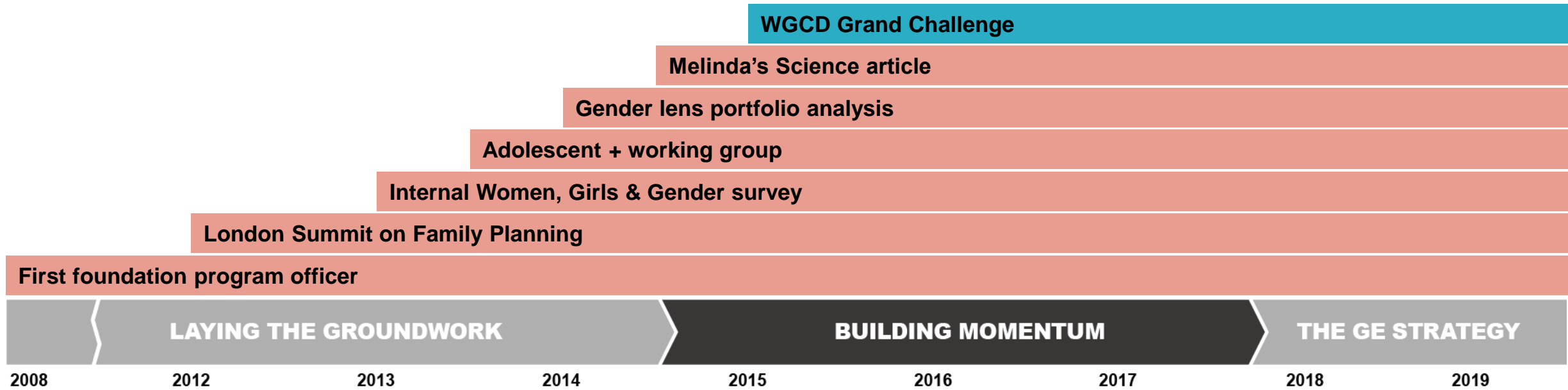
2018-

GENDER EQUALITY JOURNEY



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



Women and Girls at the Center of Development Grand Challenge



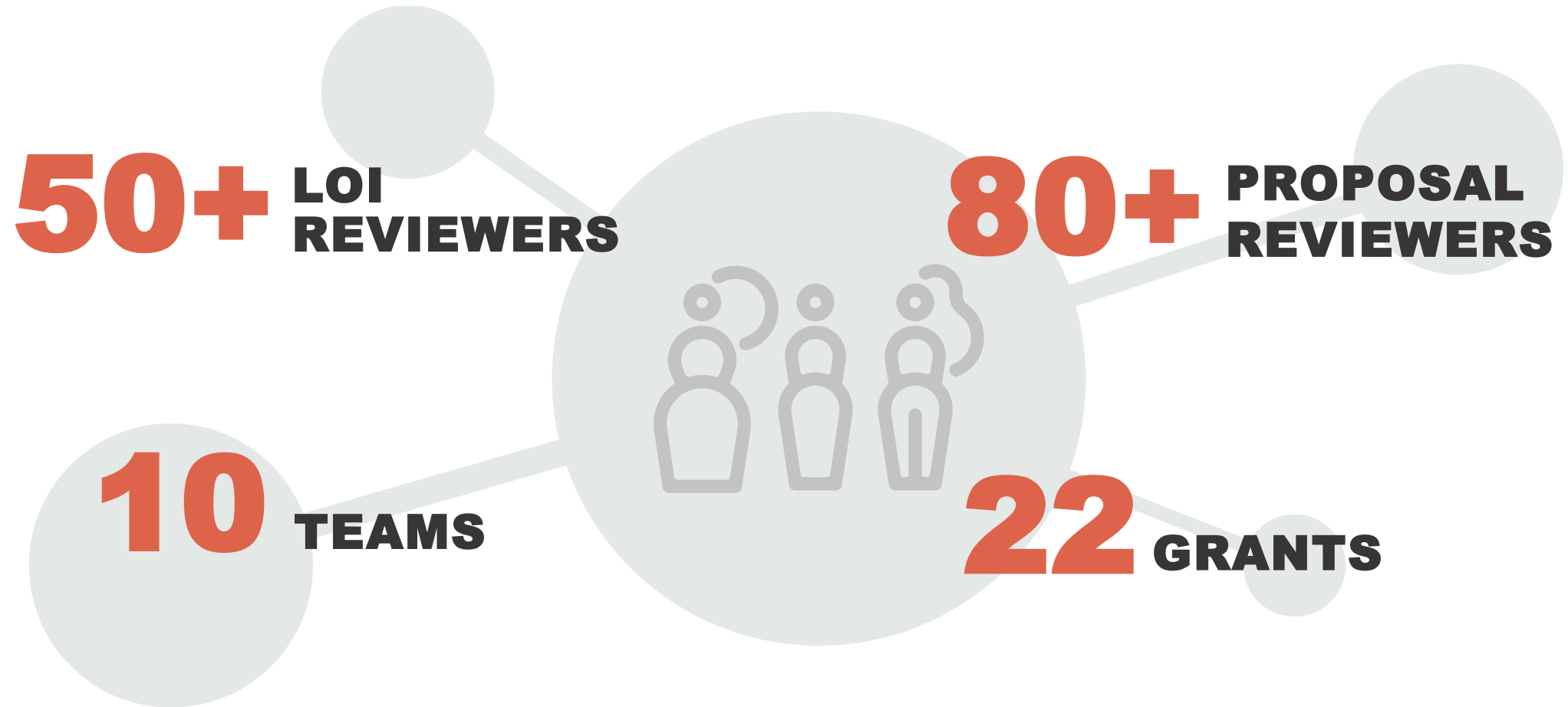
1742 LETTERS
OF INTEREST

71% LOW-TO-MIDDLE
INCOME COUNTRIES

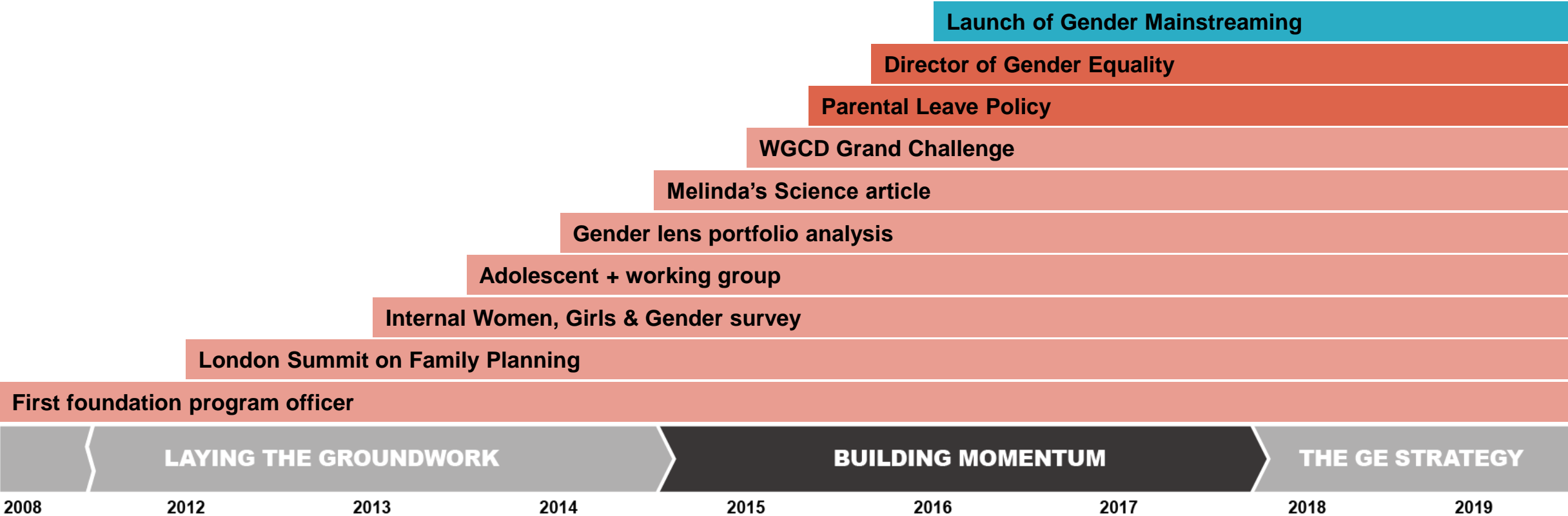
128 COUNTRIES

62% FEMALE PRINCIPLE
INVESTIGATORS

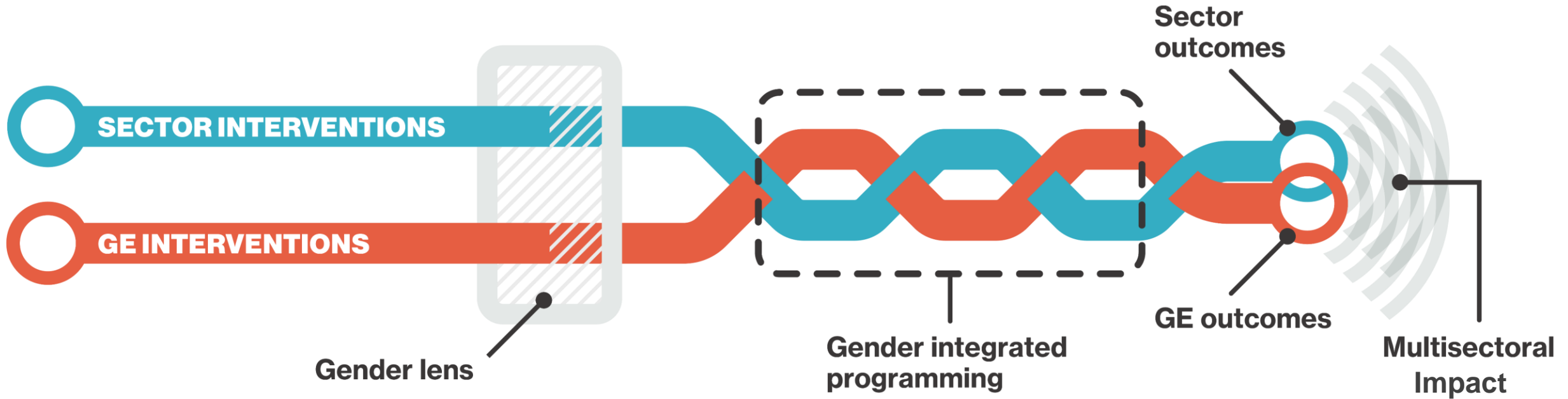
Women and Girls at the Center of Development Grand Challenge



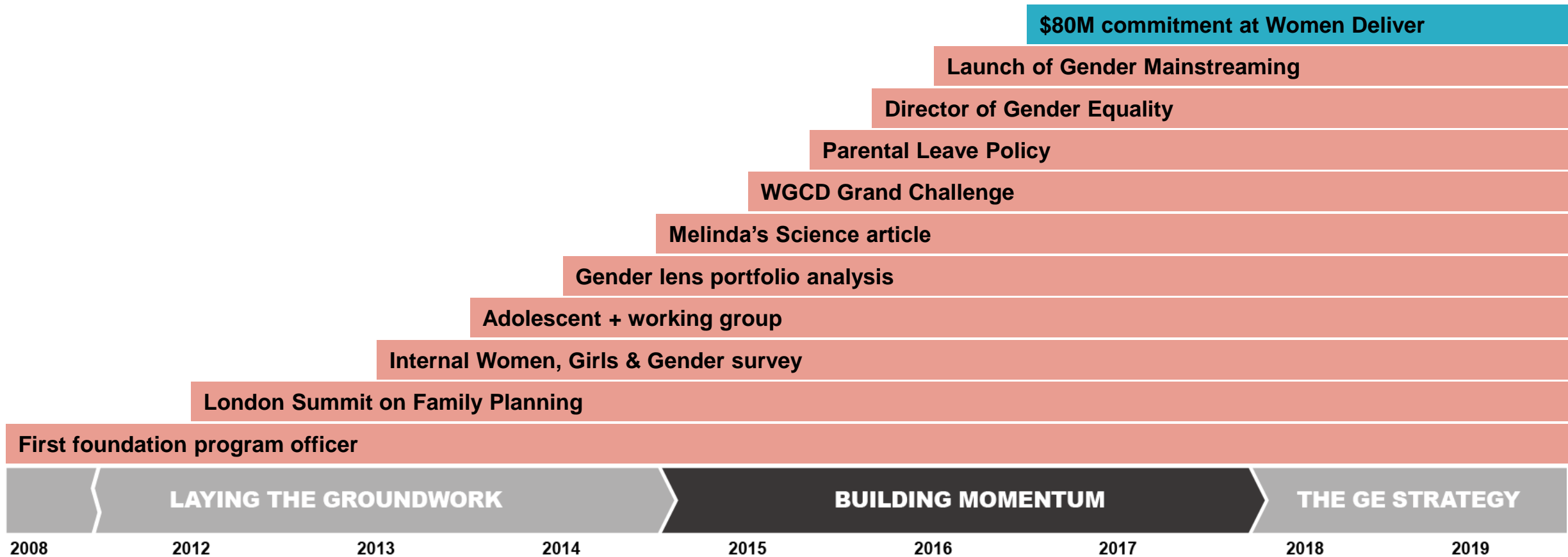
GENDER EQUALITY JOURNEY



Gender Intentional Programming



GENDER EQUALITY JOURNEY





**WOMEN
DELIVER**

Announcement at Women Deliver in May 2016

\$80 MILLION
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)

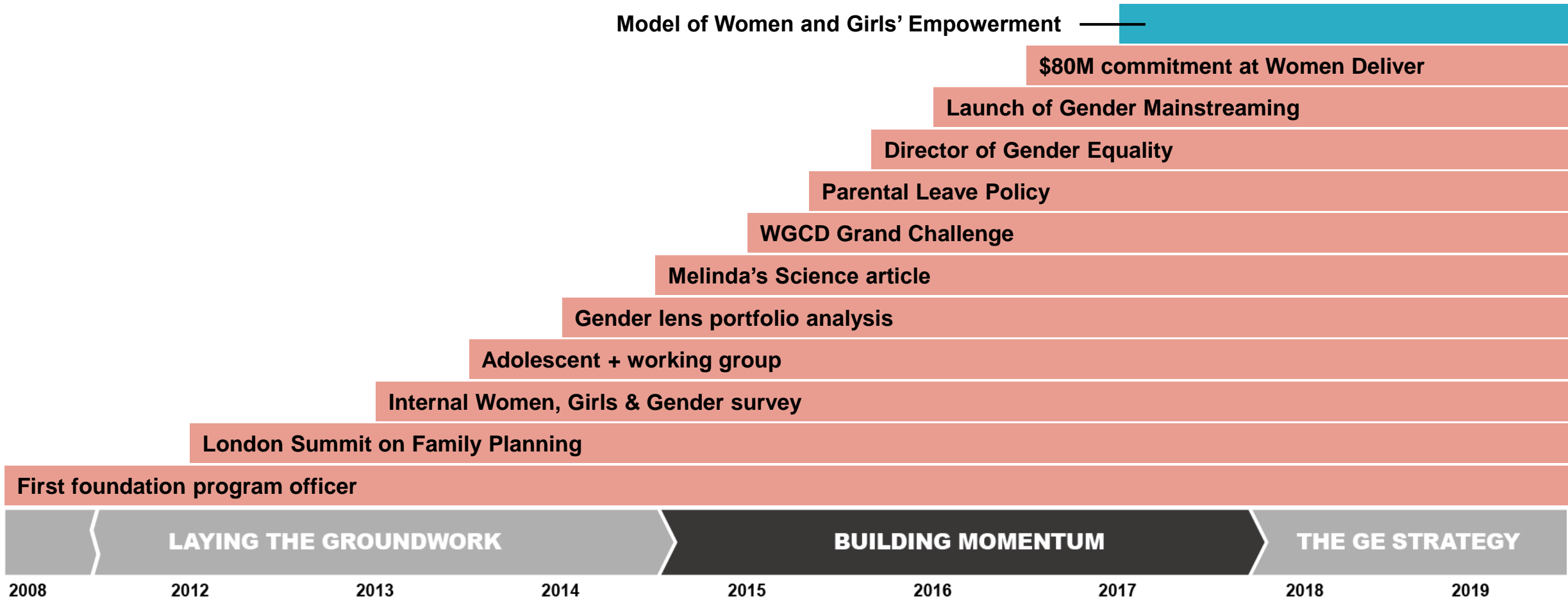
Gender Advocacy and Communications (\$39M)

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



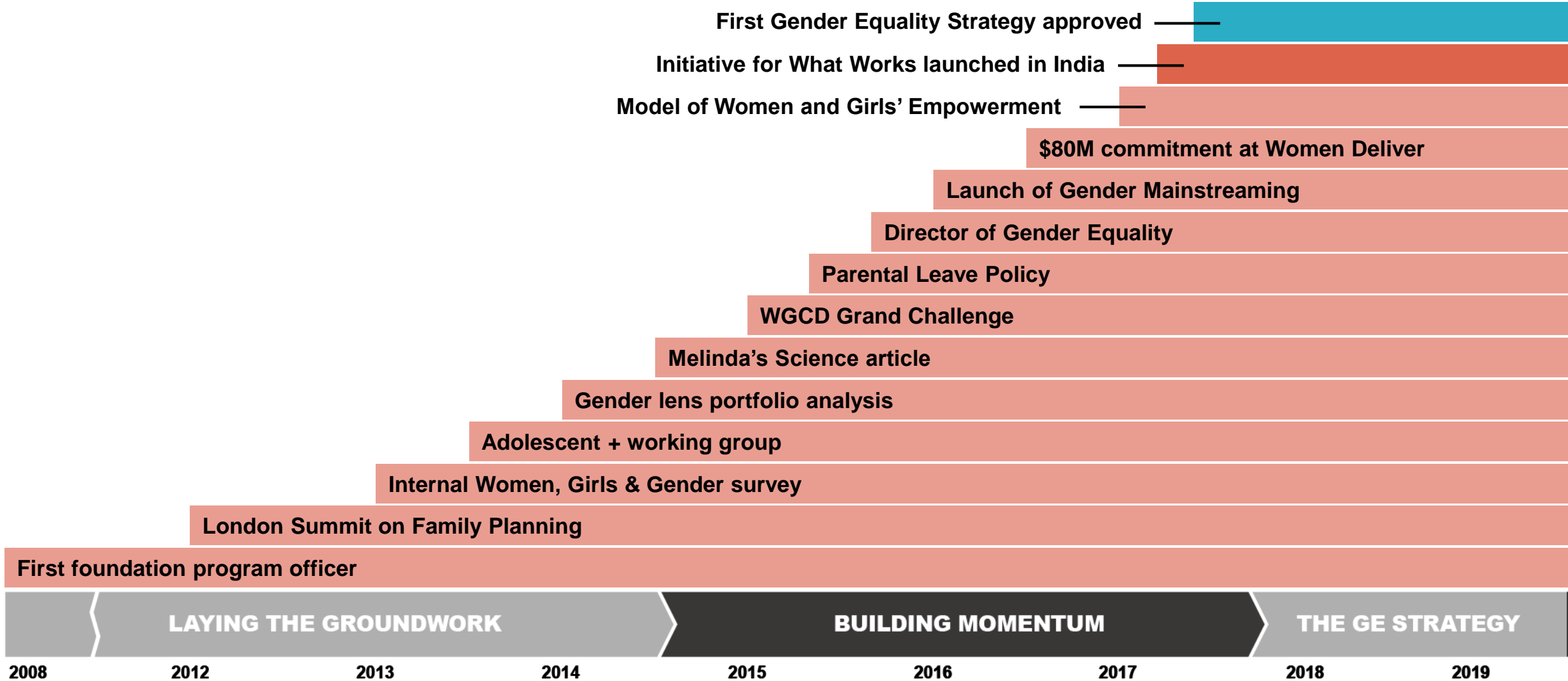
Model of Women and Girls' Empowerment



A Conceptual Model of

WOMEN AND GIRLS
EMPOWERMENT

GENDER EQUALITY JOURNEY



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

**Beliefs
where we
stake a
claim**

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?

What if. . .

**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



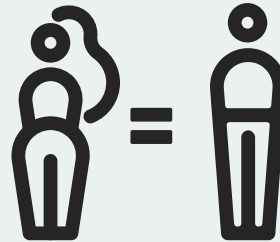
Evidence of impact of women's economic empowerment

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%

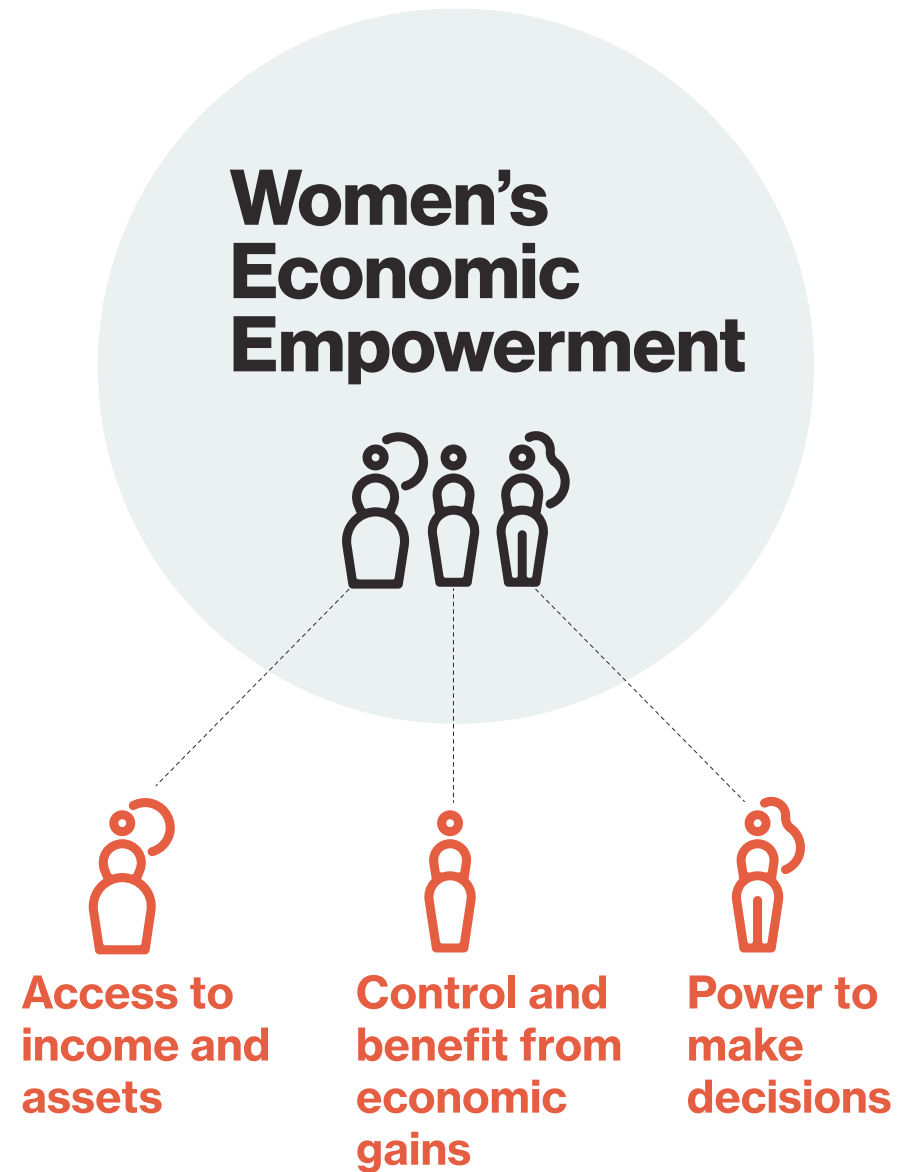
Intergenerational effects



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

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

Three Clusters

Equality and security

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

Opportunity and inclusion

Decent work opportunities
Financial inclusion
Property and assets
Digital inclusion
Vocational and life skills acquisition

Fundamental enablers

Education
Family planning
Delayed marriage
Legal rights for women to work
Mobility and safety in public

**Seven
elements
most
strongly
tied to
Women's
Economic
Empower-
ment**

**Equality and
security**

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

**Opportunity
and inclusion**

Decent work opportunities
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**Fundamental
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Social and workforce protection
Policies to promote workplace equality**

Opportunity and inclusion

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Property and assets
Decent work opportunities
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Vocational and life skills acquisition**

Fundamental enablers

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Delayed marriage
Legal rights for women to work
Mobility and safety in public**

Six Case Studies Revealed Varied Pathways

Thailand

Bangladesh

Bolivia

Brazil

Ethiopia

**India—
Himachal Pradesh**

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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

Decent work opportunities

Financial inclusion

Property and assets

Education

Family planning

Delayed marriage

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

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

Appendix

CONTEXTUAL PATHWAYS

■ Elements advanced in case study period ■ Elements advanced prior of case study period

Thailand (50 years, 1960-2010)
Globalization, infrastructure investments, and family planning improved WEE

Fundamental enablers	Opportunity and inclusion	Equality and security
Education	Decent work opportunities	Alleviation of unpaid care work
Family planning	Financial inclusion	Social and workforce protection
Delayed marriage	Property and assets	Policies to promote workplace equality
Legal right for women to work	Digital inclusion	
Mobility and safety in public	Vocational and life skills acquisition	

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

Fundamental enablers	Opportunity and inclusion	Equality and security
Education	Decent work opportunities	Alleviation of unpaid care work
Family planning	Financial inclusion	Social and workforce protection
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Bangladesh (33 years, 1980-2013)
Garment industry and government programs expanded women’s opportunities

Fundamental enablers	Opportunity and inclusion	Equality and security
Education	Decent work opportunities	Alleviation of unpaid care work
Family planning	Financial inclusion	Social and workforce protection
Delayed marriage	Property and assets	Policies to promote workplace equality
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Ethiopia (10 years, 1995-2005)
Model cities established gender-focused laws which later disseminated throughout the country

Fundamental enablers	Opportunity and inclusion	Equality and security
Education	Decent work opportunities	Alleviation of unpaid care work
Family planning	Financial inclusion	Social and workforce protection
Delayed marriage	Property and assets	Policies to promote workplace equality
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Himachal Pradesh (25 years, 1990-2015)
Public sector hiring and land reform for women expanded WEE outcomes

Fundamental enablers	Opportunity and inclusion	Equality and security
Education	Decent work opportunities	Alleviation of unpaid care work
Family planning	Financial inclusion	Social and workforce protection
Delayed marriage	Property and assets	Policies to promote workplace equality
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Brazil (10 years, 2001-2011)
Economic growth & political will for GE improved broad set of WEE outcomes

Fundamental enablers	Opportunity and inclusion	Equality and security
Education	Decent work opportunities	Alleviation of unpaid care work
Family planning	Financial inclusion	Social and workforce protection
Delayed marriage	Property and assets	Policies to promote workplace equality
Legal right for women to work	Digital inclusion	
Mobility and safety in public	Vocational and life skills acquisition	

A woman with curly hair is standing and talking to a man who is sitting and looking thoughtful. The man is pointing to his chin. The background shows a whiteboard with some writing, including the words "My Voice". The entire image has a teal color cast.

Discussion

Thank You!

